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| 因 | 果 |
| C1:年薪员工,严重过失 | 扣年终风险金的4% |
| C2:年薪员工,过失 | 扣年终风险金的2% |
| C3:非年薪员工,严重过失 | 扣当月薪资的8% |
| C4:非年薪员工,过失 | 扣当月薪资的4% |
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