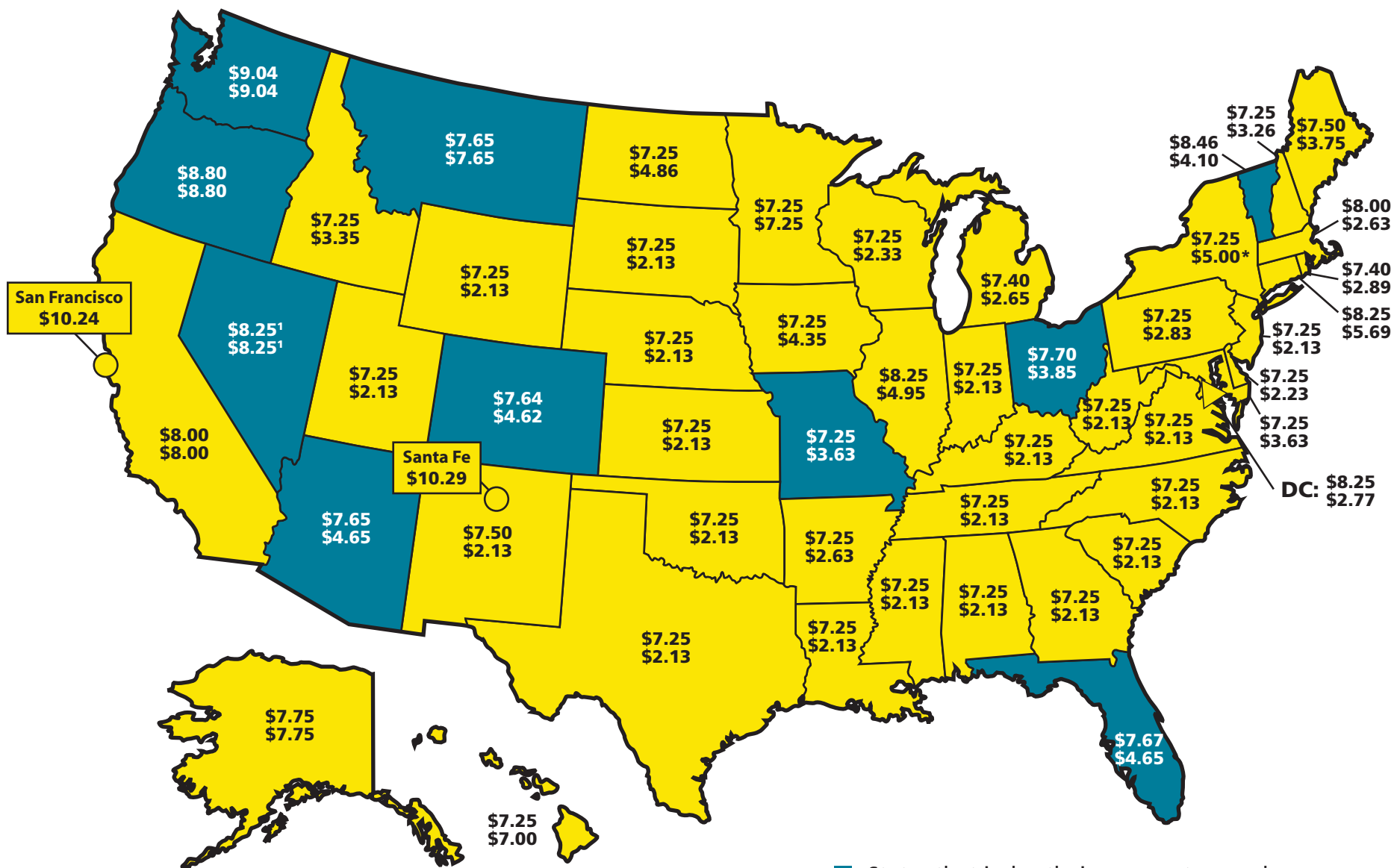


MINIMUM WAGE RATES

As of March 1, 2012



■ States that index their wage rates yearly

The information stated herein is not intended to be legal advice nor should the reader base any decision on this map without first checking with legal counsel as to its applicability and accuracy. The National Restaurant Association provides this information from its independent research sources.

1 If a Nevada employer offers a qualified health plan, the minimum wage is \$7.25 an hour.
* Employers should review the Hospitality Wage Order that explains the definitions of a foodservice worker and service worker.