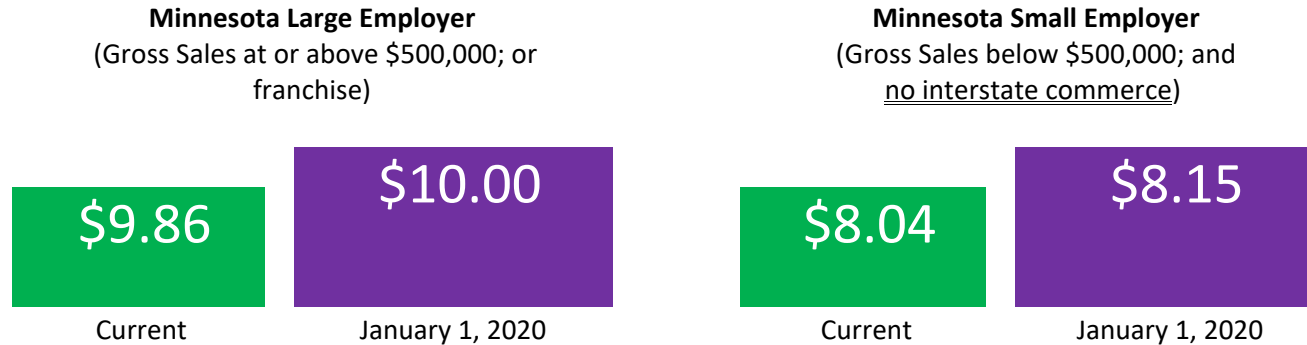


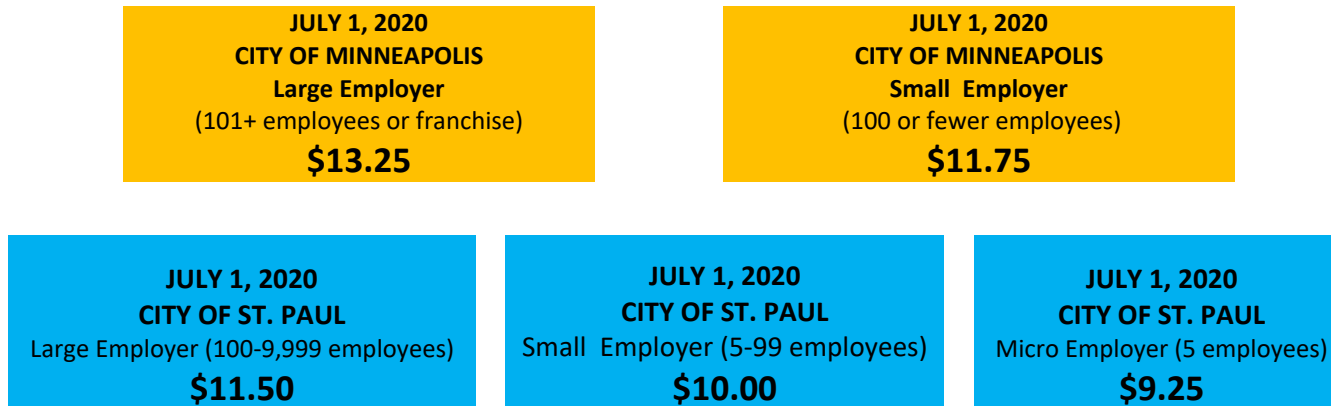
2020 MINIMUM WAGE REQUIREMENTS

Effective January 1, 2020, the current large-employer minimum wage, \$9.86, will increase by 14 cents to \$10.00. Other state minimum wages, including the small-employer, youth and training wages, as well as the summer work travel exchange visitor program wage, which are all currently \$8.04, will increase by 11 cents to \$8.15.



BUT WAIT! THERE'S MORE!

For work performed in Minneapolis and St Paul, there are different requirements.



We know these new regulations can be very confusing! If you have any questions about the new minimum wage rates, please give us a call! We're ready to help!