

*Webinar on*

# **Wage & Hour Misclassifications**

# • Learning Objectives

- The DOL's tests for the executive exemption include terms like "management," "customarily," and "particular weight." But what do those terms actually mean in the mystical world of FLSA?*
- What are the risks associated with misclassifying someone as an independent contractor when they are really an employee?*
- How do different governmental agencies evaluate independent contractor vs. employee status?*
- Do I have to pay employees for checking emails from home or a mobile device?*
- White-collar exemptions: Just who is exempt from overtime pay?*
- What happens when I mistakenly misclassify someone as exempt or non-exempt?*



We will talk about the new generations and how their work preferences fit into the wage and hour labyrinth.

**PRESENTED BY:**

*With her extensive knowledge and expertise in the area of governmental compliance, Dawn Stastny has earned the title “Loophole Queen”. In an industry where everything is black and white, Dawn thrives in the grey. She feels “every business is unique, and their HR solutions should be too”.*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

# Webinar Description

With new regulations, you want to make sure you're in compliance with all levels of your staff. We discuss compensation at the hourly and salary levels, DOL definitions and exemption categories. We will talk about the new generations and how their work preferences fit into the wage and hour labyrinth. Don't forget the most common myths! Stay up to date on the changes and stay out of trouble with the Department of Labor.

Figuring out who's exempt and who's not is just one of every manager's wage/hour challenges. How about the regular rate for overtime? Prevailing Wage? Mobile devices after hours—the list of ways you can get into trouble seems endless. How do you really know if your managers and supervisors are following your guidelines? Mistakenly classifying an employee as an independent contractor can result in significant fines and penalties. The Department of Labor together with the IRS has cracked down on misclassification.



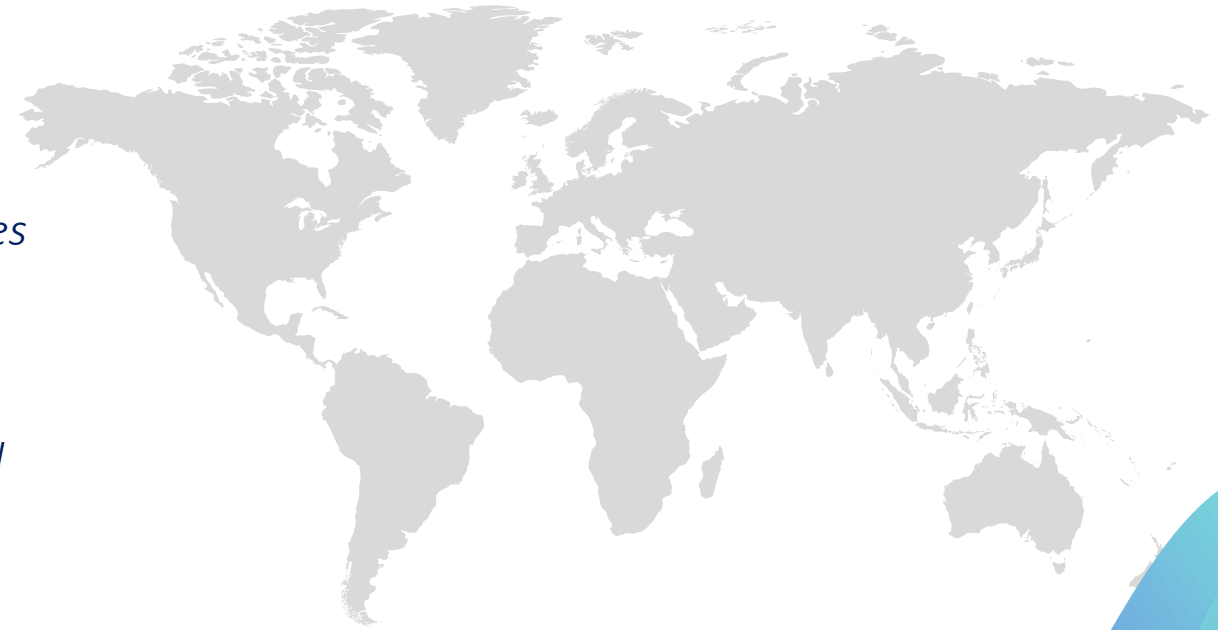
# Who Should Attend ?

*Human Resources professionals*

*Professionals who handle employee relations issues*

*Compliance professionals*

*Supervisors, Managers, Executives, Employers and  
Business owners*



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