

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

IN Department of Labor Minimum Wage Law \$7.25 per hour effective July 24, 2009 Indiana law requires this poster to be displayed in a conspicuous place in the area where employees are employed.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

IN Department of Labor Teen Work Hour Restrictions Employers of minors who are 14, 15, 16 or 17 years of age are required by law to post the maximum number of hours minors may be permitted to work each day of the week.

FED HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

IOSHA SAFETY AND HEALTH PROTECTION ON THE JOB INTRODUCTION: The intent of the Indiana Occupational Safety and Health Act of 1974, Indiana Code 22-8-1.1, is to assure, so far as possible, safe and healthful working conditions for the workers in the State.

IN WORKER'S COMPENSATION NOTICE Your employer is required to provide for payment of benefits under the Worker's Compensation Act of the State of Indiana.

IN DEPARTMENT OF WORKFORCE DEVELOPMENT This Business is Subject to Indiana's Unemployment Insurance Laws If you lose your job or work less than full time, you may be eligible for unemployment insurance benefits.

IN CIVIL RIGHTS COMMISSION — EQUAL OPPORTUNITY Equal Employment Opportunity is the Law Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations with six or more persons are protected under State and Federal law from discrimination on the following bases: