

# Exempt vs Non-Exempt Special Presentation

**Exempt Employee Status for those making less than \$47,476  
will change December 1, 2016**

## EXEMPT VS. NON EXEMPT SALARY US Department of Labor Key Provisions

### Details:

November 8, 2016

9am-11am

OMEF Event Center,  
11740 SW 68th Parkway

### Audience:

Small Business Owners  
Managers impacted by this ruling  
Leadership responsible for staffing  
HR Directors

### Cost:

FREE to  
Retirement Connection Sponsors  
OHCA Members  
and MSN Sponsors

### RSVP:

[www.RetirementConnection.com/RSVP](http://www.RetirementConnection.com/RSVP)

### Speaker:

Shari L. Lane



In this special presentation, attorney Shari Lane will share important information for navigating this updated rule from the US DOL. The Final Rule focuses primarily on updating the salary and compensation levels needed for Executive, Administrative and Professional workers to be exempt. Specifically, the final rule:

- Sets the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South (\$913 per week; \$47,476 annually for a full-year worker);
- Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally (\$134,004)
- Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption.
- Additionally, the Final Rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.

**The effective date of the final rule is December 1, 2016.**

PRESENTED BY:

