

To ALL VINE CLIENTS:

Happy New Year to all of you! All of us here at Vine Solutions wish our clients much success in 2009. With the New Year, I wanted to pass along some news and updates to all of you.

First, thanks to all of our clients that participated in what will now become our yearly survey to get our client's feedback for how Vine Solutions is doing with regard to our services. Later this month I will send out a summary of the results for your review. Rest assured your feedback has been incorporated into Vine Solutions overall strategy of continuing to improve upon our services to clients in 2009!

In the first quarter of 2009, Vine Solutions is rolling out it's new and improved website which will update the overall look, functionality, and usability to our clients. Our hope is to post updates and news that is relevant to our clients along with the site continuing to be a portal for Vine Online and DocuShare access. If you have any suggestions for content you can email myself at johnp@vinesolutions.com or epatterson@vinesolutions.com.

On that same note, Vine Online is also getting an overhaul this year. Cduit Inc, the host of Vine Online, is rolling out an update to it's polling product in the first quarter of 2009. This update to Vine Online will have a new look and additional functionality as well as continuing to provide the tools that you use daily. Our goal is to have all clients converted on to the updated Vine Online platform by the end of the first quarter. You will be notified by your client manager when you are converted to the new Vine OnLine platform and we will provide you with a training manual that addresses the key functionalities and where to find the reports that you are used to using. During and after the conversion onto the new platform, don't hesitate to call us with any questions that you might have.

Once again we here at Vine Solutions wish you all great success in 2009!

Sincerely,
John Priest
V. P. of Operations

EXEMPTION CRITERIA:

A rather obscure federal law was brought to our attention this month. For those of our clients that have salaried FOH and BOH managers, please be advised that in order for a salaried employee to be considered exempt and therefore not eligible for overtime, the following criteria has to be met. The first one being the salary criteria. This requirement changes each time the minimum wage changes and states that an "exempt" employee must earn at least 2 times the federal minimum wage of a full time employee. (40 hours per week) Currently, that would require an annual salary of \$33,280. This is only one part of the exemption test. An employee must also meet a number of other requirements. To name a few:

- Customarily and regularly directs the work of two or more other full time employees
- Hires or terminates employees or at least makes recommendations regarding the hiring or terminating of the employee.
- Customarily and regularly exercises discretion and independent judgment in performing his/her duties.
- Has primary duty of managing an enterprise, department, or subdivision of the company (at least 50% of the manager/sous chef's time must be spent in such a capacity.

The above criteria is a summary of what is necessary for exemption. You can read more on how the State of California determines an exempt employee by viewing the [Department of Industrial Relations](http://www.dir.ca.gov) website. The point of this communication is to make you all aware that just because an employee is salaried, that alone does not relieve the employer of their potential liability to overtime. We would suggest you review your policies with regard to salaried employees to confirm you are in compliance with both Federal and State laws.

DON'T MISS THESE UPCOMING CULINARY EVENTS!

National Restaurant Association Show

May 16-19 2009
Chicago, IL

<http://show.restaurant.org>

American Culinary Federation National Convention

July 11-14 2009
Orlando, Florida

www.acfchefs.org

SF Chefs. Food. Wine.

August 6-9 2009

Union Square, San Francisco

www.sfchefsfoodwine.com

Western Foodservice & Hospitality Expo

August 30-Sept. 1 2009

San Diego Convention Center

www.westernfoodexpo.com