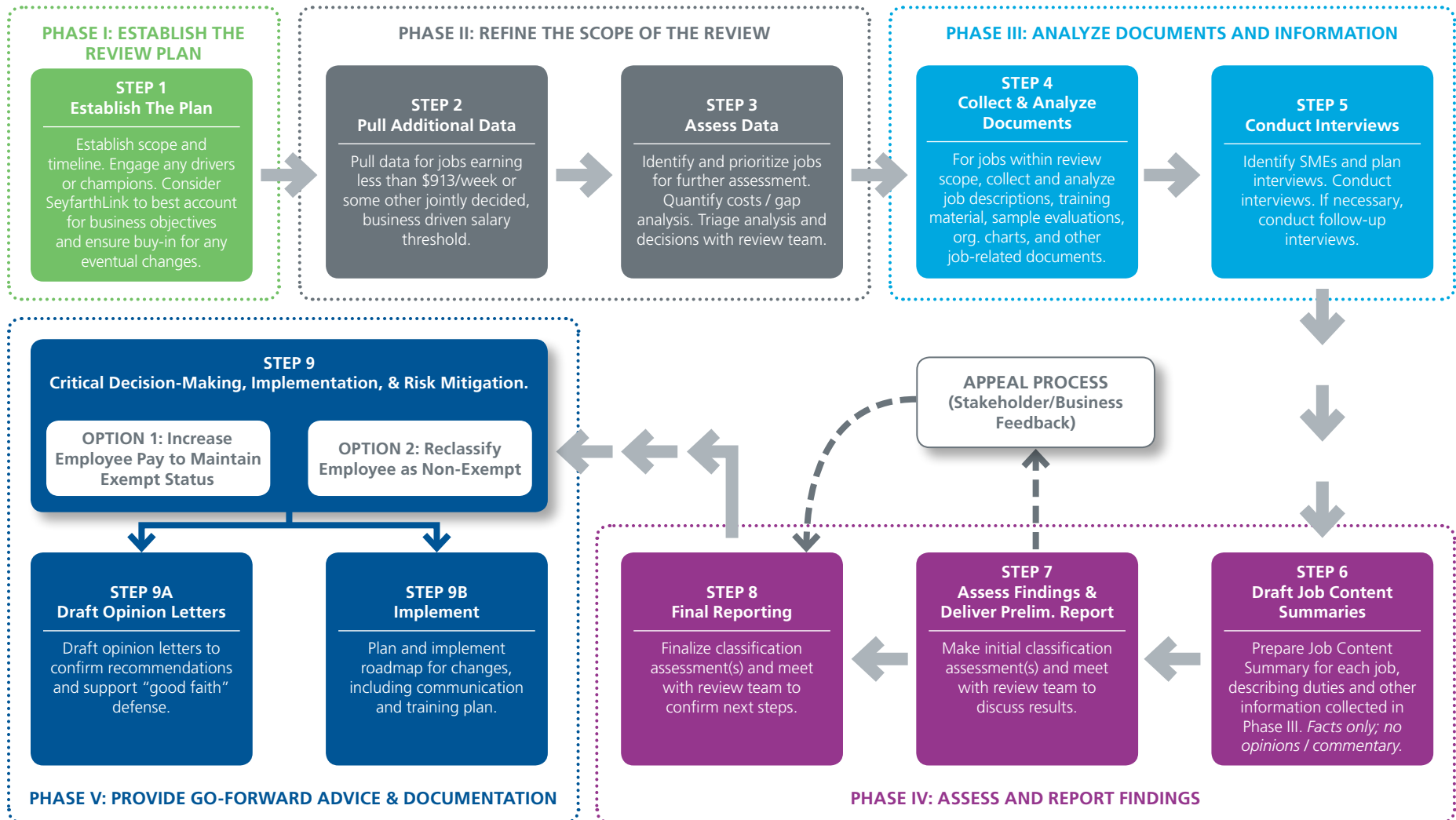
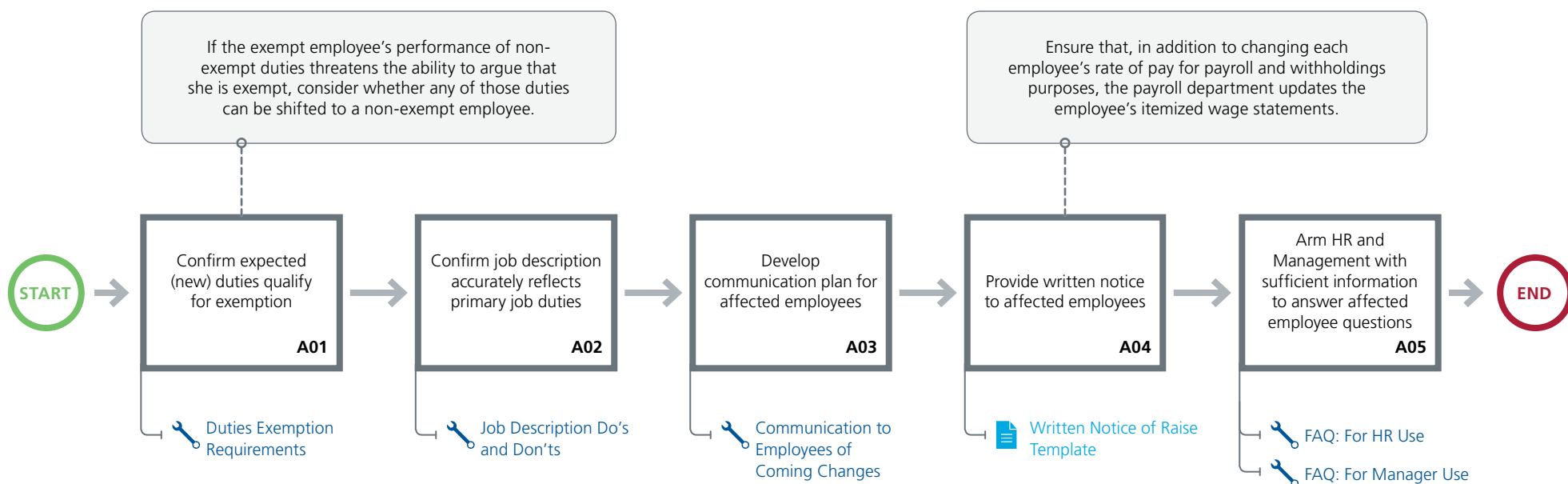


