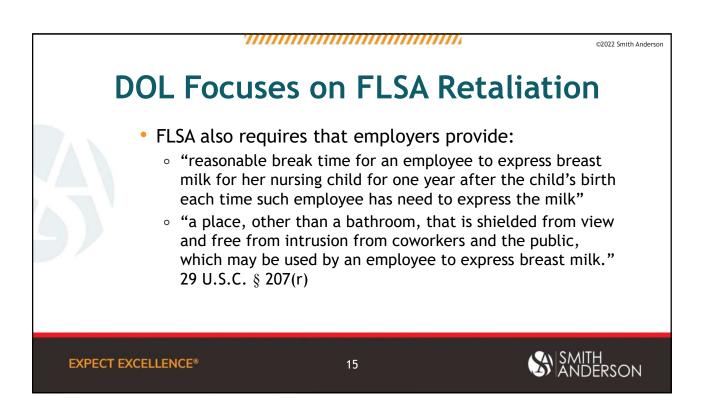
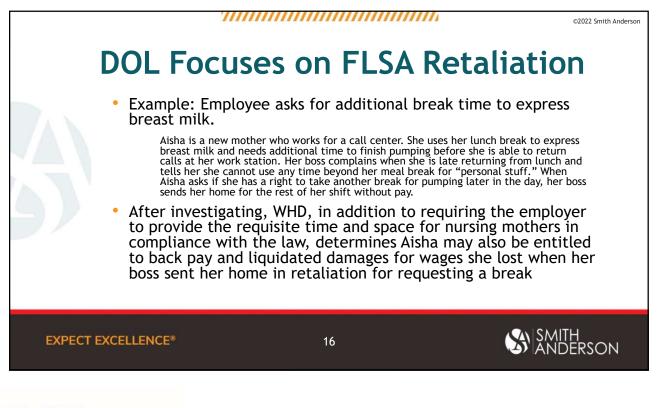
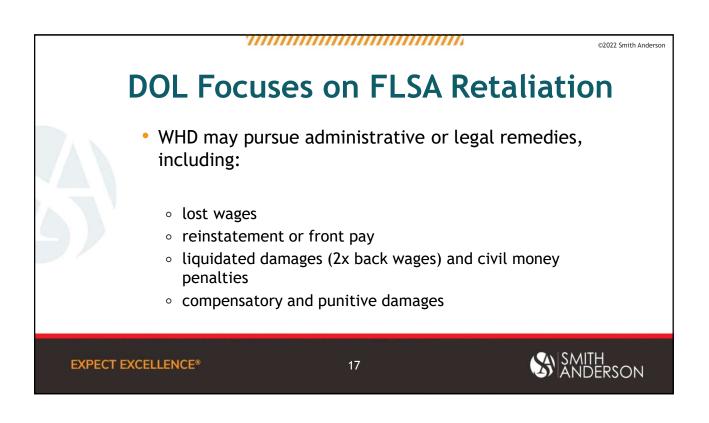


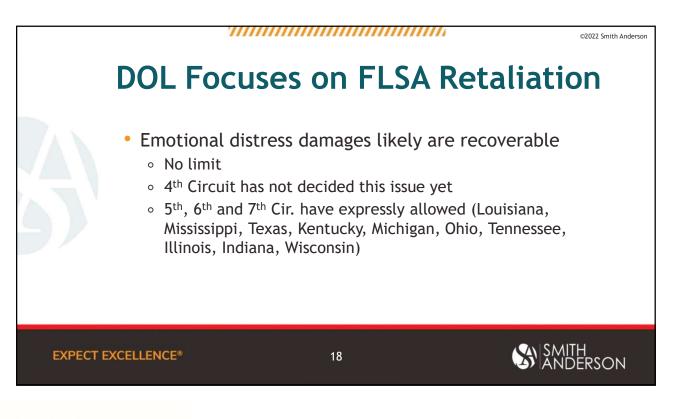
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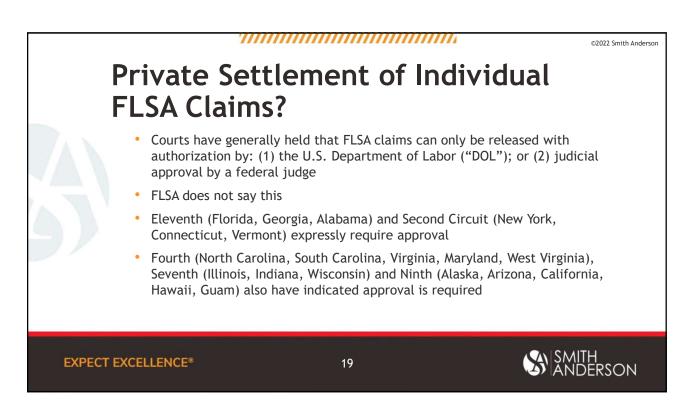


