

FAIR LABOR STANDARDS ACT

- T** *Create Jobs!*
- H** *Reduce Unemployment!*
- E** *Protect Workers!*
- E** *Fair Competition in*
- N** *Interstate Commerce!*



The Fair Labor Standards Act was a federal law enacted by the U.S. Congress and FDR in reaction to the Great Depression. It sets minimum wage, overtime pay, record keeping and child labor standards.

What it created is a maze of compliance issues for Employers to follow:

- N** *Time Cards*
- Classification Tests*
- Commissions*
- Tax Liability*
- Overtime*
- O** *Minimum Wage*
- Record Keeping*
- Exempt vs. Non Exempt*
- Workers' Compensation*
- W** *Employee vs. Independent Contractor*
- Salaried Employee*
- Regular Rate of Pay*
- Bonuses and Gifts*
- Part Time/Temporary Employees*



**The consequences of misclassification are great.
How does your company compare on Employee Status Compliance?**

We will provide a Comprehensive Review

Exempt vs. Non Exempt

- ✓ Independent Contractor
- ✓ Executive
- ✓ Professional
- ✓ Administrative
- ✓ Computer Professional
- ✓ Foreman

COMPREHENSIVE AUDIT: Conduct a detailed analysis to determine how well your company is complying with FLSA requirements and coordinating these with other Federal guidelines.

NEEDS ASSESSMENT: Provide a written report outlining areas that need to be addressed. This identifies and accurately measures your company's problem areas and includes a suggested plan of action.

CLASSIFICATION ANALYSIS: Examine your current administrative process for classifying employees as either exempt or non-exempt. We'll focus on employee's compensation, duties, discretion, supervision and work requirements in order to determine your compliance with the overtime and minimum wage provisions enforced by the Department of Labor.

IMPLEMENTATION SCHEDULE: Assist in amending your current workplace procedures and the incorporation of the necessary forms into your administrative process.

MONITORING AND FOLLOW UP: We will continue to assist you in maintaining compliance with periodic reviews and informative updates.

J05

Helping you Conquer the Complexities of Employee Classification

© 2005 by DRB Ventures, LLC.



Call your **Dexter & Company**
Specialist to help YOU with Your
Employee Status
800-874-7831
214-526-5646