

### Possible Employees Eligible for Bilingual Pay

|              | Employee               | Language | POTENTIAL COST        |                 |
|--------------|------------------------|----------|-----------------------|-----------------|
| 1            | Jessica Amaya          | Spanish  | \$2080                | \$3120          |
| 2            | Gabino Cardozo         | Spanish  |                       |                 |
| 3            | Karina Cruz<br>Cornejo | Spanish  |                       |                 |
| 4            | Awner Fuentes          | Spanish  |                       |                 |
| 5            | Helen Fuentes          | Spanish  |                       |                 |
| 6            | Alex Hur               | Korean   |                       |                 |
| 7            | Benjamiin Moon         | Korean   |                       |                 |
| 8            | Kelly Osuji            | Nigerian |                       |                 |
| 9            | Joel Pichardo          | Spanish  |                       |                 |
| 10           | Salomon Portillo       | Spanish  |                       |                 |
| 11           | Maria Ramirez          | Spanish  |                       |                 |
| 12           | Naomi Rodriguez        | Spanish  | Basic                 | Advanced        |
| Testing Cost |                        |          | \$145.00 each<br>each | \$218.00        |
| Hourly Cost  |                        |          | \$24,960              | \$37,440        |
| Total Cost   |                        |          | <b>\$26,700</b>       | <b>\$40,056</b> |

The total cost is worst case scenario if all employees do not take any leave. The extra hourly pay (bilingual pay) is only for actual hours worked so any leave used would reduce the cost. The column on the left is for basic certification at \$1.00 an hour extra for any hours actually worked, and the column on the right is advanced certification at \$1.50 an hour for any hours actually worked. The total cost in each column is assuming that all 12 employees are basic level or all 12 employees are advanced level. The \$40,56.00 is the maximum amount if all employees are at the advanced level and take no leave.