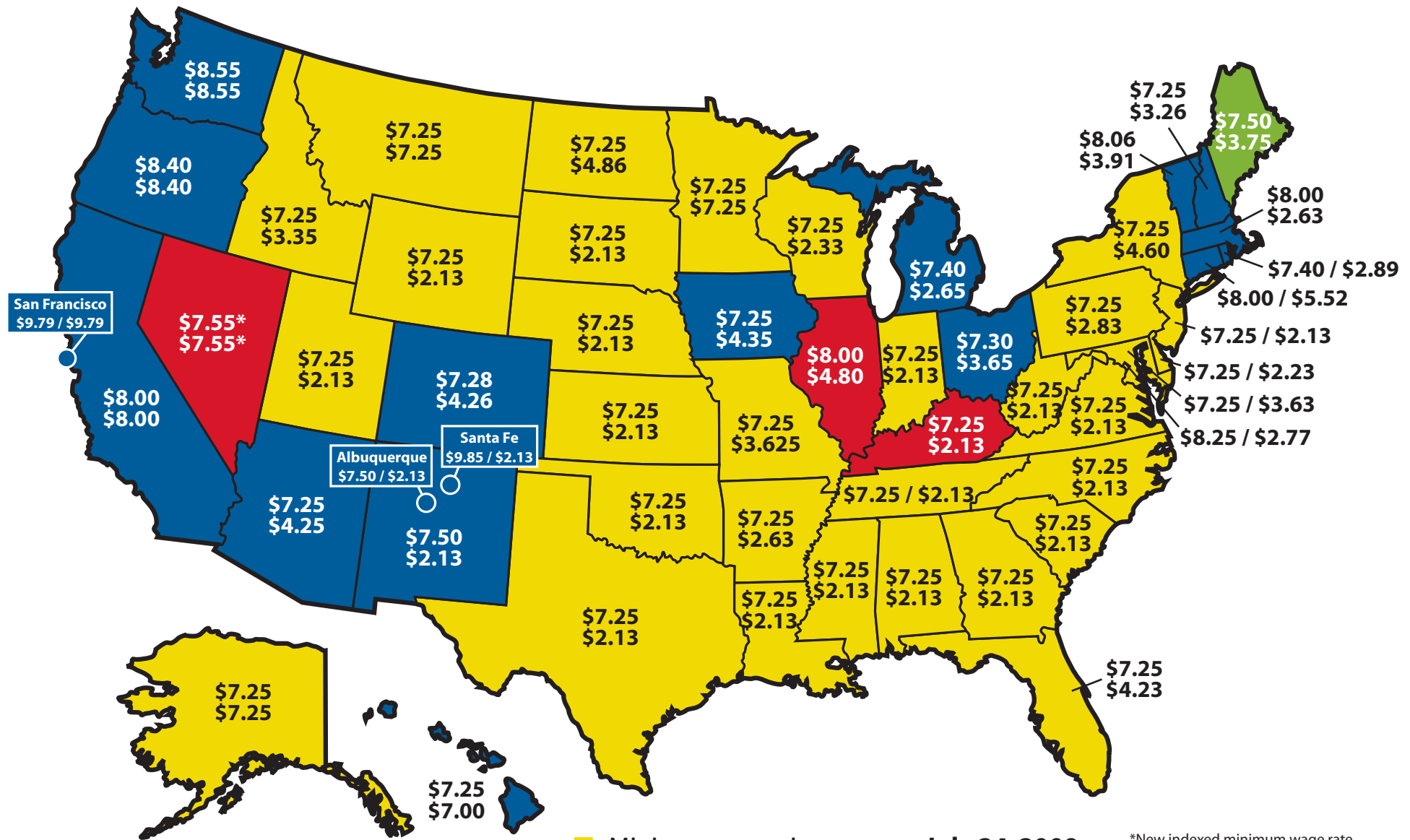


MINIMUM WAGE INCREASES – SUMMER 2009



- Minimum wage increase on **July 24, 2009**
(due to federal rate's increase to \$7.25)
- Minimum wage increase on **July 1, 2009**
- Minimum wage rates unchanged
- Minimum wage increase on **October 1, 2009**

*New indexed minimum wage rate will be announced on April 1, 2009. That rate will take effect on July 1, 2009. \$7.55 is approximate, but the state wage must be \$1 above the federal (if employers do not provide health benefits.)