

LABOR

LAWS

Since 1953

FEDERAL

WEST VIRGINIA

FED **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating

FED

EXEMPTIONS

against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

national security-related activities.

The Secretary of Labor may bring court actions to restrain violations and assess civil

The Act also permits polygraph testing, subject to restrictions, of certain employees

The law does not preempt any provision of any State or local law or any collective

bargaining agreement which is more restrictive with respect to lie detector tests.

theft, embezzlement, etc.) that resulted in economic loss to the employer.

of private firms who are reasonably suspected of involvement in a workplace incident

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

WH1462

REV. 07/2016

Workforce West Virginia Notice To Employees – Unemployment Benefits

TOTAL UNEMPLOYMENT

WV

You are considered totally unemployed during any week in which you are totally separated from your employment, performing no services for which wages or other remuneration were paid to you.

You must file your initial claim for total unemployment in person. Since a claim for unemployment compensation is effective the Sunday of the week in which it is filed, you should file your claim immediately after you are separated from your employment. You will be instructed on filing your continued claim. Your options for filing continued claims will include telephone or web filing.

PARTIAL UNEMPLOYMENT

You would be considered partially unemployed if you have been working full-time. but due to business being slow, a breakdown of equipment, or similar reasons, you employer has to reduce your hours during the week. You may be entitled to partial unemployment benefits during this week if you earned less than what your weekly unemployment benefit amount would be plus \$60. Under these conditions, your employer should issue a Low Earnings Report for the week, showing your gross wages. You must complete the claims portion of the Low Earnings Report and file it with the local unemployment office as directed on the form.

ELIGIBILITY REQUIREMENTS

To be monetarily eligible to receive unemployment benefits you must have earned \$2200 gross wages in covered employment during two or more calendar guarters of your regular base period (first four of the last five completed calendar quarters) or alternative base period (the last four quarters immediately preceding the first day of the individual's benefit year).

ELIGIBILITY REQUIREMENTS - OTHER

12,850.00 - 12,999.99

13.000.00 - 13.149.99

13,150.00 - 13,299.99

13.300.00 - 13.449.99

13,450.00 - 13,599.9

136.00

138.00

139.00

141.00

3,536.00

3.588.00

3.614.00

3.666.00

41,800.00 - 41,949.99

41,950.00 - 42,099.99

42.100.00 - 42.249.99

42.250.00 - 42.399.99

2,400.00 - 42,549.99

11,492.00

11,544.00

11.596.00

11.622.00

11,674.00

442.00

444.00

446.00

447.00

to find work.

REV. 01/2018

Rev. 01/2018

If you are unemployed, you shall be eligible to receive benefits only if: You have made a claim for benefits at a local unemployment office You have registered for work with the Job Service Office and continue to report as directed.

> You are able to work and available for full-time work for which you are fitted by prior training or experience.

SOCIAL SECURITY NUMBER You are doing what a reasonable prudent person in your situation would do

Bring your Social Security Card with you when you report to the local office. Your Social Security Number will only be printed on the most pertinent documents. You have filed for and served a waiting period of one week during your benefit

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a

To care for the employee's spouse, child, or parent who has a qualifying serious health condition;

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26

weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted,

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an

employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use

FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The

Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

Have at least 1,250 hours of service in the 12 months before taking leave;* and

For the employee's own qualifying serious health condition that makes the employee unable to perform the

For qualifying exigencies related to the foreign deployment of a military member who is the employee's

To bond with a child (leave must be taken within 1 year of the child's birth or placement);

The birth of a child or placement of a child for adoption or foster care;

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:

1-866-4-USWAGE WHD DEPARTMENT OF LABOR (1-866-487-9243) UNITED STATES OF AMERICA TTY: 1-877-889-5627



REV. 04/2016

REV. 05/2022

U.S. Department of Labor • Wage and Hour Division • WH1420

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LEAVE ENTITLEMENTS

employee's job;

leave policies.

not on leave.

to the FMLA

employee must:

spouse, child, or parent.

BENEFITS & PROTECTIONS

ELIGIBILITY REQUIREMENTS

employees may take leave intermittently or on a reduced schedule.

equivalent pay, benefits, and other employment terms and conditions.

Have worked for the employer for at least 12 months;

*Special "hours of service" requirements apply to airline flight crew employees.

12-month period for the following reasons:

period.) For any week on the basis of services performed as an alien, unless you are lawfully residing in the United States and have a valid permit to work.

For any week you are training, participating, or preparing to participate in

If you are an employee of an educational institution or educational service

agency, for any week of unemployment which commences during: a paid

sabbatical leave: a holiday or vacation period between two academic years

to the beginning of a holiday or vacation period and there is a contract or a

reasonable assurance that you will perform services in the second academic

year or term or after a holiday or vacation period. (EXCEPTION: If you have

sufficient nonschool wages in your base period to qualify for benefits based

upon the non-school wages only, you may be entitled to benefits during this

or terms, if you perform services in the first academic year or term or prior

sports or athletic events if there is reasonable assurance you will perform such

- If you leave work voluntarily to attend school or other educational institution, or are waiting to enter school or an educational institution.
- For each week in which you are unemployed because of your request or that of your duly-authorized agent for a vacation at a specified time that leaves your employer no other alternative but to suspend operations. 12.
- For the week in which you receive any annuity, pension, or other retirement pay from a base period employer, or from a fund towards which a base period employer has contributed. If your remuneration is less than the unemployment benefits otherwise due vou, your unemployment benefits will be reduced by the amount of your annuity, pension, etc.
- For each week in which and for 52 weeks thereafter, if the commissioner finds that you, within the preceding 24 months, knowingly made a false statement or failed to reveal a material fact in order to obtain or increase or attempt to obtain or increase a benefit; and you shall be considered guilty of a

misdemeanor and may be subject to severe penalties. Neither the full effect nor the duration of a disqualification is given here in detail

Who is Protected?

employees

Job applicants

What Organizations are Covered?

Most private employers

Know Your Rights: Workplace Discrimination is Illegal

U.S. Equal Employment Opportunity Commission

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

days, depending on where you live/work). You can reach the EEOC in any of the

an inquiry through the EEOC's public portal:

1-800-669-4000 (toll free)

1-844-234-5122 (ASL video phone)

1-800-669-6820 (TTY)

https://publicportal.eeoc.gov/Portal/Login.aspx

What can You Do if You Believe Discrimination has Occurred?

Union members and applicants for membership in a union

State and local governments (as employers)

Educational institutions (as employers)

Employees (current and former), including managers and temporary there are strict time limits for filing a charge of discrimination (180 or 300

following ways

Submit

Call

Contact the EEOC promptly if you suspect discrimination. Do not delay, because

Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

WAGE AND HOUR DIVISION DEPARTMENT OF LABOR UNITED STATES OF AMERICA

apply to tests given by the Federal Government to certain private individuals engaged in The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized Federal, State and local governments are not affected by the law. Also, the law does not

ENFORCEMEN1

EXAMINEE RIGHTS

penalties against violators. Employees or job applicants may also bring their own court

dispensers.

UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

services in the current or upcoming seasons.

3, Koom 200 - Charleston, WV 25305 Telephone: (304)558-7890

labor.wv.gov Fax: (304)558-3797

An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law, §21-5C.

Required Minimum Wage Rate

• Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

- An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.
- Beginning with the 91st day of employment, an employer must pay the employee the required minimum wage rate.

Permissible Minimum Wage Credit for Tipped Employees

- Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.
- To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Wage Payment and Collection Act

WEST VIRGINIA DIVISION OF LABOR 1900 Kanawha Boulevard East - State Capitol Complex

Building 3, Room 200 - Charleston, WV 25305 Telephone: (304)558-7890

labor.wv.gov

Fax: (304)558-3797

This abstract must be placed in an area accessible to all employees in accordance with the requirements of W. Va. Code §21-5-9.

§21-5 REQUIRES THE EMPLOYER TO:

WV

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to their wages.

When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next regularly scheduled payday for all work he or she performed prior to his or her separation from employment.

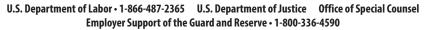
On separation from employment, pay an employee the fringe benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies regarding vacation, sick leave and other fringe benefits, if any.

Provide employees with at least 1 full pay period's written notice before making any changes to an employee's rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of employment.

