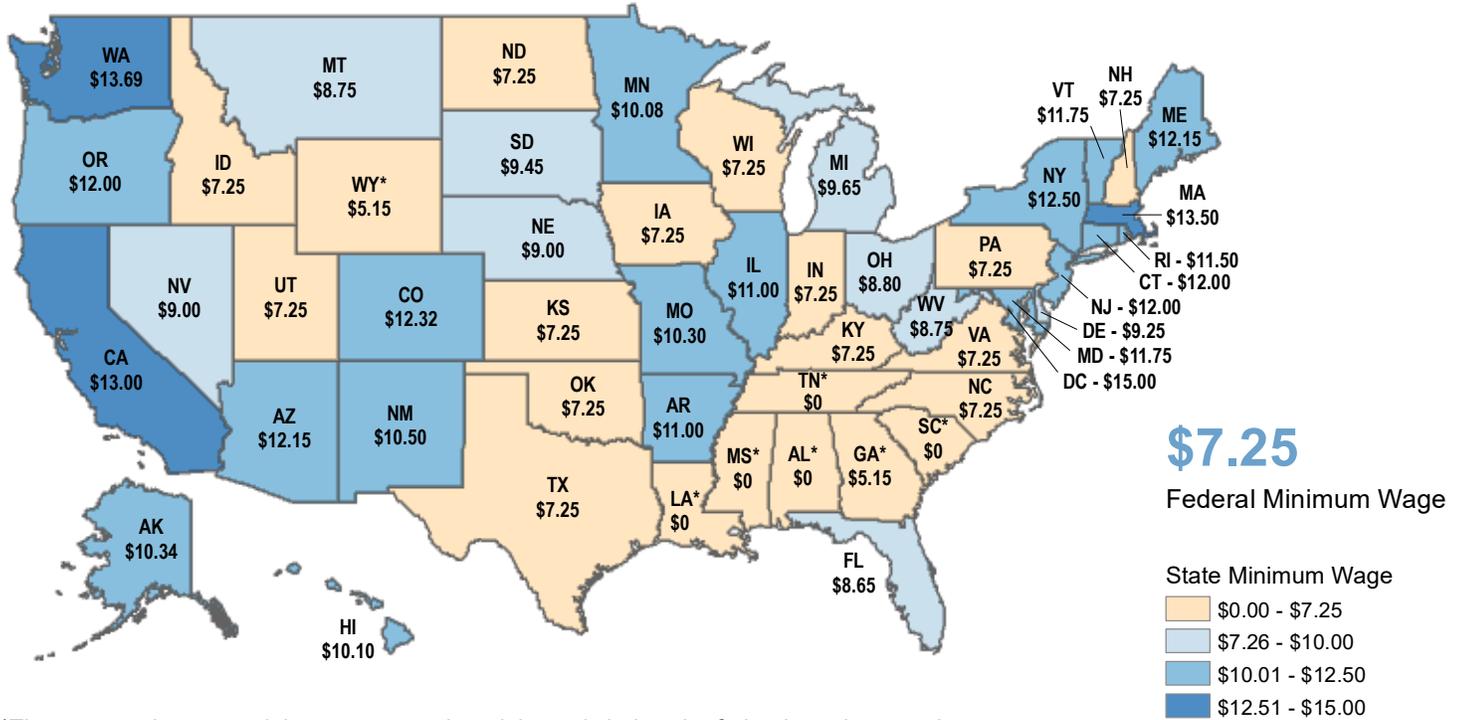
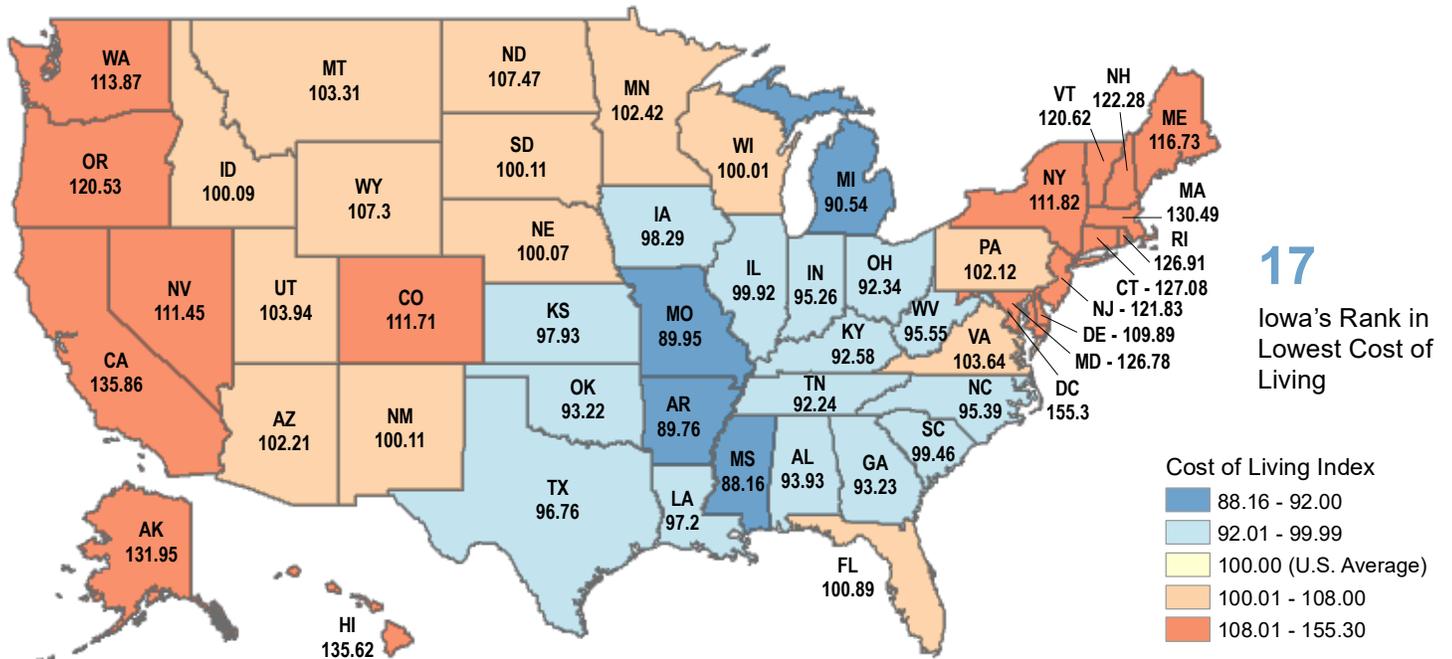


## Minimum Wage by State — as of Jan. 1, 2021



\*These states have no minimum wage or the minimum is below the federal requirement; however, employers subject to the Fair Labor Standards Act must pay the current federal minimum wage.

## Annual Average Cost of Living Index — 2020



The Cost of Living Index is a local level analysis of local consumer expenditures across the U.S for food, housing, utilities, transportation, health care, and miscellaneous goods and services. The U.S. average is 100.0 and each state's index is expressed as a percentage of the average.