

# Unraveling the Complexities of Wage and Hour Compliance

## Including the New DOL Overtime Rules

*The Department of Labor issued a rule increasing the minimum salary required for certain exempt employees. This rule will have a resounding impact on businesses throughout the United States.*

### What should employers do today?

This interactive program will bring you up to speed on the changes, help you establish whether and how deeply your organization will be impacted and give you practical guidance on how to ensure you're in compliance by the December 1, 2016 deadline. **This may be the most significant change to impact employers since the Affordable Care Act.**

### Topics

- Overtime Overhaul: Applying New DOL Regulations
- Solving the Mysteries of White Collar Exemptions' Duties Tests
- Classification Conundrum: Employee or Independent Contractor?
- Protect Your Bottom Line: Watch Out for Other Wage Issues
- Increased Civil Money Penalties

Participants will leave with a "to-do" list of tips and best practices.

**Date:** **Tuesday, September 13, 2016**

**Time:** **7:30 a.m. - 8:00 a.m.**  
Registration, Full Breakfast & Networking

**8:00 a.m. - 9:30 a.m.**  
Presentations

**9:30 a.m. - 9:45 a.m.**  
Networking

**9:45 a.m. - 11:30 a.m.**  
Presentations

**Location:** **The Francis, 1289 N. Palm Avenue, Sarasota, FL 34236**

**Cost:** **\$15.00**

## PANEL

*The attorneys are experts in labor and employment law, including wage and hour compliance, who advise and represent exclusively employers.*

**Gail E. Farb, Attorney**  
Williams Parker

**Jennifer Fowler-Hermes, Attorney**  
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**John M. Hament, Attorney**  
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**Susan T. Howard, SPHR, SHRM-SCP**  
Human Resource Specialist  
The Employee Management Team



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**CLICK HERE**  
to register for this event.

For additional information, contact Rick Ratner 941.306.4020 or Email: [rratner@emtpeo.com](mailto:rratner@emtpeo.com)



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