	V I				Security Nullis	er will only be printed on th	ie most per tinent dot	uments.	
•		have filed for and served a wai	ung period of one	week auring your benefit	VOLUNTARY INCOME TAX WITHHOLDING PROGRAM				
	 You have earned gross wages of less than your weekly benefit amount plus \$60 during the week for which you claim benefits. 			Unemployment compensation benefits are subject to Federal income tax and there are requirements relating to estimated tax payments. You may choose to have Federal income tax deducted and withheld from any unemployment benefits paid to you.					
•									
	5								
•	You requalify on a new claim when you had a previous benefit year (must have								
	earn	ed eight times your old weekly	y benefit amount ir	n covered employment	<u>CLAIMS OFFICES</u>				
	after	the beginning of your previou	ıs claim).		These FULL-TI	ME CLAIMS OFFICES are op	perated Monday throu	ıgh Friday each week:	
		5 5 7 1		onvices when colocted					
•	toui	must participate in profiling ar	id reemployments	services when selected.	BECKLEY		MORGANTOWN		
DISC	DUALIFI	CATIONS							
					CHARLESTON		PARKERSBURG		
Your	nay be d	lisqualified from drawing b	enerits:		CLARKSBURG	i	PUTNAM		
1.	If you	u leave work voluntarily witho	ut good cause invo	lving fault on the part of					
		employer.	j		ELKINS		SOUTH BRANCH		
2	•				FAIRMONT		SUMMERSVILLE		
2.	IT YO	u are discharged for miscondu	α.		FAIRWONT		JUIVIIVIENJVILLE		
3.	If yo	u fail without good cause to ap	oply for available su	uitable work, to accept	GREENBRIER		WEIRTON		
	suita	ble work when offered, or to r	eturn to your custo	mary self-employment					
		n directed to do so.			HUNTINGTON		WELCH		
					LOGAN		WHEELING		
4.	If yo	u are unemployed due to a lab	or dispute.		LUGAN		WHEELING		
5.	For t	he week for which you receive	wages in lieu of no	otice or Workers'	MARTINSBUR	RG	VALLEY		
		pensation for temporary total	-						
					MERCER COU	NTY			
6.	For t	he week for which you receive	unemployment co	ompensation under the					
	laws	of another state or of the Unit	ed States.						
			Unen	nployment Compens	sation Benef	fit Rate Table			
							,	M. 1	
,	Wage	Wages in	Weekly	Maximum	Wage	Wages in	Weekly	Maximum	
	Class	Base	Benefit	Benefit	Class	Base	Benefit	Benefit	
_		Period	Rate	Rate		Period	Rate	Rate	
		Under \$2,200	ineligible		193	31,000.00 - 31,149.99	328.00	8,528.00	
	1	\$2,200.00 - 2,349.99	24.00	624.00	194	31,150.00 - 31,299.99	330.00	8,580.00	
	2	2,350.00 - 2,499.99	25.00	650.00	195	31,300.00 - 31,449.99	331.00	8,606.00	
	3	2,500.00 - 2,649.99	27.00	702.00	195	31,450.00 - 31,599.99	333.00	8,658.00	
	4	2,650.00 - 2,799.99	28.00	728.00	190	31,600.00 - 31,749.99	335.00	8,710.00	
	4 5	2,850.00 - 2,949.99 2,800.00 - 2,949.99	28.00 30.00	780.00					
					198	31,750.00 - 31,899.99	336.00	8,736.00	
	6	2,950.00 - 3,099.99	31.00	806.00	199	31,900.00 - 32,049.99	338.00	8,788.00	
	7	3,100.00 - 3,249.99	33.00	858.00	200	32,050.00 - 32,199.99	339.00	8,814.00	
	8	3,250.00 - 3,399.99	35.00	910.00	201	32,200.00 - 32,349.99	341.00	8,866.00	
	9	3,400.00 - 3,549.99	36.00	936.00	202	32,350.00 - 32,499.99	342.00	8,892.00	
	10	3,550.00 - 3,699.99	38.00	988.00	203	32,500.00 - 32,649.99	344.00	8,944.00	
	11	3,700.00 - 3,849.99	39.00	1,014.00	204	32,650.00 - 32,799.99	346.00	8,996.00	
	12	3,850.00 - 3,999.99	41.00	1,066.00	205	32,800.00 - 32,949.99	347.00	9,022.00	
	13	4,000.00 - 4,149.99	43.00	1,118.00	206	32,950.00 - 33,099.99	349.00	9,074.00	
	14	4,150.00 - 4,299.99	44.00	1,144.00	207	33,100.00 - 33,249.99	350.00	9,100.00	
	15	4,300.00 - 4,449.99	46.00	1,196.00	208	33,250.00 - 33,399.99	352.00	9,152.00	
	16	4,450.00 - 4,599.99	47.00	1,222.00	209	33,400.00 - 33,549.99	354.00	9,204.00	
	17	4,600.00 - 4,749.99	49.00	1,274.00	210	33,550.00 - 33,699.99	355.00	9,230.00	
	18	4,750.00 - 4,899.99	51.00	1,326.00	210	33,700.00 - 33,849.99	357.00	9,282.00	
	19	4,900.00 - 5,049.99	52.00	1,352.00	211				
						33,850.00 - 33,999.99	358.00	9,308.00	
	20	5,050.00 - 5,199.99	54.00	1,404.00	213	34,000.00 - 34,149.99	360.00	9,360.00	
	21	5,200.00 - 5,349.99	55.00	1,430.00	214	34,150.00 - 34,299.99	361.00	9,386.00	
	22	5,350.00 - 5,499.99	57.00	1,482.00	215	34,300.00 - 34,449.99	363.00	9,438.00	
	23	5,500.00 - 5,649.99	58.00	1,508.00	216	34,450.00 - 34,599.99	365.00	9,490.00	
	24	5,650.00 - 5,799.99	60.00	1,560.00	217	34,600.00 - 34,749.99	366.00	9,516.00	
	25	5,800.00 - 5,949.99	62.00	1,612.00	218	34,750.00 - 34,899.99	368.00	9,568.00	
	26	5,950.00 - 6,099.99	63.00	1,638.00	219	34,900.00 - 35,049.99	369.00	9,594.00	
	27	6,100.00 - 6,249.99	65.00	1,690.00	220	35,050.00 - 35,199.99	371.00	9,646.00	
	28	6,250.00 - 6,399.99	66.00	1,716.00	221	35,200.00 - 35,349.99	373.00	9,698.00	
	29	6,400.00 - 6,549.99	68.00	1,768.00	222	35,350.00 - 35,499.99	374.00	9,724.00	
	30	6,550.00 - 6,699.99	70.00	1,820.00	222	35,500.00 - 35,649.99	376.00	9,776.00	
	31	6,700.00 - 6,849.99	71.00	1,846.00	223	35,650.00 - 35,799.99	377.00	9,802.00	
	32	6,850.00 - 6,999.99	73.00	1,898.00	224		379.00		
						35,800.00 - 35,949.99		9,854.00	
	33 34	7,000.00 - 7,149.99	74.00	1,924.00	226	35,950.00 - 36,099.99	381.00	9,906.00	
	34	7,150.00 - 7,299.99	76.00	1,976.00	227	36,100.00 - 36,249.99	382.00	9,932.00	
	35	7,300.00 - 7,449.99	78.00	2,028.00	228	36,250.00 - 36,399.99	384.00	9,984.00	
	36	7,450.00 - 7,599.99	79.00	2,054.00	229	36,400.00 - 36,549.99	385.00	10,010.00	
	37	7,600.00 - 7,749.99	81.00	2,106.00	230	36,550.00 - 36,699.99	387.00	10,062.00	
	38	7,750.00 - 7,899.99	82.00	2,132.00	231	36,700.00 - 36,849.99	388.00	10,088.00	
	39	7,900.00 - 8,049.99	84.00	2,184.00	232	36,850.00 - 36,999.99	390.00	10,140,00	
	40	8,050.00 - 8,199.99	85.00	2,210.00	233	37,000.00 - 37,149.99	392.00	10,192.00	
	41	8,200.00 - 8,349.99	87.00	2,262.00	234	37,150.00 - 37,299.99	393.00	10,218.00	
	42	8,350.00 - 8,499.99	89.00	2,314.00	235	37,300.00 - 37,449.99	395.00	10,270.00	
	43	8,500.00 - 8,649.99	90.00	2,340.00	236	37,450.00 - 37,599.99	396.00	10,296.00	
	44	8,650.00 - 8,799.99	92.00	2,392.00	230	37,600.00 - 37,749.99	398.00	10,348.00	
	45	8,800.00 - 8,949.99	93.00	2,418.00	237	37,750.00 - 37,899.99	400.00	10,400.00	
	46	8,950.00 - 9,099.99	95.00	2,470.00	238	37,900.00 - 38,049.99	400.00	10,426.00	
	47	9,100.00 - 9,249.99	97.00	2,522.00	240	38,050.00 - 38,199.99	403.00	10,478.00	
	48	9,250.00 - 9,399.99	98.00	2,548.00	241	38,200.00 - 38,349.99	404.00	10,504.00	
	49	9,400.00 - 9,549.99	100.00	2,600.00	242	38,350.00 - 38,499.99	406.00	10,556.00	
	50	9,550.00 - 9,699.99	101.00	2,626.00	243	38,500.00 - 38,649.99	408.00	10,608.00	
	51	9,700.00 - 9,849.99	103.00	2,678.00	244	38,650.00 - 38,799.99	409.00	10,634.00	
	52	9,850.00 - 9,999.99	104.00	2,704.00	245	38,800.00 - 38,949.99	411.00	10,686.00	
	53	10,000.00 - 10,149.99	106.00	2,756.00	246	38,950.00 - 39,099.99	412.00	10,712.00	
	54	10,150.00 - 10,299.99	108.00	2,808.00	247	39,100.00 - 39,249.99	414.00	10,764.00	
	55	10,300.00 - 10,449.99	109.00	2,834.00	248	39,250.00 - 39,399.99	415.00	10,790.00	
	56	10,450.00 - 10,599.99	111.00	2,886.00	240	39,400.00 - 39,549.99	417.00	10,842.00	
	57	10,600.00 - 10,749.99	112.00	2,912.00	249	39,550.00 - 39,699.99	419.00	10,894.00	
	57 58								
		10,750.00 -10,899.99	114.00	2,964.00	251	39,700.00 - 39,849.99	420.00	10,920.00	
	59	10,900.00 -11,049.99	116.00	3,016.00	252	39,850.00 - 39,999.99	422.00	10,972.00	
	60	11,050.00 - 11,199.99	117.00	3,042.00	253	40,000.00 - 40,149.99	423.00	10,998.00	
	61	11,200.00 - 11,349.99	119.00	3,094.00	254	40,150.00 - 40,299.99	425.00	11,050.00	
	62	11,350.00 - 11,499.99	120.00	3,120.00	255	40,300.00 - 40,449.99	427.00	11,102.00	
	63	11,500.00 - 11,649.99	122.00	3,172.00	256	40,450.00 - 40,599.99	428.00	11,128.00	
	64	11,650.00 - 11,799.99	124.00	3,224.00	257	40,600.00 - 40,749.99	430.00	11,180.00	
	65	11,800.00 - 11,949.99	125.00	3,250.00	258	40,750.00 - 40,899.99	431.00	11,206.00	
	66	11,950.00 - 12,099.99	127.00	3,302.00	258	40,750.00 - 40,899.99	433.00	11,258.00	
	67	12,100.00 - 12,249.99	127.00	3,328.00			433.00	11,258.00	
	67 68			3,328.00 3,380.00	260	41,050.00 - 41,199.99			
		12,250.00 - 12,399.99 12,400.00 - 12,549.99	130.00	,	261	41,200.00 - 41,349.99	436.00	11,336.00	
	69 70	12,400.00 - 12,549.99	131.00	3,406.00	262	41,350.00 - 41,499.99	438.00	11,388.00	
	70	12,550.00 - 12,699.99	133.00	3,458.00	263	41,500.00 - 41,649.99	439.00	11,414.00	
	71	12,700.00 - 12,849.99 12 850 00 - 12 999 99	135.00 136.00	3,510.00	264	41,650.00 - 41,799.99	441.00	11,466.00	
		L/ X50 00 - 17 000 00	146 (10)	< 5 < 6 (1)	765	41 200 00 41 040 00	44100	17 401 00	