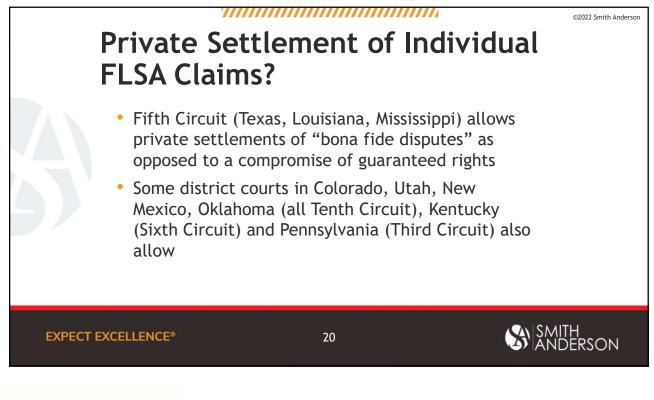




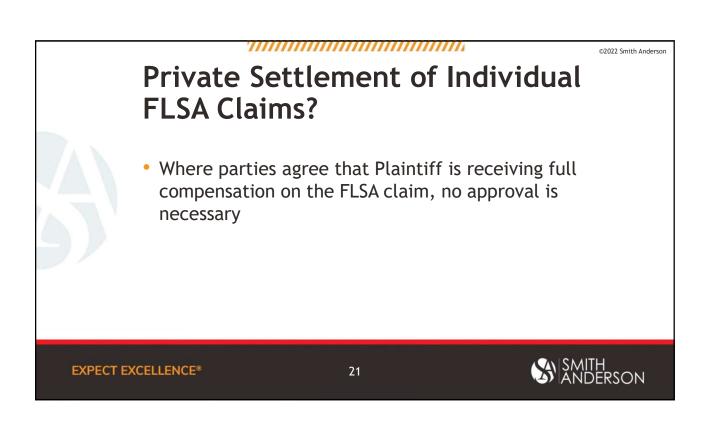


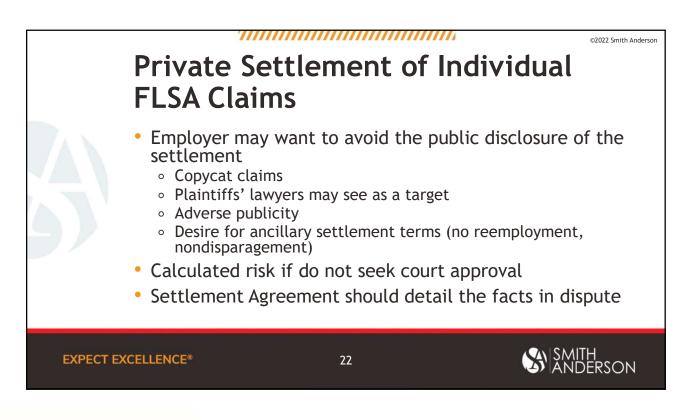




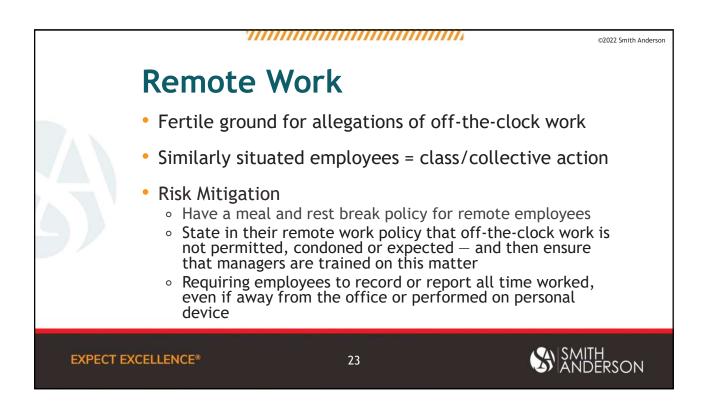


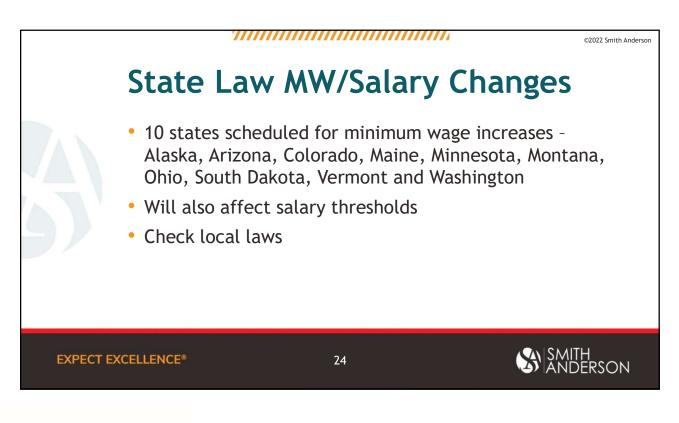




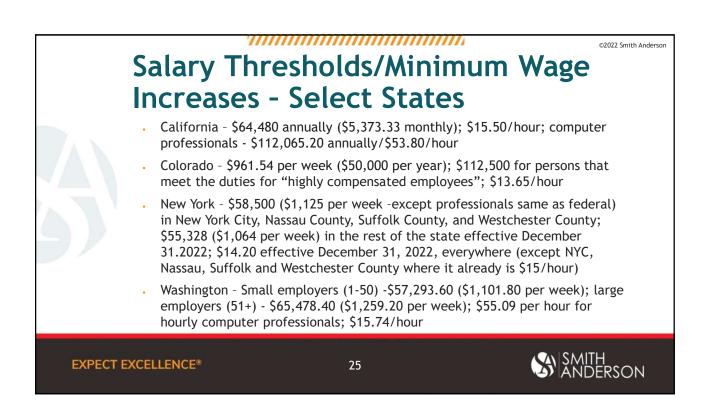


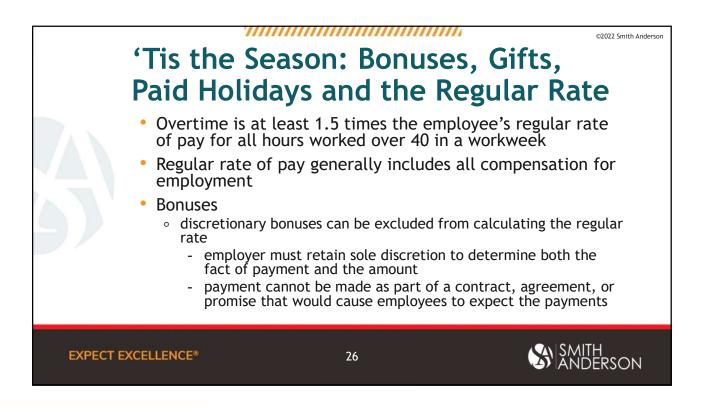
















'Tis the Season: Bonuses, Gifts, Paid Holidays and the Regular Rate

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- Non-discretionary bonuses
 - Hiring/sign on
 - recognize attendance
 - based on production or quality goals
 - for continued employment for a specific time

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- made as part of an earlier contract, agreement, or promise
- because of collective bargaining

EXPECT EXCELLENCE®

