



**Inversiones Jacar, S. A.  
"El Faro Estate"  
El Palmar, Quetzaltenango**

This is to inform all members of the staff of Inversiones Jacar, S. A. that all employees earn at least the minimum legal wages, or any salary that is consistent with the standard procedures of the local agricultural industry. Inversiones Jacar, S. A. gives its employees the right to earn which ever is the highest.

Likewise, Inversiones Jacar, S. A. guarantees all employees equal salary pay for equal job, and trained employees will not be paid less than the minimum wages, or for that matter, less than the customary salary in force and effect.

In order to maintain the transparency in such wage process, Inversiones Jacar, S. A. guarantees its employees that they will have access to their personal accurate and full income records kept according to the generally accepted accounting principles.

General Manager

Human Resources

Employee