Λ	Educational institutions (as employers)		1-844-234-5122 (ASL video phone		Federal contractors under these Federal laws.
K)	Unions	Visit	an EEOC field office (information at	<u>vww.eeoc.gov/field-office</u>)	Any person who believes a contractor has violated its nondiscrimination
	Staffing agencies	E-Mail	info@eeoc.gov		or affirmative action obligations under OFCCP's authorities should contact
	What Types of Employment Discrimination are Illegal?	Additional inform	nation about the EEOC,		immediately:
V -	Under the EEOC's laws, an employer may not discriminate against you, regardless		ation about filing a charge of		The Office of Federal Contract Compliance Programs (OFCCP)
	of your immigration status, on the bases of:		available at <u>www.eeoc.gov</u> .		U.S. Department of Labor
ß	• Race				200 Constitution Avenue, N.W. Washington, D.C. 20210
™ ≦	• Color	EM	PLOYERS HOLDING FEDERAL (CONTRACTS	1–800–397–6251 (toll-free)
	• Religion		OR SUBCONTRACTS		If you are deaf, hard of hearing, or have a speech disability, please dial
1	National origin		of Labor's Office of Federal Contract Co	1 5	7–1–1 to access telecommunications relay services. OFCCP may also
	Sex (including pregnancy and related conditions, sexual orientation, or		the nondiscrimination and affirmative		be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or
R	gender identity)		ng business with the Federal Governm are an employee of, a company with a		district office, listed in most telephone directories under U.S. Government,
M//	Age (40 and older)	subcontract, you	are protected under Federal law from		Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.aov/coopering/ofccp/contact
	• Disability	following bases:			https://www.dol.gov/agencies/ofccp/contact.
1	 Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) 	Race, Color, Re National Origi	ligion, Sex, Sexual Orientation,	Gender Identity,	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL
	 Retaliation for filing a charge, reasonably opposing discrimination, or 		1246, as amended, prohibits employn	nant discrimination by	FINANCIAL ASSISTANCE
R	participating in a discrimination lawsuit, investigation, or proceeding.		rrs based on race, color, religion, sex, s		Race, Color, National Origin, Sex
M/	What Employment Practices can be Challenged as Discriminatory?	identity, or natio	nal origin, and requires affirmative act		In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits
	All aspects of employment, including:		l aspects of employment.		discrimination on the basis of race, color or national origin in programs or
V	Discharge, firing, or lay-off		Disclosing, or Discussing Pay		activities receiving Federal financial assistance. Employment discrimination
	Harassment (including unwelcome verbal or physical conduct)		1246, as amended, protects applicant		is covered by Title VI if the primary objective of the financial assistance is
	Hiring or promotion		ors from discrimination based on inqui ir compensation or the compensation	5	provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX
	Assignment	employees.	,		of the Education Amendments of 1972 prohibits employment discrimination
	Pay (unequal wages or compensation)	Disability			on the basis of sex in educational programs or activities which receive
X	Failure to provide reasonable accommodation for a disability or a		e Rehabilitation Act of 1973, as amend		Federal financial assistance.
	sincerely-held religious belief, observance or practice		disabilities from discrimination in hirir	5.1 . 5.	Individuals with Disabilities
Ŕ	Benefits		its, job training, classification, referral, Federal contractors. Disability discrimi		Section 504 of the Rehabilitation Act of 1973, as amended, prohibits
₩,	Job training	making reasonab	le accommodation to the known phys	ical or mental limitations	employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is
	Classification		qualified individual with a disability w g undue hardship to the employer. See		prohibited in all aspects of employment against persons with disabilities
	D. C	employee, parmi			when with any definition of the second states and the second states and the second states and the second states
	Referral			loy and advance in	who, with or without reasonable accommodation, can perform the essential
₩ _ (Kererral Obtaining or disclosing genetic information of employees	that Federal cont employment qua	ractors take affirmative action to emp lified individuals with disabilities at a		functions of the job.
Ŕ		that Federal cont	ractors take affirmative action to emp lified individuals with disabilities at a		functions of the job. If you believe you have been discriminated against in a program of
Ŕ	 Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing 	that Federal cont employment qua	ractors take affirmative action to emp lified individuals with disabilities at a		functions of the job.
	 Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees 	that Federal cont employment qua	ractors take affirmative action to emp lified individuals with disabilities at a		functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should
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	 Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or 	that Federal cont employment qua	ractors take affirmative action to emp lified individuals with disabilities at a		functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.
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Furnish each employee with a written itemized statement of deductions withheld from his or her wages each pay period.

§21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value.

Deducting more than 25% of an employee's net earnings under a wage assignment (excluding amounts required by law to be withheld or paid for union or club dues, pension plans, payroll savings plans, credit unions, charities, and hospitalization and medical insurance).

