Minimum Wage Rates

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.25</td>
<td>Until 12/31/14</td>
</tr>
<tr>
<td>$8.00</td>
<td>Effective 1/1/15</td>
</tr>
<tr>
<td>$8.25</td>
<td>Effective 7/1/15</td>
</tr>
<tr>
<td>$8.75</td>
<td>Effective 7/1/16</td>
</tr>
<tr>
<td>$9.25</td>
<td>Effective 7/1/17</td>
</tr>
<tr>
<td>$10.10</td>
<td>Effective 7/1/18</td>
</tr>
</tbody>
</table>

Effective Oct. 1, 2014
Prince George's Co.
and Montgomery Co.

Minimum Wage

Most employees must be paid the Maryland State Minimum Wage Rate.

Tipped Employees (earning more than $30 per month in tips): must earn the State Minimum Wage Rate per hour. Employers must pay at least $3.63 per hour. This amount plus tips must equal at least the State Minimum Wage Rate.

Amusement and Recreational Establishments (who meet certain requirements): must pay employees at least 85% of the State Minimum Wage Rate or $7.25, whichever is higher.

Employees under 20 years of age: must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment.

Overtime

Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions:

- Bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over 48 hrs. per week
- Agricultural workers for all work over 60 hrs. per week

Exemptions

Minimum Wage and Overtime Exemptions:

- Immediate family member of the employer
- Certain agricultural employees
- Executives, administrative, and professional employees
- Volunteers for educational, charitable, religious, and non-profit organizations
- Employees under 16 working less than 20 hours per week
- Outside salesman
- Commissioned employees
- Employees enrolled as a trainee as part of a public school special education program
- Non-administrative employees of organized camps
- Certain establishments selling food and drink for consumption on the premises grossing less than $400,000 annually
- Drive-in theaters
- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

Overtime Only Exemptions

(must earn the State Minimum Wage Rate):

- Taxicab drivers
- Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
- Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show
- Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission

For more information or to file a complaint contact:

Department of Labor, Licensing and Regulation
Division of Labor and Industry—Employment Standards Service
1100 North Eutaw Street, Room 607
Baltimore, MD 21201
Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303
E-mail: dllsiemploymentstandards-dllr@maryland.gov

Employers are required by law to post this information.
Pay records must be kept for 3 years on or about the place of work.
Penalties are prescribed for violations of the law.