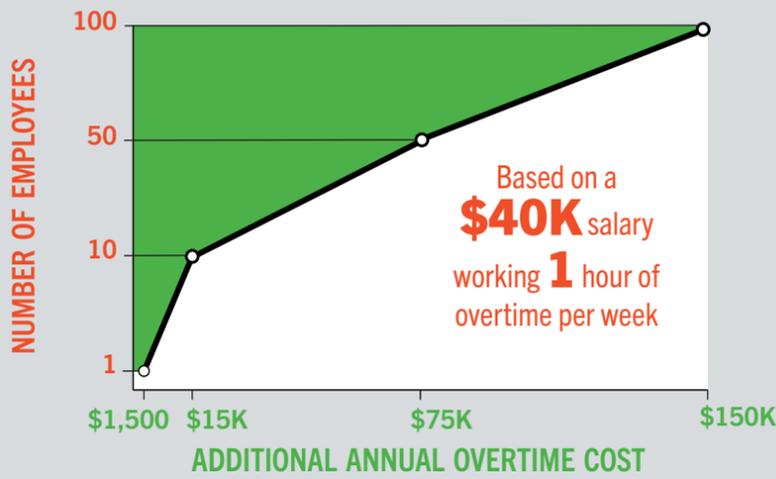


FLSA changes. How will they impact your business?

The Fair Labor Standards Act (FLSA) changes will reclassify a portion of the workforce to become eligible for overtime pay, and the Department of Labor expects **4 MILLION** employees to be impacted.¹ New regulations leave big questions.

Do you have the right tools in place to manage the outcome – and what will it cost you?

THE DOLLAR IMPACT OF OVERTIME CHANGES



PREVIOUS
Exemption Limit
\$23,660
annually

CURRENT
Exemption Limit
\$47,476
annually

The U.S. Department of Labor (DOL) expects **4 million** people to be impacted.^{1, 2}

Over **\$1.6 billion** in back wages has been recovered by the U.S. Department of Labor (DOL) wage and hour division since 2009.³

FLSA suits increased **400%** in the last 15 years.⁴

Violations were found in **79%** of agency-initiated investigations.⁵

Find out more here. <https://www.dol.gov/whd/overtime/final2016/>

How can we ensure we are paying people for the hours they work?

Is our scheduling optimized?

What is the impact on morale and engagement?

Should we require approvals for overtime?

How will we track time so we know when to pay employees overtime?

Do we need to adjust our hiring strategy?

Can we automate some of the work our current staff is doing?

How are we going to monitor hours and costs on an ongoing basis?

Is working from home considered "work"?

Do we need to update our timekeeping and scheduling systems?

How will we reallocate workload?

CAN MY SYSTEMS HANDLE THESE CHANGES?

How can we help

- Minimize the impact these changes will have on your business
- Automate time and wage calculations to deliver the perfect pay check
- Create best-fit schedules that account for business and compliance needs
- Establish an audit trail with robust reporting

www.CompletePayrollSolutions.com



Sources: ¹ Notice of Proposed Rulemaking: Overtime, United States Department of Labor (March 20, 2016), found at <https://www.dol.gov/whd/overtime/final2016/> ² 5 Million Reasons Why We're Updating Overtime Protections, U.S. Department of Labor Blog (July 1, 2015), found at <http://blog.dol.gov/2015/07/01/5-millions-reasons-why-were-updating-overtime-protections/> ^{3, 5} Working for a Fair Day's Pay, United States Department of Labor (May 13, 2016), found at <https://www.dol.gov/whd/statistics/> ⁴ Seyfarth Shaw LLP, FLSA Cases (2014); <http://www.seyfarth.com/news/FLSA-Suits-Skyrocket>