

# Compliance Countdown: Find out what you need to know about the DOL's White Collar Regulations

The U.S. Department of Labor final overtime regulation will take effect Dec. 1, 2016. To comply with these rules, employers will need to determine whether to provide salary increases or reclassify exempt employees earning less than the \$47,476 minimum salary level for exemption.

To help you through this process, Littler has developed the tools you need to achieve this daunting task quickly and efficiently.

**The Littler Xmpt Toolkit** is a fixed-fee toolkit designed to assist employers with:

- ✔ Understanding the Final Rule
- ✔ Determining employees who will need to be reclassified
- ✔ Implementing the reclassification decision



To identify employees who may need to be reclassified as non-exempt, our partnership with ComplianceHR allows us to offer you a trial subscription to the Navigator Suite — a first-of-its-kind online and intelligent solution delivering expert level risk assessments on overtime exemptions at Internet scale and speed.

The Xmpt Toolkit will include a Web-based portal that provides access to:

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| <b>Reclassification Work Plan</b>                 | The reclassification process, explained step-by-step.  |
| <b>Communications Plan Template and Materials</b> | A guide to communicating the changes to employees and their managers, including talking points and FAQs.                               |
| <b>Training Webinars and Presentations</b>        | Learn all you need to know on exemption requirements, hours worked, overtime pay calculations, timekeeping and payroll best practices. |
| <b>Template Policies and Agreements</b>           | National and state-specific policies on off-the-clock work, meal and rest breaks, travel time and flexible workweek agreements.        |
| <b>Wage and Hour Field Guides</b>                 | Comprehensive state-by-state guides to wage and hour laws to help answer everyday questions and identify critical areas of compliance. |
| <b>Littler Wage and Hour GPS</b>                  | A library of state-by-state surveys on a variety of wage-hour topics and substantive analysis of new legislation and regulations.      |
| <b>Wage and Hour Counseling</b>                   | Four hours of attorney time with a wage and hour subject matter expert.  |

The standard toolkit price of \$4,000 includes access to Littler wage and hour subject matter expert attorneys. The four hours of attorney time included in the toolkit will allow you to consult with attorneys from around the country who have helped dozens of clients audit overtime exemptions and implement reclassifications.

To learn more about Littler's Xmpt Toolkit, go to [littler.com/products-and-services/littler-XMPT-toolkit](http://littler.com/products-and-services/littler-XMPT-toolkit) or email us at [ServiceSolutions@littler.com](mailto:ServiceSolutions@littler.com) for a retainer agreement.