State Posting Requirements

MINNESOTA

Minimum wage rates

Effective: Jan. 1, 2020

<table>
<thead>
<tr>
<th>Minimum Wage Rate</th>
<th>Minimum Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large employer</td>
<td>$10/hour</td>
</tr>
<tr>
<td>Small employer</td>
<td>$8.50/hour</td>
</tr>
<tr>
<td>Youth, 14-15 years</td>
<td>$6.15/hour</td>
</tr>
<tr>
<td>Youth, 16-17 years</td>
<td>$7.25/hour</td>
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</tbody>
</table>

OVERTIME

Time and a half for: 40+ hours

Smaller or seasonal employees: 40+ hours

Large and federally covered employees: 40+ hours

Employee rights

An employer may not discharge, discipline, threaten, discriminate or penalize an employee regarding the employee's compensation, conditions, location or privileges of employment because the employee reports a violation of any law or refuses to participate in activities the employee knows to be in violation of the law.

View complete wage information at www.dfl.state.mn.us/business/employer/posters/minimum-wage-posters.

Notice to Employers/ Employees

Your state has its own minimum wage laws which may require posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage Notice from the U.S. Dept. of Labor. State law may require additional minimum wage rates, the higher standard applies.

This posting is for informational purposes only.

Workers’ compensation

Workers’ compensation pays for:

- Medical care for your works injury or illness.
- Wage loss benefits for total or partial disability.
- Burial benefits for total disability.
- Rehabilitation services to help you recover from your injury or illness.

What the insurer must do

- Insurers must investigate your claim promptly. If you have been disabled for more than three calendar days, the insurer must begin paying benefits on 10th day. If you have been disabled for more than 10 days, the insurer must begin paying benefits on 20th day.
- If the insurer accepts your claim for wage loss benefits, you have been disabled for more than three calendar days. The insurer must begin paying benefits on 10th day. If you have been disabled for more than 10 days, the insurer must begin paying benefits on 20th day.
- If the insurer denies your claim for wage loss benefits, you may have been disabled for more than three calendar days. The insurer must begin paying benefits on 10th day. If you have been disabled for more than 10 days, the insurer must begin paying benefits on 20th day.

If you disagree with the denial, you may file a claim with the Department of Labor and Industry (DLI). You may also file a claim with the Department of Labor and Industry (DLI). You may also file a claim with the Department of Labor and Industry (DLI).

Your poster should have this date code to be in compliance.

C0120

If your poster has a different date code contact your local ADP representative.