

5.7 Average monthly wage or salary:

		Black Employees	Other Non-White Employees	White Employees
Salaried	) 1988			
Employees	) 1989			
Daily/Hourly	) 1988			
Wage employees)	1989			

A company using the special arrangement to which reference is made in section 5.3 should submit a supplemental statement explaining the circumstances and how its calculations with respect to average monthly pay are made.

- 5.8 As an alternative to sub-sections 5.6 and 5.7 you may wish to provide a complete salary and wage profile for the company as an attachment to this reporting format.