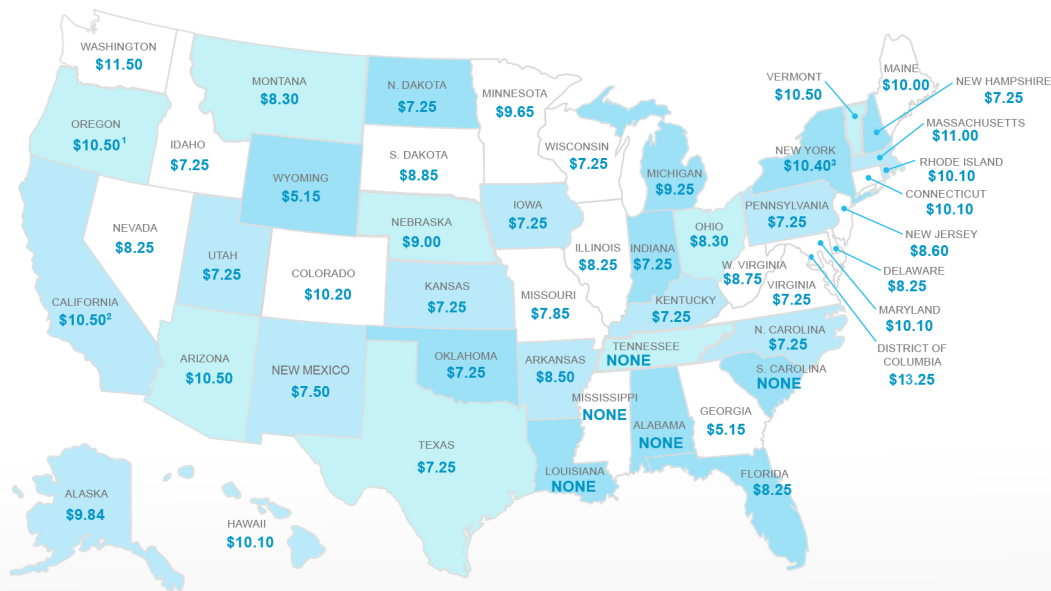


XpertHR Minimum Wage

★ By State ★



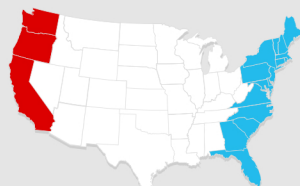
1. Higher in Portland and certain counties
2. \$0.50 higher for employers with 26 or more employees
3. Higher for employees working in the fast food industry or in New York City, Nassau Co., Suffolk Co. or Westchester Co.

See XpertHR's Minimum Wage Rates by State and Municipality 50-State Chart for the latest minimum wage rates.

In states with no minimum wage or with a minimum wage below **\$7.25 AN HOUR**, an employer must pay at least **\$7.25** an hour to all employees who are not exempt from the federal minimum wage.

Average Minimum Wage Comparisons*

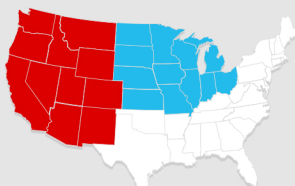
WEST COAST vs EAST COAST



\$10.83

\$9.04

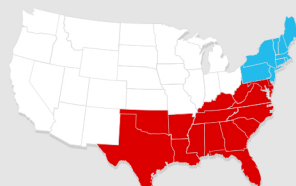
WEST vs MIDWEST



\$8.81

\$8.12

SOUTH vs NORTHEAST



\$8.21

\$9.47

* Excludes states with no minimum wage