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| 原因 | 结果 |
| C1-年薪制员工 | A1-扣年终风险金4% |
| C2-非年薪制员工 | A2-扣年终风险金2% |
| C3-严重过失 | A3-扣除当月薪资的8% |
| C4-过失 | A4-扣除当月薪资的4% |