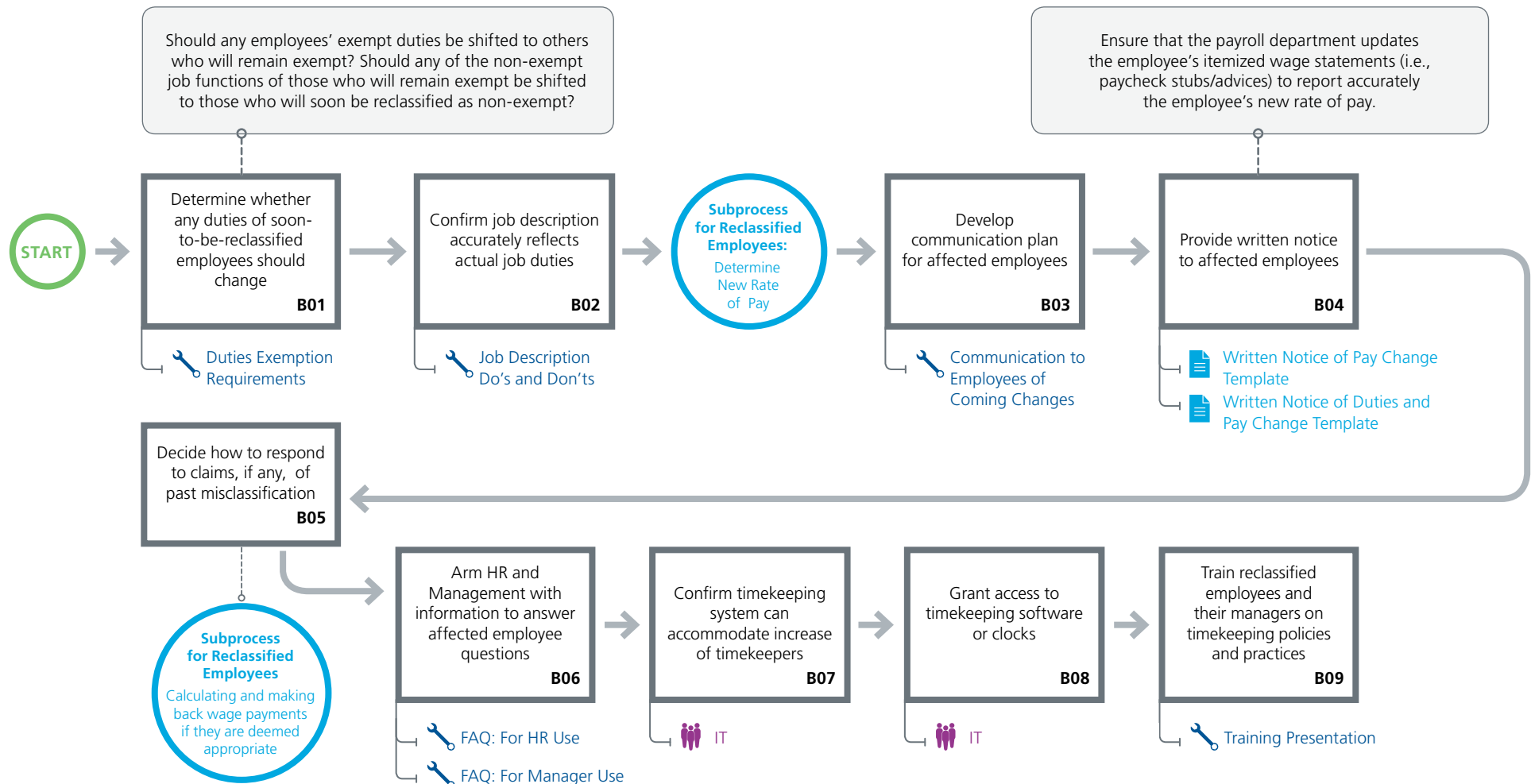
Exempt Classification Legal Review: How We View It and Where We Can Help



