

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</u> <u>Employees</u>	<u>Non-White</u> <u>Employees</u>	<u>White</u> <u>Employees</u>
1988	10%		10%
1989	15%		15%

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

N/A
