

# Analyzer International Inc.

*Infrastructure Solutions*  
**277 Downs Road, CA 92782**

## EXEMPT AND NON-EXEMPT EMPLOYEE POLICY

An exempt employee is one who is exempt from minimum wage laws and overtime regulations. All personnel with a civil engineering degree are considered exempt.

A non-exempt employee is one who is entitled to the federal/state minimum wage for each hour worked and entitled to receive overtime pay in accordance with federal/state laws and regulations.

All employees are subject to prevailing wage laws while performing field inspection on prevailing wage projects.

### Prevailing Wage Policy

1. Analyzer uses 1 delta which is the sum total of prevailing wage + prevailing wage fringe benefits (as determined by DIR) minus the sum total of salary rate + fringe benefits
2. Delta is accounted as overhead cost.