

NOTICE TO TIPPED EMPLOYEES

The U.S. Department of Labor requires that we notify you of the following:

- The amount of cash wage to be paid to you per hour will be at least \$6.75 per hour. Tipped Employee rates are typically \$6.75 for bartenders and servers, with support staff being eligible for a higher wage, depending on the position.
- If you are paid \$6.75 per hour, and 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 \$8.25 (The current minimum wage is \$15.00 minus \$6.75 = \$8.25).
- The tip credit claimed by the Restaurant cannot exceed the amount of tips that you actually receive.
- 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, including servers, support staff (runners & bussers) and service bartenders. The tip credit being taken is only on the amount you actually receive and your tips will otherwise not be retained except for your contribution to the tip pool.
- The tip credit will not apply to any tipped employee unless the employee has been informed of these tip credit provisions.

In addition, Massachusetts Law requires that we notify you of the following: In determining the wage an employer is required to pay a tipped employee, the amount paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such employee which for purposes of such determination shall be not less than \$6.75; and (2) an additional amount on account of the tips received by such employee which amount is equal to the difference between the wage specified in clause (1) and the current minimum wage (\$15.00/hour). The additional amount on account of tips may not exceed the value of the tips actually received by an employee. This paragraph shall not apply with respect to any tipped employees unless such employee has been informed by the employer of the provisions of this paragraph, and all tips received by such employee have been retained by the employee, except that this paragraph shall not be construed to prohibit the pooling of tips among employees who customarily and regularly receive tips. M.G.L. c. 151, Section 7, Paragraph three. To confirm your receipt of this notice, please sign and date below. Should you have any questions, please contact your General Manager.

Employee Signature _____

Print Name _____ Date ____/____/____