



Community Bankers Association of Kansas presents...

Thursday June 3, 2010

Changes to Overtime Exemption for Loan Officers:

Department of Labor Ruling

Telephone / Webinar scheduled 2:00 - 3:30 pm

URGENT EDITION

The Department of Labor (DOL) issued an interpretive ruling on March 24, 2010, which holds that employees who perform the typical job duties of a mortgage loan officer do not qualify as bona fide administrative employees that are exempt under the Fair Labor Standards Act (FLSA). Thus, most mortgage loan officers are considered non-exempt employees and are entitled to overtime pay. Although the recent DOL ruling specifically addressed mortgage loan officers, its analysis is applicable to all types of employees. Financial institutions must ensure that all employees receive at least the applicable minimum wage for all hours worked. Consequently, banks must analyze each employees' duties and responsibilities to determine whether they are within the administrative employee exemption or an alternative FLSA exemption. This webinar will cover this recent ruling and explain the analysis your bank must use to determine whether an employee is exempt from overtime pay.

HIGHLIGHTS

- Overview of the minimum wage and overtime requirements under the FLSA
- Review of the recent DOL ruling
- Analysis of the administrative employee exemption under the FLSA
- Explanation of other exemptions – outside sales and highly-compensated employees
- Best practices for your bank under this ruling

SPEAKER:

Elizabeth Fast, JD, CPA, Banker's Choice

WHO SHOULD ATTEND:

This informative session is designed for managers, executive officers, human resource personnel, and loan officers.

	<u>TRAINING OPTION</u>	MEMBER	NON-MEMBER
A	Telephone Seminar	\$205	\$275
B	Webinar (audio will be over normal phone lines / visuals over the web)	\$215	\$285
C	Webinar and On-Demand Web Link** Plus receive a FREE CD Rom	\$260	\$330
D	On-Demand Web Link** Plus receive a FREE CD Rom	\$200	\$270

****ON-DEMAND WEB LINK** is a recording of the live event including audio, visuals, and handouts. We even provide the presenter's email address so you may ask follow-up questions. Within 5 business days following the webinar, you will be provided with a web link that can be viewed anytime 24/7 for the next 6 months. This link will expire 6 months after the live program date. **But there's more . . . AS AN ADDED BONUS, you will also receive a FREE audio/visual CD ROM.*** The CD includes the original audio/visual presentation, the question and answer sessions, and the handouts. Use the on-demand link or this "off-the-shelf" training program for those that could not attend the live seminar and for future training. ***CD Rom for PC use only**

<u>CIRCLE OPTION</u>	Choose option above by circling corresponding letter next to seminar choice below. *See "EXAMPLE" Below **Pricing is for each seminar selected / per phone line
A B C D	Changes to Overtime Exemption for Loan Officers: Department of Labor Ruling, Thursday June 3, "EXAMPLE"
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