TIPPED EMPLOYEES

A Minimum Wage of $4.65 per hour PLUS TIPS

*Tipped Employees* include any employees who engage in an occupation in which tips are customarily and regularly received in an amount which, in the opinion of the Ohio Department of Commerce, is not less than $30.00 per month. For purposes of calculating the tipped minimum wage, tips are defined as compensation received for personal solicitation of business or tips received for personal solicitation of business by a third party.

INDEMNIFICATION FROM MINIMUM WAGE

1. Any individual employed by the United States;
2. Any individual employed as a special helper in the employer's home, a live-in companion to a sick, concealing, or elderly person whose principal duties do not include employment in public or private employment;
3. Any individual employed as an outside salesperson compensated by commissions or in a firm for executive, administrative, or professional capacity or computer professionals;
4. Any individual who volunteers to perform services for a public agency which is a State, a political subdivision of a State, or an interstate government agency if:
   a. The individual receives no compensation or is paid such compensation in lieu of wages or other benefits or, if the individual is paid such compensation, it is not a part of the individual's regular compensation but is in addition to such compensation; and
   b. The performance of such services is not a part of the individual's regular employment;
   c. The services the individual performs are not similar to those performed by the public agency;
5. Any individual who works or provides personal services of a charitable nature in a hospital or similar health institution for which compensation is not sought or contempt;
6. Any individual in the employ of a camp or recreational facility for children under 18 years of age and operated to non-profit organization or group of organizations;
7. Employees of a family owned and operated business who are family members of an owner;
8. For information about additional exemptions, please see the Ohio Division of Industrial Compliance or U.S. Department of Labor websites.

For further information about minimum wage issues, please contact The Ohio Department of Commerce, Division of Industrial Compliance, Main Mailing Room, Reynoldsburg, Ohio 43068, Phone: 614-644-2239, TTY/TDD: 1-800-750-0750.

An Equal Opportunity Employer and Service Provider.