Accepting a wage assignment that does not contain the employee's notarized signature, specify the total amount due and the amount to be deducted, and state that 75% of the employee's net wages are exempt from assignment.

Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased employee.

WV

Notice

THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment and Places of Public Accommodations Based On:

Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

THE WEST VIRGINIA FAIR HOUSING ACT

Prohibits Discrimination in Housing Based On:

Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability, Familial Status

THE WEST VIRGINIA PREGNANT WORKERS' FAIRNESS ACT

Prohibits Discrimination in Employment Based On:

Pregnancy, Childbirth or Related Medical Conditions

For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:

WV HUMAN RIGHTS COMMISSION ROOM 108 A **1321 PLAZA EAST** CHARLESTON, WV 25301-1400 PHONE: 304-558-2616

(TOLL FREE) 888-676-5546 Fax: 304-558-0085 WEBSITE: www.hrc.wv.gov

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10 15/1000 11/200 4/202.00 300 4/202.00 4/202.00 12/200<	105	17,800.00 - 17,949.99	189.00	4,914.00				12,870.00
100 11.20.00 1.51.99 11.00 5.01.00 200 4.73.00 -7.20.00 <td>106</td> <td>17,950.00 - 18,099.99</td> <td>190.00</td> <td>4,940.00</td> <td>299</td> <td>46,900.00 - 47,049.99</td> <td>496.00</td> <td>12,896.00</td>	106	17,950.00 - 18,099.99	190.00	4,940.00	299	46,900.00 - 47,049.99	496.00	12,896.00
19 15,00 5,070,00 100 7,350,00 100 7,350,00 100,00 100,00 111 16,000,00 16,00 5,005,00 300 47,000,00 4	107	18,100.00 - 18,249.99	192.00	4,992.00	300	47,050.00 - 47,199.99	498.00	12,948.00
110 18.5300 15.69 15.60 10.0 47.6000 47.6609 51.60 13.67 111 18.7500 18.999 200.0 5.300.0 106 47.8600 47.9899 55.60 13.13 113 19.0200 14.9999 200.0 5.350.00 106 47.8600 47.9899 55.00 13.33 115 19.5000 14.9999 200.00 5.350.00 304 44.5000 45.9899 51.60 13.33 116 19.5000 19.699 200.00 5.440.00 111 45.500 46.9999 51.60 13.33 116 19.500 19.609 21.00 5.540.00 112 45.800 49.9999 51.60 13.33 117 19.000.0 3.609 21.00 5.540.00 113 46.900 44.9999 51.60 13.33 112 20.000.0 3.6999 21.00 5.540.00 113 46.900 49.9999 51.60 13.33 112	108	18,250.00 - 18,399.99	193.00	5,018.00	301	47,200.00 - 47,349.99	500.00	13,000.00
111 15,7000 15,400 34,400 34,400 34,600 35,200 35,000 <td></td> <td>18,400.00 - 18,549.99</td> <td></td> <td>5,070.00</td> <td>302</td> <td>47,350.00 - 47,499.99</td> <td>501.00</td> <td>13,026.00</td>		18,400.00 - 18,549.99		5,070.00	302	47,350.00 - 47,499.99	501.00	13,026.00
111 19.800-19.19.99 20.00 5.202.00 19.15 111 19.900-19.19.99 20.00 5.272.00 30 45.000-4.99.99 500.00 13.23 115 19.300-19.49.99 20.00 5.278.00 30 45.000-4.99.99 500.00 13.23 116 19.300-19.49.99 20.00 5.578.00 30 44.200.04.49.99 511.00 13.33 117 19.300-19.49.99 20.00 5.478.00 31 44.200.04.49.99 510.00 13.33 118 19.300-19.49.99 21.00 5.478.00 312 44.200.04.49.99.99 510.00 13.53 112 20.200.02 3.64.99 21.60 5.564.20 316 49.000-49.49.99 52.00 13.53 112 20.200.02 3.64.99 21.60 5.564.20 316 49.000-49.79.99 52.00 13.53 112 20.200.02 3.21.90 3.72.00 11.90 5.22.00 3.564.20 13.93 112 20.200.02 3.21.90 <							503.00	13,078.00
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117 19.400.0 19.499 288.00 5.44.00 310 45.500.0 46.999 51.500 13.33 118 19.2500.0 32.999 21.10 5.64.00 311 44.85.00 46.999 51.500 13.33 120 20.000.0 30.999 21.400 5.54.400 314 49.1500 49.999 52.00 13.53 121 20.2000 7.03.999 21.400 5.54.400 316 49.40.00 49.999 52.00 13.53 121 20.2000 20.999 21.200 5.77.400 316 49.40.00 49.999 52.00 13.53 123 20.500 22.00 5.77.40 319 49.990.00 5.08.00 13.73 128 21.500 22.00 5.78.40 321 5.90.00 13.93 5.00 13.93 129 21.400 21.49.99 22.00 5.78.40 323 5.99.99 53.00 13.93 131 21.1000 22.49.99 23.								13,286.00
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10 200800 201999 21200 55200 313 4 (2000 -61,099 55000 113,55 121 200500 20,499.99 216.00 564.60 316 49,200 -65,999 52.20 135,55 123 20,0500 20,499.99 216.00 564.00 316 49,200 -65,999 52.20 135,55 124 20,0500 20,999.99 212.00 5,64.00 317 46,600 -67,999 52.00 136,67 125 20,000 20,999.99 212.00 5,720.00 318 49,9000 5,000 137,72 121 21,000 21,100 21,000 5,920.00 212 5,010.00 318,99 310.00 136,99 121 21,000 21,999 212.00 5,920.00 324 6,640.00 325 6,640.00 326 6,920.00 149,99 510.00 136,93 121 21,000 21,499 21,500 6,116.00 326 5,120.00								13,390.00
121 20.200.0 20.49.99 216.00 5.546.00 314 419.00.0 49.99.99 52.00 135.7 122 20.500.0 20.49.99 217.00 5.546.00 316 49.60.00 -69.79.99 525.00 135.6 124 20.500.0 20.49.99 210.00 5.77.00 316 49.60.00 -69.79.99 525.00 136.7 126 20.500.0 20.49.99 22.00 5.77.00 318 49.7500.0 -69.59.99 52.00 137.7 127 11.00.0 11.24.99 22.00 5.77.00 321 59.00.00 -59.99 53.10 13.8 121 11.00.0 11.94.99 22.00 5.70.00 22.0 33.00 13.8 13.00 13.8 13.00 13.8 121 11.00.0 11.94.99 21.00 6.70.00 22.0 53.00 13.8 13.00 13.00 13.00 13.00 13.00 13.00 13.00 13.00 13.00 13.00 13.00 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>13,442.00</td>								13,442.00
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124 20.6000-20.979.99 2100 5.720.00 317 49.600.0-47.979.99 520.00 136.7 125 20.8000-20.979.99 220.00 5.720.00 319 49.000.0-50.949.99 530.00 137.7 127 20.1000-21.2499.99 223.00 5.720.00 321 50.000.0-50.949.99 531.00 138.8 128 21.4000-21.5499.99 223.00 5.592.00 322 50.000.0-50.949.99 531.00 138.8 130 21.5000-21.409.99 223.00 5.592.00 324 50.000.0-50.949.99 536.00 138.8 131 21.7000-21.849.99 223.00 6.598.00 324 50.000.0-50.949.99 536.00 138.9 133 22.0000-22.449.99 225.00 6.110.00 327 51.000.0-51.949.99 536.00 138.9 134 22.0000-22.449.99 226.00 6.116.00 327 51.000.0-51.949.99 51.00 14.00 134 22.0000-22.449.99 22.00 6.148.00 329 51.400.0-51.949.99 51.00 14.00 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>13,572.00</td>								13,572.00
