



Pay Transparency Policy Statement

CenterPoint Energy is considered a government contractor because the Company provides services to the federal government under contract. On January 11, 2016, the Office of Federal Contract Compliance Programs' (OFCCP) final rule on pay transparency became effective. As a result, CenterPoint Energy provides the following pay transparency policy statement in accordance with the OFCCP rule.

Federal contractors are prohibited from discharging or discriminating against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)