

## MEXICAN EMPLOYEE BENEFIT BREAKDOWN

	Detail	%	Dollars/HR	Pesos/HR
	Average Base Operator Wage	100	\$1.16	\$12.71
Federal/State Taxes & Benefits				
Sundays	1 day paid off for every 6 days worked	16.70%	\$0.19	\$2.12
Vacation	6 days per year	1.90%	\$0.02	\$0.24
Vacation Bonus	25% of vacation pay	0.05%	\$0.01	\$0.07
Christmas Bonus	15 days of Base Wage	4.80%	\$0.06	\$0.61
Profit Sharing	10% of company profits	2.00%	\$0.02	\$0.25
Federal Housing Tax (INFONAVIT)	5% of base wage	5.00%	\$0.06	\$0.64
State Employment Tax	2% of base wage	2.00%	\$0.02	\$0.25
Retirement (SAR)	2% of base wage	2.00%	\$0.02	\$0.25
Social Security	Broken down as follows:			
General Sickness	12.5% of base wage	12.50%	\$0.14	\$1.58
Disability, Pension, Death	8.5% of base wage	8.50%	\$0.10	\$1.08
Professional Risk	2.5% of base wage	2.50%	\$0.03	\$0.32
Child Care	1% of base wage	1.00%	\$0.01	\$0.13
	<b>Total Legal Benefits</b>	<b>58%</b>	<b>\$0.67</b>	<b>\$7.37</b>