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12 21,400.0 13.409 22.00 59.200 32.2 59.330.0 59.400 13.85 130 21,500.0 1.699 23.00 59.200 32.8 59.500.0 59.80.00 32.4 59.500.00 59.80.00 13.93 131 21,500.0 21.999 23.30 6.008.00 32.6 59.950.00 59.99.99 53.60 13.93 134 22.300.0 22.409.99 23.80 6.116.00 32.8 51.250.00 51.249.99 54.00 14.00 136 22.400.0 22.399.99 23.80 6.116.00 32.8 51.250.00 51.849.99 54.00 14.09 138 22.400.0 2.349.99 24.00 6.318.00 33.2 51.250.00 15.849.99 54.00 14.39 140 23.300.0 2.349.99 24.00 6.340.00 33.8 52.300.00 14.39 141 23.200.0 2.349.99 24.00 6.340.00 33.8 52.300.00 14.33 142 <td></td> <td></td> <td></td> <td>,</td> <td></td> <td></td> <td></td> <td></td>				,				
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131 21,700.012,144.99 230.00 504.00 124 50,650.00 50,700.9 536.00 138 132 21,200.00 22,149.99 233.00 6.008.00 326 50,950.00 51,949.99 533.00 1401 134 22,200.00 22,149.99 235.00 6.110.00 328 51,250.00 51,249.99 54,000 140.00 135 22,200.00 22,249.99 238.00 6.116.00 328 51,250.00 51,849.99 54,600 141.91 138 22,760.00 22,949.99 24,400 6.318.00 332 51,850.00 51,849.99 54,600 143.93 140 23,000 23,449.99 24,400 6.346.00 334 52,3150.00 51,849.99 55,200 143.23 142 23,000 23,449.99 24,400 6.346.00 334 52,3150.00 52,450.00 133.33 144 23,000 23,650.00 23,99.99 255.00 6.562.00 334 52,3150.00 52,450.00<								13,884.00
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134 22,150.0.22,299.99 235.00 6,110.00 327 51,100.00.51,299.99 541.00 140 135 22,250.00.22,259.99 238.00 6,186.00 329 51,300.00.51,99.99 544.00 141 137 22,500.00.22,79.99 238.00 6,246.00 331 51,500.00.51,99.99 547.00 142 138 22,500.00.22,749.99 243.00 6,344.00 333 51,500.00.51,99.99 550.00 143 140 23,5500.01.23,49.99 247.00 6,422.00 334 52,1500.01.23,49.99 551.00 143,33 142 23,5500.01.23,49.99 240.00 6,500.00 337 52,000.01.23,49.99 551.00 144,43 144 23,500.01.23,49.99 250.00 6,500.00 338 52,750.00 52,99.99 551.00 144,64 144 23,500.01.24,49.99 251.00 6,500.00 339 52,700.01.23,49.99 551.00 144,64 144 23,500.01.24,49.99 251.00 6,600.00 341 53,300.01.34,99.99		, ,						14,014.00
153 2.2300.0 2.2449.99 2.240.0 (1,260.0) 1.51.99 S4.00 1.14 136 2.2460.0 2.2749.99 2.30.0 6.18.60 329 5.1,50.00 5.159.99 S4.00 1.14 137 2.260.00 2.2749.99 2.30.0 6.214.00 330 5.1,50.00 5.159.99 S4.00 1.42 138 2.250.00 2.249.99 2.41.00 6.318.00 333 5.2,00.00 5.2,149.99 550.00 1.42 141 2.3,50.00 2.3,49.99 2.44.00 6.344.00 333 5.2,00.00 5.2,149.99 551.00 1.43.5 144 2.3,50.00 2.3,49.99 2.20.0 6.47.40 3.35 5.2,00.00 5.2,00.00 1.43.5 144 2.3,50.00 2.3,49.99 2.50.0 6.50.00 337 5.2,00.00 5.2,99.99 551.00 1.44.3 144 2.3,50.00 2.44.00 6.50.00 338 5.2,70.00 5.2,99.99 561.00 1.45.5 14				,				14,066.00
136 22,4500 22,899 238,00 6,148,00 129 51,400.00 51,699.99 54,600 141 138 22,7500.00 22,899.99 241.00 6,266.00 331 51,700.00 51,899.99 540.00 142 139 22,950.00 23,049.99 244.00 6,346.00 332 51,850.00 51,999.99 550.00 14,30 140 23,050.00 23,499.99 244.00 6,444.00 336 52,1000.00 52,499.99 555.00 14,33 142 23,500.00 23,699.99 244.00 6,474.00 336 52,400.00 52,499.99 555.00 14,44 144 23,600.00 23,999.99 250.00 6,500.00 337 52,500.00 52,499.99 550.00 14,66 146 23,800.00 23,999.99 255.00 6,630.00 340 53,500.00 53,499.99 560.00 14,56 147 24,100.00 24,99.99 255.00 6,630.00 342 53,500.00								14,092.00
137 22,600.0.72,749.99 239.00 6,214.00 330 51,500.0.75,189.99 547.00 142 138 22,790.00 23,04.09 24.00 6,318.00 331 51,700.00 51,809 547.00 142 140 23,000.00 23,049.99 246.00 6,346.00 333 52,000.00 52,000 14,33 141 23,500.00 23,049.99 246.00 6,442.00 335 52,000.00 52,099 555.00 14,33 142 23,500.00 23,099 250.00 6,575.00 338 52,200.00 52,899.99 555.00 14,63 144 23,650.00 23,999.9 250.00 6,560.00 339 52,000.00 13,999.9 550.00 14,50 145 23,500.00 24,999.9 250.00 6,560.00 340 33,500.00 13,99.99 560.00 14,50 146 23,500.00 24,99.99 250.00 6,760.00 342 53,350.00 53,499.99 560.00 14,63								14,144.00
138 22,790.00 22,899.99 241.00 6,266.00 331 51,700.00 71,999.99 549.00 1427 140 23,090.00 23,049.99 244.00 6,346.00 332 551,800.0 52,000.9 532.00 143.3 141 23,050.0 23,499.99 247.00 6,472.00 336 52,200.00 52,209.99 555.00 143.3 142 23,550.00 23,499.99 247.00 6,472.00 336 52,400.00 52,299.99 555.00 144.4 144 23,560.00 23,99.99 255.00 6,650.00 338 52,700.00 53,049.99 556.00 14,66 146 23,800.00 23,99.99 255.00 6,663.00 340 33,650.00 53,499.99 565.00 14,66 147 24,100.00 24,499.99 255.00 6,670.00 342 53,300.00 53,499.99 565.00 14,66 147 24,100.00 24,499.99 250.00 6,670.00 344 53,500.00		, ,						14,196.00
139 22,900.0-32,909 243.00 6,318.00 332 518,00.0-15,999.99 540.00 14,27 140 23,200.0-23,499.99 246.00 6,334.00 333 52,100.0-52,499.99 552.00 14,35 142 23,500.0-23,499.99 247.00 6,422.00 333 52,200.0-52,499.99 553.00 14,43 143 23,500.0-23,499.99 250.00 6,500.00 337 52,600.0-35,499.99 550.00 14,43 144 23,6500.0-23,99.99 550.00 6,500.00 338 52,700.0-52,99.99 550.00 14,65 146 23,9500.0-24,99.99 250.00 6,604.00 339 52,900.0-33,99.99 561.00 14,56 147 24,400.0-24,499.9 250.00 6,682.00 341 53,000.0-33,199.99 566.00 14,76 151 24,700.0-24,809.99 263.00 6,700.00 343 53,600.0-33,799.99 566.00 14,76 152 24,800.0-24,999.99 263.00 6,700.00 346 53,900.0-3,499.99 571.00 14								14,222.00
140 23,0500 23,499 244,00 6,344,00 333 52,000,00 52,499.99 552,00 14,33 141 23,5000 23,499 247,00 6,422,00 335 52,300,00 52,499.99 553,00 14,37 143 23,5000 23,499,99 247,00 6,422,00 335 52,400,00 52,499,99 555,00 14,48 144 23,5000 23,999 250,00 6,552,00 338 52,700,00 53,099,99 556,00 14,50 146 23,800,09 254,00 6,610,00 340 53,000,00 33,99,99 561,00 14,50 147 24,100,07 24,89,99 255,00 6,630,00 340 53,000,00 33,649,99 566,00 14,60 149 24,000 24,89,99 250,00 6,700,00 342 53,350,00 53,660,00 14,67 151 24,500,0 24,89,99 260,00 6,700,00 346 53,900,00 54,999 57,00,0 14,67								14,274.00
142 23,3000 - 23,499 99 247.00 6,472.00 335 52,2000 - 25,499 99 553.00 14,37 143 23,5000 - 23,799.99 250.00 6,570.00 336 52,480.00 52,599.99 557.00 14,43 144 23,5000 - 23,799.99 250.00 6,552.00 338 52,7000 - 32,899.99 556.00 14,50 146 23,980.07 -24,99.99 257.00 6,630.00 340 53,000.07 3,199.99 561.00 14,50 147 24,100.07 -24,99.99 257.00 6,630.00 340 53,200.00 53,499.99 561.00 14,68 148 24,200.07 -24,99.99 250.00 6,700.00 342 53,300.00 53,499.99 566.00 14,69 150 24,500.07 -24,99.99 260.00 6,700.00 344 53,600.00 53,499.99 566.00 14,69 151 24,700.00 -24,849.99 260.00 6,916.00 346 53,600.00 53,499.99 571.00 14,49	140	23,050.00 - 23,199.99	244.00	6,344.00				14,300.00
