



Notice to Tipped Employees

In accordance with the Fair Labor Standards Act (FLSA) and applicable state law, Egg N' Joe intends to take the "tip credit" when you are paid at an hourly rate less than minimum wage for your work as a "tipped employee". This notice is to inform you of how your pay will be calculated and paid when you work as a "tipped employee". Carefully read the following information.

- The amount of cash wage to be paid to you per hour will be \$9.80
- Assuming you have received a sufficient amount of tips to cover the tip credit, the amount of your tips per hour to be credited as wages will be \$3.00
- You have the right to retain all the tips you receive, except for a valid tip pooling arrangement limited to employees who customarily and regularly receive tips.
- The tip credit shall not apply unless you have been informed of these requirements.

You are being provided this information in accordance with Section 203 (m) of the Fair Labor Standards Act. Please sign and date this notice indicating that you understand it, and return it to your Manager.

Contact Susan Herzog at the Home Office if you have any questions.

Thank you.

I understand that Egg N' Joe intends to take the "tip credit" for all hours during which I perform tip producing activities, as explained in this policy. I agree to report ALL my tips to my employer, in the POS system, and acknowledge that failure to report all my tips accurately and in keeping with applicable policy subjects me to significant discipline, up to and including termination.

Employee's Name: _____

Employee's Signature: _____ Date: _____