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5. WAGES

5.1 Does the company implement the principle of "equal pay for equal work" by paying black employees the same wage as other employees for the same work and for the same period of time? YES

If not please explain:

5.2 Percentage average pay increase

	<u>Black Employees</u>	<u>Non-White Employees</u>	<u>White Employees</u>
1988	27%	Across the board (see below)	
1989	12%	Across the board	

If increases for salaried employees are different from increases for daily/hourly employees please indicate and explain the different treatment:

5.3 The unusually high increase in 1988 reflects both an increase in the cost of living and the one-time effects of a major salary survey undertaken which established new "markers" in local industry.