143 23,50,00 - 23,69,99 24,00 6,474,00 336 52,600,00 - 52,79,99 555,00 14,48 144 23,650,00 - 23,799,99 250,00 6,505,00 337 52,600,00 - 52,749,99 558,00 14,50 146 23,950,00 - 24,999,99 254,00 6,604,00 339 52,200,00 - 52,749,99 556,00 14,50 147 24,100,00 - 24,249,99 255,00 6,662,00 341 53,300,00 - 53,349,99 563,00 14,68 148 24,500,00 - 24,699,99 250,00 6,662,00 341 53,500,00 - 53,649,99 566,00 14,71 151 24,700,00 - 24,649,99 260,00 6,670,00 343 53,500,00 - 53,649,99 566,00 14,77 151 24,700,00 - 25,499,99 260,00 6,670,00 344 53,500,00 - 54,99,99 571,00 14,84 152 24,850,00 - 24,999,99 263,00 6,680,00 346 53,3500,00 - 54,99,99 571,00 14,74 153 25,000,00 - 25,449,99 264,00 6,960,00 346 53,3500,00 - 54,949,99 573,00 14,80 154 25,100,00 - 25,499,9	141	23,200.00 - 23,349.99	246.00	6,396.00	334	52,150.00 - 52,299.99	552.00	14,352.00
144 23,6500-23,799.99 2500 6,500.00 337 52,6000-52,749.99 557.00 14,48 145 23,800.00-23,749.99 254.00 6,552.00 338 52,750.00-52,899.99 561.00 14,56 146 23,950.00-24,649.99 255.00 6,630.00 340 53,350.00-53,199.99 561.00 14,56 148 24,400.00-24,649.99 256.00 6,760.00 342 53,350.00-53,499.99 566.00 14,76 150 24,550.00-24,649.99 260.00 6,760.00 343 53,350.00-53,799.99 566.00 14,76 151 24,700.00-24,649.99 263.00 6,678.00 344 53,350.00-53,799.99 569.00 14,76 152 24,800.0 24,899.0 265.00 6,978.00 345 53,350.00-54,999.9 573.00 14,76 153 25,500.0 25,499.9 266.00 6,968.00 346 53,250.00 5,799.9 73.00 14,26 154 25,150.00 25,499.9 271.00 7,746.00 356 <td>142</td> <td>23,350.00 - 23,499.99</td> <td>247.00</td> <td>6,422.00</td> <td>335</td> <td>52,300.00 - 52,449.99</td> <td>553.00</td> <td>14,378.00</td>	142	23,350.00 - 23,499.99	247.00	6,422.00	335	52,300.00 - 52,449.99	553.00	14,378.00
145 23,800.00 - 23,949.99 252.00 6552.00 338 52,700.00 - 52,899.99 558.00 145.65 146 23,595.00 - 24,049.99 255.00 6,630.00 340 33,090.00 - 53,149.99 561.00 145.65 147 24,100.00 - 24,249.99 255.00 6,630.00 341 33,200.00 - 53,349.99 565.00 147.65 148 24,250.00 - 24,693.99 260.00 6,710.00 343 33,500.00 - 35,494.99 566.00 147.76 151 24,650.00 - 24,999.99 261.00 6,612.00 344 53,600.00 - 53,949.99 568.00 14.77 152 24,850.00 - 24,999.99 265.00 6,698.00 346 53,980.09 54,999.99 571.00 14,88 154 25,100.00 - 25,99.99 266.00 6,996.00 346 54,200.00 - 54,999.99 571.00 14,88 155 25,300.00 - 25,99.99 267.00 6,996.00 346 54,200.00 - 54,999.99 570.00 14,99 156 25,450.00 - 25,99.99 271.00 7,746.00 351		23,500.00 - 23,649.99		6,474.00	336	52,450.00 - 52,599.99	555.00	14,430.00
146 23 5500 - 24,099 99 254.00 6,640.00 339 52,900.00 - 53,049.99 560.00 14,55 147 24,100.00 - 24,249.99 255.00 6,630.00 340 53,305.00 - 53,199.99 561.00 14,53 148 24,200.00 - 24,349.99 255.00 6,708.00 342 53,349.99 556.00 14,63 150 24,550.00 - 24,699.99 260.00 6,716.00 344 53,600.00 - 53,469.99 566.00 14,77 151 24,000.00 - 24,849.99 265.00 6,818.00 344 53,600.00 - 53,499.99 566.00 14,77 152 24,850.00 - 24,849.99 265.00 6,916.00 347 54,610.00 - 54,249.99 571.00 14,84 154 25,100.00 - 25,149.99 266.00 6,968.00 346 54,200.00 - 54,99.99 571.00 14,92 155 25,500.00 - 25,949.99 271.00 7,046.00 350 54,450.00 - 54,99.99 570.00 150 156 25,600.00 - 25,749.99 270.00 7,174.00 353 55,000.00 - 55,149.99<		23,650.00 - 23,799.99		6,500.00	337	52,600.00 - 52,749.99	557.00	14,482.00
147 24,100.00 - 24,249.99 255.00 6,682.00 340 53,050.00 - 53,149.99 561.00 14,68 148 24,250.00 - 24,399.99 257.00 6,682.00 341 53,020.00 - 53,349.99 565.00 14,69 150 24,550.00 - 24,699.99 260.00 6,710.00 343 53,500.00 - 53,449.99 566.00 14,77 151 24,450.00 - 24,499.99 261.00 6,812.00 344 53,600.00 - 53,949.99 568.00 14,77 152 24,850.00 - 25,149.99 265.00 6,916.00 347 54,100.00 - 54,949.99 571.00 14,88 155 25,100.00 - 25,749.99 266.00 6,994.00 349 54,400.00 - 54,549.99 574.00 14,92 156 25,450.00 - 25,749.99 271.00 7,046.00 350 54,550.00 - 54,99.99 574.00 14,92 157 25,000.00 - 6,049.99 277.00 7,124.00 352 54,800.00 - 54,499.99 577.00 15.00 158 25,750.00 - 75,049.99 277.00 7,124.00 352 54,800								14,508.00
148 24,2000 - 24,399.99 257.00 6,682.00 341 53,200.00 - 53,349.99 563.00 14,63 149 24,400.00 - 24,549.99 258.00 6,708.00 342 53,350.00 - 53,499.99 566.00 14,77 151 24,700.00 - 24,849.99 262.00 6,812.00 344 53,800.00 - 53,949.99 568.00 14,76 152 24,850.00 - 24,999.99 266.00 6,916.00 344 53,800.00 - 53,949.99 571.00 14,84 153 25,000.0 - 25,149.99 266.00 6,916.00 347 54,100.00 - 54,249.99 571.00 14,88 155 25,400.0 - 25,599.99 266.00 6,968.00 348 54,250.00 - 54,599.99 574.00 14,92 156 25,400.0 - 25,749.99 271.00 7,046.00 350 54,500.00 - 54,849.99 577.00 150.00 158 25,700.0 - 25,849.99 273.00 7,124.00 352 54,850.00 - 55,149.99 580.00 15.00 159 25,900.00 - 26,449.99 274.00 7,124.00 353 55,300.00						52,900.00 - 53,049.99		14,560.00
149 24,400.00 24,549.99 258.00 6,708.00 342 53,350.00 53,499.99 565.00 14,69 150 24,550.00 -24,699.99 260.00 6,700.00 343 53,500.00 -53,499.99 566.00 14,77 151 24,800.00 -24,999.99 263.00 6,812.00 346 53,300.00 -53,499.99 556.00 14,77 153 25,000.0 25,299.99 266.00 6,916.00 347 54,100.00 -54,249.99 573.00 14,89 155 25,450.00 -52,99.99 266.00 6,946.00 349 54,400.00 -54,49.99 577.00 14,92 156 25,450.00 -52,799.99 271.00 7,046.00 350 54,550.00 -54,699.99 577.00 15.00 158 25,750.00 -26,049.99 277.00 7,124.00 351 54,750.00 55,499.99 582.00 15.00 159 25,050.00 -26,049.99 277.00 7,124.00 351 55,100.								14,586.00
150 24,550.00 - 24,699.99 260.00 6,760.00 343 53,500.00 - 53,649.99 566.00 14,71 151 24,700.00 - 24,849.99 262.00 6,812.00 344 53,500.00 - 53,799.99 568.00 14,70 152 24,850.00 - 25,149.99 265.00 6,890.00 346 53,390.00 - 54,499.99 571.00 14,84 154 25,150.00 - 25,299.99 266.00 6,916.00 347 54,100.00 - 54,499.99 571.00 14,84 155 25,400.00 - 25,749.99 271.00 7,046.00 350 54,550.00 - 54,599.99 577.00 15,00 158 25,700.00 - 25,749.99 271.00 7,046.00 350 54,550.00 - 54,699.99 577.00 15,00 159 25,900.00 - 26,049.99 274.00 7,124.00 351 54,700.00 - 53,499.99 578.00 15,00 160 26,050.00 - 26,349.99 277.00 7,224.00 354 55,150.00 - 55,299.99 580.00 15,12 161 26,050.00 - 26,749.99 282.00 7,332.00 356 55,4								14,638.00