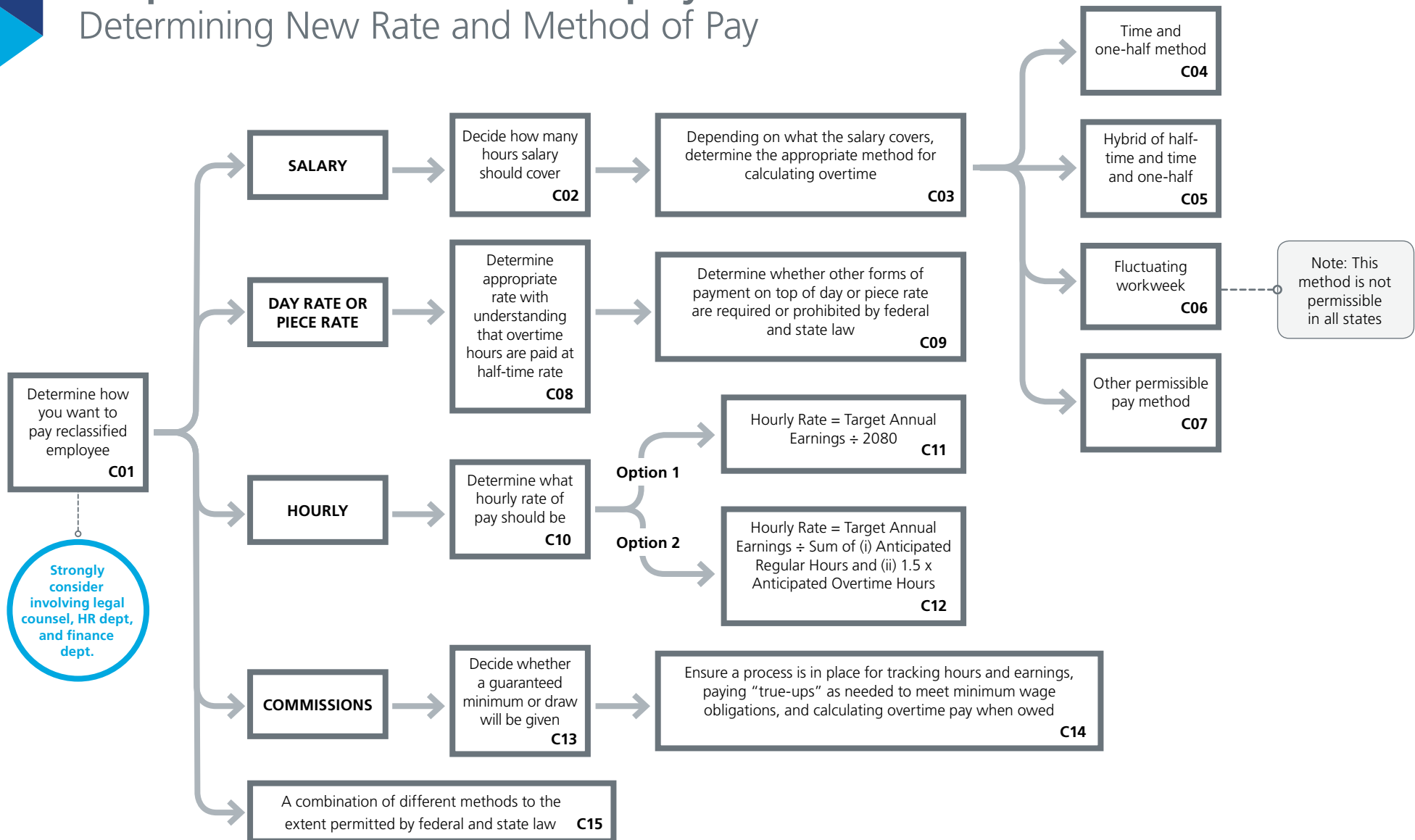
Critical Business Decision, Option 1: Increase Employee's Salary to Maintain Exempt Status



Critical Business Decision, Option 2: Reclassify Employee as Non-Exempt



Subprocess for Reclassified Employees: Determining New Rate and Method of Pay



Subprocess for Reclassified Employees: Making Back Wage Payments if They Are Deemed Appropriate

