



January 1, 2026

Rhode Island Payment of Wages Act Notice

In accordance with the Rhode Island Payment of Wages Act, the Company is providing employees with the following information, as required.

XLT Management Services, LLC wages in Rhode Island are dictated by the Common Law Employer. Please contact the Common Law Employer to confirm:

- Rate of pay and basis thereof (e.g. hourly, salary, commission, etc.), and the specific application of any additional rates;
- Allowances, if any, claimed for meals and lodging;
- The employer's policy on sick, vacation, personal leave, holidays, and hours;
- The employee's employment status and whether they are exempt from minimum wage and/or overtime;

The pay period each week is set by the Common Law employer. As a W-2 employee, you will be able to view pay stubs and other payroll-related documents by navigating to the self-service portal either through the Paylocity mobile app or through your web browser: <https://access.paylocity.com>.

Deductions that may be made from the employee's pay:

- Federal Income Tax
- FICA Taxes (Social Security and Medicare)
- State Income Tax
- Temporary Disability Insurance (TDI)
- Any elected union dues, union 401k fund, or union medical plan elections for a union that an individual may be part of
- Any garnishment withholding for orders received by the employer - child support, creditor garnishment, tax levy, etc.
- Expense Reimbursements categorized as add-to-net (negative) deductions

If you have any questions, please contact:

XLT Management Services, LLC - Payroll Department
2050 S Finley Rd. Suite 80
Lombard, IL 60148
630-869-1880