151 24,700.00 - 24,849.99 262.00 6,812.00 344 53,650.00 - 53,799.99 568.00 14,76 152 24,850.00 - 25,799.99 265.00 6,838.00 345 53,260.00 - 53,799.99 571.00 148 154 25,150.00 - 52,299.99 266.00 6,916.00 347 54,100.00 - 54,299.99 571.00 148 155 25,300.00 - 25,749.99 268.00 6,968.00 348 54,250.00 - 54,699.99 577.00 14,20 156 25,450.00 - 25,749.99 271.00 7,046.00 350 54,650.00 - 54,699.99 577.00 15.00 158 25,700.00 - 25,749.99 271.00 7,046.00 351 54,750.00 - 55,149.99 580.00 15.00 159 25,600.00 - 26,149.99 277.00 7,202.00 353 55,140.00 - 55,149.99 580.00 15.00 160 26,050.00 - 26,499.99 279.00 7,224.00 355 55,300.00 - 55,149.99 582.00 15.21 161 26,200.00 - 26,449.99 279.00 7,324.00 356 55,760.0								14,690.00
15224,850.00 - 24,999.99265.006,838.0034553,800.00 - 33,949.99569.0014,7915325,000.00 - 25,149.99266.006,916.0034754,100.00 - 54,249.99571.0014,8815525,300.00 - 25,499.99268.006,948.0034854,250.00 - 54,249.99574.0014,9215625,400.00 - 25,749.99271.007,046.0035054,400.00 - 54,549.99577.0014,9215725,600.00 - 25,749.99277.007,098.0035154,700.00 - 54,649.99577.0015.0015825,750.00 - 25,899.99277.007,124.0035254,850.00 - 54,649.99577.0015.0015925,900.00 - 26,049.99277.007,124.0035355,100.00 - 55,149.99582.0015.1316126,050.00 - 26,149.99277.007,254.0035555,300.00 - 55,149.99582.0015.1316226,350.00 - 26,499.99279.007,254.0035655,400.00 - 55,599.99587.0015.2616326,500.00 - 26,749.99281.007,332.0035755,600.00 - 55,749.99587.0015.2616426,550.00 - 26,749.99281.007,342.0038855,570.00 - 55,599.99587.0015.2616526,900.00 - 27,749.99284.007,342.0038955,600.00 - 56,749.99592.0015.3316626,900.00 - 27,749.99285.007,410.0038955,600.00 - 56,99.99595.0015.3416626,900.00 - 27,74								14,716.00
15325,000.00 - 25,149.99265.006,890.0034653,950.00 - 54,099.99571.0014,8415425,150.00 - 25,249.99266.006,916.0034754,100.00 - 54,249.99573.0014,8215525,300.00 - 25,749.99268.006,984.0034854,400.00 - 54,549.99576.0014,9215625,450.00 - 25,749.99271.007,046.0035054,550.00 - 54,699.99577.0015,0015825,750.00 - 25,749.99271.007,046.0035154,700.00 - 54,849.99577.0015,0015925,900.00 - 26,049.99274.007,124.0035254,850.00 - 54,999.99580.0015,0816026,050.00 - 26,149.99277.007,126.0035455,100.00 - 55,99.99584.0015,1816226,350.00 - 26,649.99277.007,254.0035555,300.00 - 55,49.99585.0015,2116326,000.00 - 26,649.99281.007,384.0035655,490.00 - 55,49.99585.0015,2216426,650.00 - 26,649.99281.007,384.0035855,750.00 - 55,749.99588.0015,2416526,800.00 - 26,649.99284.007,384.0035855,750.00 - 55,499.99590.0015,3416526,800.00 - 26,499.99285.007,410.0035855,750.00 - 55,499.99593.0015,4416626,950.00 - 27,749.99285.007,44.0036056,350.00 - 56,499.99593.0015,4417727,700.00 - 27,499.9								14,768.00
15425,150.0025,299.99266.006,916.0034754,100.0054,249.99573.0014,8915525,350.0025,499.99269.006,994.0034954,400.0054,549.99576.0014,9215725,600.0025,749.99271.007,046.0035054,550.0054,699.99577.0015,0015825,750.0025,899.99273.007,098.0035154,700.0054,849.99579.0015,0015925,900.0026,049.99274.007,124.0035355,000.0055,149.99582.0015,1816026,050.0026,199.99277.007,202.0035455,150.0055,249.99584.0015,1816126,050.0026,499.99279.007,254.0035555,400.0055,549.99587.0015,2216326,600.0026,649.99281.007,382.0035755,600.0055,749.99588.0015,2816426,650.0026,799.99282.007,332.0035755,600.0055,749.99588.0015,2816426,650.0026,949.99287.007,462.0036056,050.0056,499.99590.0015,3416526,800.0027,999.99287.007,462.0036156,000.0056,499.99590.0015,4416626,950.0027,649.99293.007,540.0036256,350.0056,499.99590.0015,4416727,700.0027,249.9								14,794.00 14,846.00
15525,300.00 - 25,449.99268.006,968.0034854,250.00 - 54,399.99574.0014,9215625,450.00 - 25,749.99271.007,046.0035054,550.00 - 54,649.99577.0015,0015825,750.00 - 25,899.99273.007,098.0035154,700.00 - 54,489.99579.0015,0815925,900.00 - 26,049.99274.007,124.0035254,850.00 - 55,149.99580.0015,0816026,050.00 - 26,199.99277.007,202.0035455,100.00 - 55,149.99582.0015,1816126,500.00 - 26,649.99277.007,224.0035555,300.00 - 55,149.99582.0015,2116326,500.00 - 26,649.99281.007,366.0035655,400.00 - 55,749.99587.0015,2216426,650.00 - 26,799.99282.007,332.0035755,500.00 - 55,749.99580.0015,2416526,800.00 - 26,649.99283.007,410.0035955,900.00 - 56,049.99590.0015,3416626,950.00 - 27,99.99285.007,410.0036156,050.00 - 56,199.99590.0015,4416827,250.00 - 27,699.99289.007,514.0036156,050.00 - 56,199.99590.0015,4417027,400.0027,649.99290.007,540.0036256,050.00 - 56,499.99590.0015,4716727,100.00 - 27,649.99290.007,540.0036156,050.00 - 56,499.99590.0015,4717127,700.00 -								14,898.00
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15725,600.00 - 25,749.99271.007,046.0035054,550.00 - 54,699.99577.0015,0015825,750.00 - 26,049.99273.007,098.0035154,700.00 - 54,499.99579.0015,0515925,900.00 - 26,049.99274.007,124.0035254,850.00 - 54,499.99582.0015,1316126,050.00 - 26,349.99277.007,7202.0035455,150.00 - 55,299.99584.0015,1816226,500.00 - 26,649.99277.007,224.0035555,300.00 - 55,449.99585.0015,2116326,500.00 - 26,649.99281.007,336.0035655,450.00 - 55,749.99587.0015,2616426,650.00 - 26,799.99282.007,332.0035755,000.00 - 55,749.99588.0015,2816526,800.00 - 27,499.99284.007,384.0035855,750.00 - 56,899.99590.0015,3416626,950.00 - 27,249.99285.007,410.0036056,020.00 - 56,349.99590.0015,4416827,250.00 - 27,499.99289.007,540.0036156,020.00 - 56,649.99595.0015,4417027,500.00 - 27,449.99289.007,540.0036256,330.00 - 56,649.99596.0015,4417627,400.00 - 27,449.99289.007,540.0036156,000.00 - 56,649.99596.0015,4417127,500.00 - 27,499.99290.007,540.0036256,330.00 - 56,649.99596.0015,4417728,600.00 - 28,								14,976.00
