CENTRAL WIRE, INC. / LOOS & CO., INC.

Pay Code Guide

Effective Date: October 1, 2026

As required by **Conn. Gen. Stat. § 31-13a(c)**, as amended by **Public Act No. 26-12, § 38**, effective October 1, 2026, this guide explains the pay codes that appear on your record of hours and pay statement.

No.	Pay Code	Description
1	**Regular Hourly**	Total pay for the workweek (minus statutory exclusions) / Total hours actually worked in the workweek
2	**OT Hourly**	1.5 times the regular rate for hours worked over 40 in a workweek
3	**Holiday Hourly**	Base hourly rate for time not worked due to eligible holiday
4	**Bonus**	Amount determined at employer's sole discretion at the end of a period
5	**2nd Shift Diff**	$2.50 per hour added to the base rate for 2nd shift hours
6	**2nd Shift Diff OT**	$3.75 per overtime hour on 2nd shift + OT Hourly
7	**3rd Shift Diff**	$5.00 per hour added to base rate for 3rd shift hours
8	**3rd Shift Diff OT**	$7.50 per overtime hours on 3rd shift + OT Hourly
9	**Vacation & PTO**	Base hourly rate for approved time not worked
10	**IT On-Call**	$200 per on-call period for eligible IT employees

Questions or Disputes About Calculations of Hours or Pay Differentials	
Designated Office	Human Resources
Designated Individual	Chris Smith, Senior Human Resources Manager
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