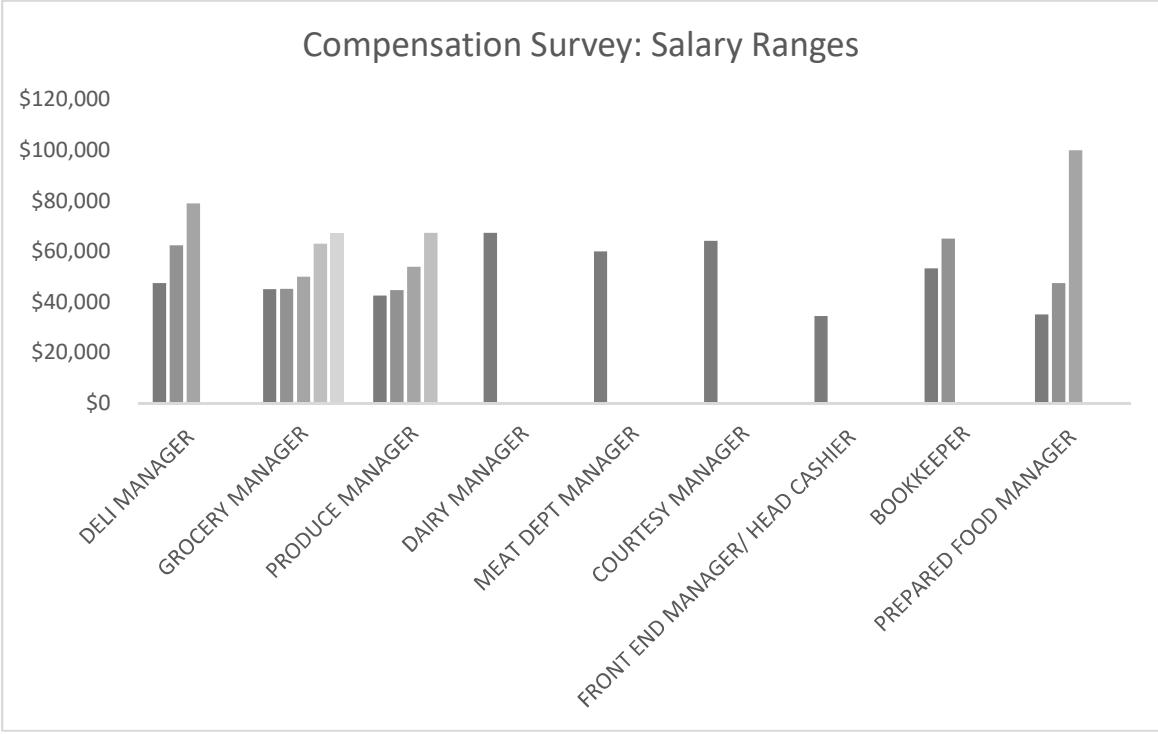
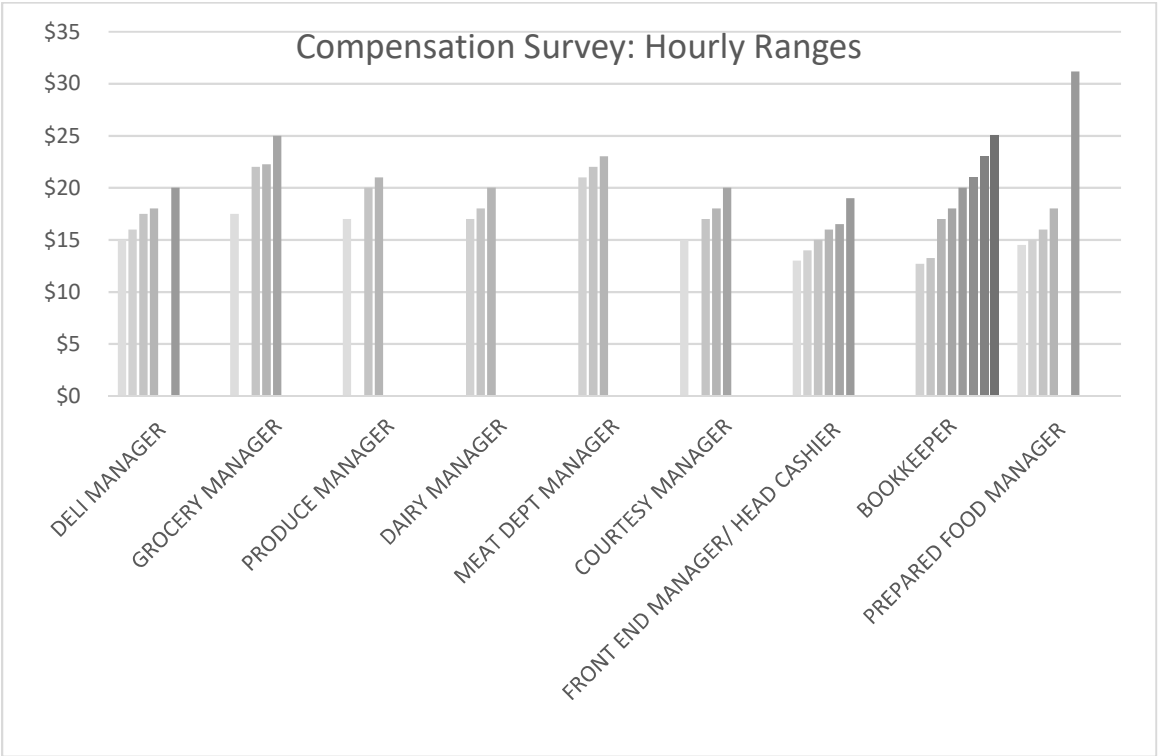


As Massachusetts employers saw the minimum wage rise to \$12 an hour on January 1, 2019, some of RAM’s grocery store members were curious to know where they stand in comparison to their peers in how they compensate their managers. As scheduled increases over the next three years bring the minimum wage to \$15 an hour for an entry level worker; businesses are assessing the wages/ salaries of current staff, especially those in managerial positions, who did not get a bump from the new law. RAM surveyed members in this retail sector to get a better sense the wages grocers are currently paying.



Of those responding, 67% have one location (25% have 2-5 locations and 8% have 11 or more locations.)

76% of responders do over 5 million or more in average annual sales. The remaining 24% of responders broke down into 8%: \$500,000 - \$1,000,000, 8%: \$1,000,001 - \$1,500,000 and 8%: \$1,500,001 - \$2,500,000.