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15925,900.00 - 26,049.99274.007,124.0035254,850.00 - 54,999.99580.0015,0816026,050.00 - 26,199.99276.007,776.0035355,000.00 - 55,149.99582.0015,1316126,250.00 - 26,499.99279.007,224.0035455,150.00 - 55,299.99584.0015,2816226,350.00 - 26,649.99281.007,306.0035655,450.00 - 55,749.99588.0015,2216326,650.00 - 26,799.99282.007,332.0035755,600.00 - 55,749.99588.0015,2816526,600.00 - 26,799.99285.007,410.0035955,900.00 - 55,049.99592.0015,3316727,100.00 - 27,249.99287.007,462.0036056,050.00 - 56,499.99592.0015,4716827,250.00 - 27,399.99289.007,514.0036156,020.00 - 56,499.99595.0015,4716927,400.00 - 27,499.99292.007,592.0036356,650.00 - 56,499.99598.0015,4417127,700.00 - 27,849.99293.007,540.0036456,650.00 - 56,499.99598.0015,4517227,850.00 - 27,999.99295.007,670.0036556,800.00 - 56,499.99599.0015,5717227,850.00 - 27,849.99295.007,670.0036656,950.00 - 57,999.99601.0015,6217328,000.00 - 28,449.99296.007,670.0036656,950.00 - 57,999.99601.0015,6717528,300.00 - 28,4								15,054.00
16026,050.00 - 26,199.99276.007,176.0035355,000.00 - 55,149.99582.0015,1316126,200.00 - 26,349.99277.007,202.0035455,150.00 - 55,299.99584.0015,1816226,350.00 - 26,649.99281.007,306.0035655,400.00 - 55,749.99585.0015,2116326,650.00 - 26,799.99282.007,332.0035655,400.00 - 55,749.99588.0015,2816426,650.00 - 27,099.99284.007,384.0035855,750.00 - 55,899.99590.0015,3416626,950.00 - 27,249.99285.007,410.0035955,900.00 - 56,449.99592.0015,3316727,100.00 - 27,249.99287.007,540.0036156,050.00 - 56,349.99595.0015,4416827,250.00 - 27,399.99289.007,540.0036256,350.00 - 56,349.99595.0015,4417027,550.00 - 27,699.99292.007,592.0036356,500.00 - 56,499.99598.0015,5417127,700.00 - 27,849.99293.007,670.0036456,550.00 - 56,499.99598.0015,6417127,700.00 - 27,849.99295.007,670.0036556,800.00 - 56,499.99599.0015,6217227,850.00 - 27,999.99295.007,670.0036456,550.00 - 57,999.99603.0015,6717428,150.00 - 28,149.99296.007,748.0036757,100.00 - 57,499.99603.0015,6717528,00.00 - 28,14								15,080.00
16226,350.00 - 26,499.99279.007,254.0035555,300.00 - 55,449.99585.0015,2116326,500.00 - 26,649.99281.007,306.0035655,450.00 - 55,599.99587.0015,2616426,650.00 - 26,649.99282.007,332.0035755,600.00 - 55,749.99588.0015,2816526,800.00 - 27,099.99285.007,410.0035855,750.00 - 56,049.99592.0015,3416626,950.00 - 27,099.99287.007,462.0036056,050.00 - 56,149.99592.0015,3416727,100.00 - 27,249.99287.007,514.0036156,200.00 - 56,499.99595.0015,4416827,250.00 - 27,399.99289.007,514.0036156,500.00 - 56,649.99595.0015,4417027,500.00 - 27,649.99290.007,540.0036256,350.00 - 56,649.99596.0015,4417127,700.00 - 27,849.99292.007,670.0036356,500.00 - 56,649.99599.0015,5717227,850.00 - 27,999.99295.007,670.0036556,800.00 - 56,799.99601.0015,6717227,850.00 - 27,999.99295.007,670.0036656,950.00 - 57,999.99601.0015,6717328,000.00 - 28,149.99296.007,696.0036656,950.00 - 57,999.99601.0015,7017528,300.00 - 28,449.99300.007,878.0037057,500.00 - 57,999.99608.0015,7017428,950.00 - 28,7	160	26,050.00 - 26,199.99	276.00	7,176.00	353	55,000.00 - 55,149.99	582.00	15,132.00
16326,500.00 - 26,649.99281.007,306.0035655,450.00 - 55,599.99587.0015,2616426,650.00 - 26,799.99282.007,332.0035755,600.00 - 55,749.99588.0015,2816526,800.00 - 26,949.99284.007,384.0035855,750.00 - 55,899.99590.0015,3416626,950.00 - 27,099.99285.007,410.0035955,900.00 - 56,049.99592.0015,3416626,950.00 - 27,249.99287.007,642.0036056,050.00 - 56,199.99593.0015,4416827,250.00 - 27,549.99290.007,540.0036256,350.00 - 56,649.99595.0015,4716927,400.00 - 27,549.99290.007,540.0036256,500.00 - 56,649.99598.0015,4417027,550.00 - 27,699.99292.007,592.0036356,600.00 - 56,649.99599.0015,5717227,850.00 - 27,699.99293.007,670.0036656,690.00 - 56,649.99601.0015,6717227,850.00 - 28,999.99295.007,670.0036656,950.00 - 57,099.99603.0015,6717328,000.00 - 28,149.99296.007,696.0036757,100.00 - 57,249.99604.0015,7017528,300.00 - 28,449.99300.007,880.0036857,250.00 - 57,399.99606.0015,7517628,450.00 - 28,749.99303.007,880.0037057,550.00 - 57,599.99608.0015,7817728,000.00 - 28,4								15,184.00
16426,650.00 - 26,799.99282.007,332.0035755,600.00 - 55,749.99588.0015,2816526,800.00 - 26,949.99284.007,384.0035855,750.00 - 55,899.99590.0015,3416626,950.00 - 27,099.99285.007,410.0035955,900.00 - 56,049.99592.0015,3316727,100.00 - 27,249.99287.007,462.0036056,050.00 - 56,199.99595.0015,4116827,250.00 - 27,399.99289.007,514.0036156,200.00 - 56,499.99595.0015,4417027,550.00 - 27,699.99290.007,592.0036356,500.00 - 56,649.99596.0015,4417027,550.00 - 27,699.99292.007,592.0036356,500.00 - 56,649.99598.0015,5417127,700.00 - 27,849.99293.007,618.0036456,650.00 - 56,649.99599.0015,6717227,850.00 - 27,999.99295.007,670.0036556,800.00 - 56,949.99601.0015,6217328,000.00 - 28,149.99296.007,696.0036656,950.00 - 57,099.99603.0015,7717428,150.00 - 28,299.99298.007,748.0036757,100.00 - 57,249.99604.0015,7617528,300.00 - 28,149.99300.007,886.0036957,400.00 - 57,549.99607.0015,7817628,450.00 - 28,749.99301.007,878.0037057,550.00 - 57,999.99608.0015,7617628,450.00 - 28,7						55,300.00 - 55,449.99		15,210.00
16526,800.00 - 26,949.99284.007,384.0035855,750.00 - 55,899.99590.0015,3416626,950.00 - 27,099.99285.007,410.0035955,900.00 - 56,049.99592.0015,3916727,100.00 - 27,249.99287.007,462.0036056,050.00 - 56,199.99593.0015,4116827,250.00 - 27,399.99289.007,514.0036156,200.00 - 56,349.99595.0015,4716927,400.00 - 27,549.99290.007,540.0036256,350.00 - 56,499.99596.0015,4917027,550.00 - 27,699.99292.007,592.0036356,500.00 - 56,649.99598.0015,5417127,700.00 - 27,849.99293.007,618.0036456,650.00 - 56,799.99599.0015,6217227,850.00 - 27,999.99295.007,670.0036556,800.00 - 56,949.99601.0015,6217328,000.00 - 28,149.99296.007,696.0036656,950.00 - 57,249.99603.0015,7617428,150.00 - 28,299.99298.007,748.0036757,100.00 - 57,249.99604.0015,7017528,300.00 - 28,449.99300.007,800.0036857,250.00 - 57,399.99608.0015,8017728,600.00 - 28,749.99301.007,878.0037057,550.00 - 57,999.99608.0015,8017628,450.00 - 28,749.99303.007,878.0037157,700.00 - 57,849.99611.0015,8817728,600.00 - 28,7								15,262.00
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IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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