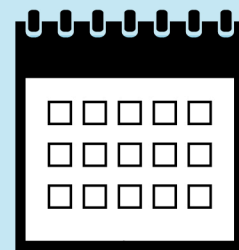




FLSA Overtime Rule Change

On **May 18, 2016**, the Department of Labor (DOL) released a new rule overhauling overtime wage payment in the United States. The new rule will more than double the salary threshold that employees must meet to qualify for the overtime wage exemption.



Old Overtime Rule	New Overtime Rule
\$23,660 per year or \$455 per week	\$47,476 per year or \$913 per week

Under the new rule, the **salary threshold will increase** from \$23,660 to \$47,476 per year. It also increases the salary threshold for highly compensated individuals from \$100,000 to \$134,004 per year. The salary threshold will be updated every three years.

Millions More Will Be Eligible for Overtime Pay

This new rule could affect more than **4 million workers** in the United States. According to estimates from the DOL, employers will spend more than \$592 million to comply with the new rule. Employers who fail to implement overtime changes could be subject to lawsuits, criminal charges, fines and restrictions in commerce.



When do I have to comply?



Employers have until **Dec. 1, 2016**, to comply with this new rule. Delaying preparation efforts could result in headaches down the road and costly penalties. For more information on the new overtime rule, contact your broker today.