

NOTICE OF PAY PLAN

A. OVERVIEW - You will be paid a fixed weekly salary for all hours worked and reported in a workweek plus additional pay for all hours worked and reported over 40 in a workweek.

B. WEEKLY FIXED SALARY - You will be paid a fixed weekly salary for all hours worked and reported each week, whether many or few. Your total hours worked each week will fluctuate based on your work schedule for a given week and the operating requirements for that week. No salary is due for any week in which you perform no work however, you will be paid for paid absences and holidays.

C. OVERTIME FOR HOURS IN EXCESS OF 40 - Each week your equivalent hourly rate will be determined by dividing your weekly salary by the actual number of hours worked and reported during that week. You will be paid one-half of your equivalent hourly rate for the hours worked and reported in excess of forty (40) in that week.

Example: Weekly Base Salary: \$400

	Week1	Week2	Total
Total Hours:	43	48	91
Hourly Rate:	$\$400 / 43 = \9.30	$\$400 / 48 = \8.33	-
Overtime Rate:	$\$9.30 \times 1/2 = \4.65	$\$8.33 \times 1/2 = 4.17$	-
Overtime Pay:	3 Hours x \$4.65 = \$13.95	8 Hours x \$4.17 = \$33.36	\$47.31
Gross Pay:	$\$400 + \$13.95 =$ \$413.95	$\$400 + \$33.36 =$ \$433.36	\$847.31

	Week1	Week2	Total
Total Hours:	43	37	80
Hourly Rate:	$\$400 / 43 = \9.30	$\$400 / 37 = \10.81	-
Overtime Rate:	$\$9.30 \times 1/2 = \4.65	$\$10.81 \times 1/2 = 5.41$	-
Overtime Pay:	3 Hours x \$4.65 = \$13.95	0 Hours x \$5.41 = \$0	\$13.95
Gross Pay:	$\$400 + \$13.95 =$ \$413.95	$\$400 + \$33.36 =$ \$433.36	\$813.95

YOUR WEEKLY FIXED SALARY IS: \$ 1194.54

D. TERMINATION OF PAY PLAN - This pay plan does not change the at-will nature of the employment relationship. The Company reserves the right to change the pay plan for any employee at any time in the Company's sole discretion.

Acknowledgment: I have received a copy of, read, and understand this Notice and agree to the pay plan discussed in this Notice

Signature: Kota, Sudheer

Date: 2016-07-18T07:37:58-07:00