

**NOTICE TO EMPLOYEES  
WAGE REQUIREMENTS  
(Living Wage Law)**

Your employer has a contract with The State of Maryland to provide services. If you provide direct, measurable work under that contract you are probably covered by the State's "Living Wage" law. This law requires your employer to pay you at least \$15.13 per hour, effective September 28, 2022 for work performed in a Tier 1 area (Anne Arundel County, Baltimore City, Baltimore County, Howard County, Montgomery County, and Prince George's County) and at least \$11.36 per hour effective September 28, 2022, for work performed in a Tier 2 area (any county in the State not included in the Tier 1 area) for each hour you work on that contract. Please note: Due to increases in the Maryland minimum wage rate that exceed the Living Wage rate, offerors, contractors and subcontractors in Tier 2 should be aware of the current Maryland minimum wage rates and planned increases to that rate in the future.

If you are not sure whether you are covered by the "Living Wage" law, or if you think your employer is not paying you the required amount, you have the right to file a confidential complaint. For more information you can call the number listed below.