**Section 680.350 Salary**

No salary shall appear in an advertisement except the salary indicated in the actual job order. Only base salaries may be advertised in total amounts, although contingent benefits such as incentive pay, bonuses, vacation, expenses, profit sharing may be mentioned if actually existent.

a) Base salary is defined as that amount which the employer in its job order agrees to pay, exclusive of contingent or fringe benefits.

b) When several positions are offered in a range of salaries, the minimum as well as the maximum salary in each classification must be quoted.

c) No dollar references may be made as to potential earnings unless demonstrable and verifiable.

(Source: Amended at 6 Ill. Reg. 5778, effective April 30, 1982)