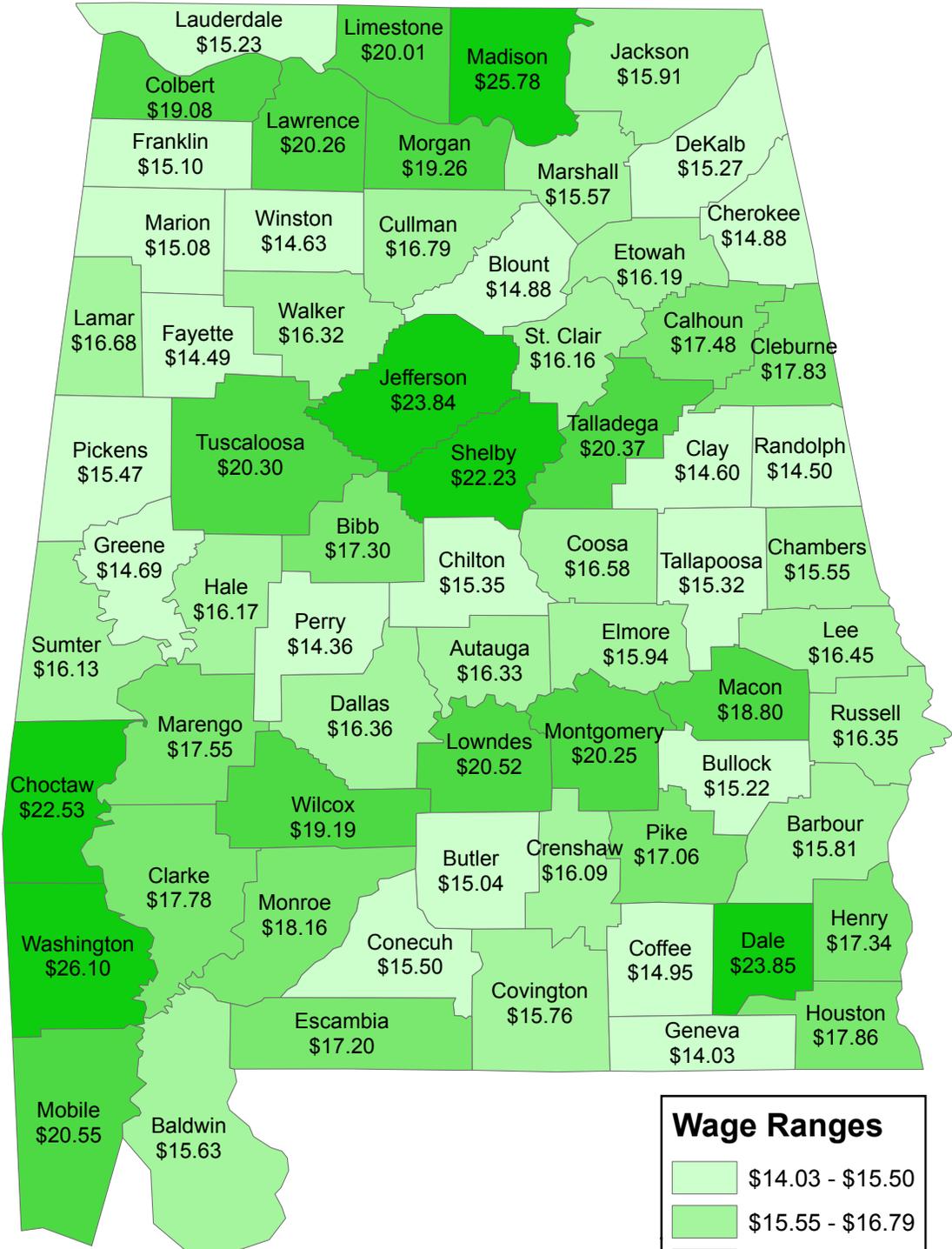


January 1, 2015 - December 31, 2015 Capital Credit

Alabama Average Hourly Wage



Wage Ranges	
Lightest Green	\$14.03 - \$15.50
Light Green	\$15.55 - \$16.79
Medium Green	\$17.06 - \$18.16
Dark Green	\$18.80 - \$20.55
Darkest Green	\$22.23 - \$26.10

Source: Alabama's Quarterly Covered Employment and Wages, Annual 2013
Alabama Department of Labor, Labor Market Information Division