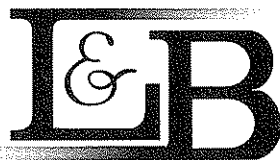


Keeping you
informed...



LAMB & BARNOSKY, LLP

ATTORNEYS AT LAW

MEMORANDUM

TO: OUR EMPLOYER CLIENTS

FROM: LAMB & BARNOSKY, LLP

RE: FEDERAL FAIR LABOR STANDARDS ACT MINIMUM WAGE INCREASE

DATE: AUGUST 19, 2008

Effective July 24, 2008, Fair Minimum Wage Act of 2007 increased the federal minimum wage to \$6.55 per hour. Employers must post an up-to-date bulletin with the new rate in a conspicuous place so as to permit employees to readily read it. An up-to-date bulletin and additional compliance materials are available from the United States Department of Labor's Wage and Hour Division's web site at <http://www.wagehour.dol.gov>.

Keep in mind that where the Fair Minimum Wage Act and New York State law both apply, the law that requires the higher minimum wage must be observed. Therefore, New York State's current \$7.15 per hour minimum wage will continue to apply until at least July 23, 2009. The federal minimum wage is scheduled to increase to \$7.25 per hour on July 24, 2009. At this time, no corresponding increase to New York's minimum wage has been scheduled.

If you have any additional questions about state or federal minimum wage law, do not hesitate to contact us.

THIS MEMORANDUM IS MEANT TO ASSIST IN GENERAL UNDERSTANDING OF THE CURRENT LAW. IT IS NOT TO BE REGARDED AS LEGAL ADVICE. THOSE WITH PARTICULAR QUESTIONS SHOULD SEEK THE ADVICE OF COUNSEL.