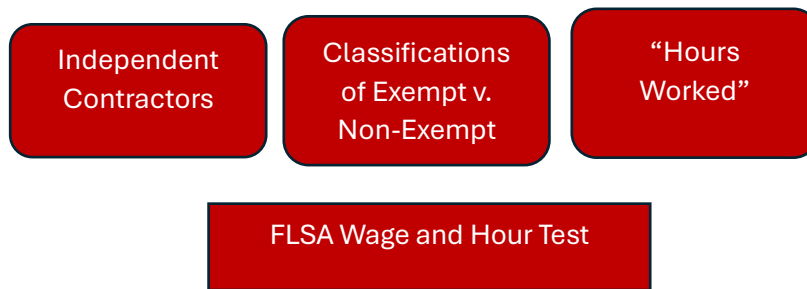


FLSA and Wage and Hour Certification



Classifications of Exempt v. Non-Exempt: This will provide an in-depth overview of the duties test and the appropriate classifications. We'll provide the definitions under the law, specific examples that the DOL has provided would qualify, and how to appropriately write analyze a job description.

Hours Worked: This is a crucial definition to understand under the FLSA. We'll go over on-call hours, travel time, commute time, and other important issues that determine whether or not an employee should be paid.

Independent Contractors: Another test that is often looked over is the independent contractor test. The federal law has one and most states have their own specific test. We'll provide an overview of the basic tests you should be aware of and how to appropriately spot issues.