

J. J. Keller™ Wage & Hour Compliance Assessment

➤ *Avoid costly fines and litigation related to wage and hour violations*

In 2013, the Wage and Hour Division of the U.S. Department of Labor collected nearly \$170 million from employers for Fair Labor Standards Act (FLSA) violations. Over the last decade, the agency has received an average of 27,350 complaints per year.

Compliance with the FLSA is critical to avoiding fines and litigation. Unfortunately for employers, the regulations are extremely complex, and it can be very difficult to determine how the provisions apply to various types of industries and jobs. The good news is, you can protect your company against ever-increasing wage and hour cases with our Wage & Hour Compliance Assessment. This impartial, in-depth review will help keep you in compliance.

A Complete Assessment For Complete Compliance

Our experts, including former Department of Labor investigators, have extensive experience with employment law. They'll take the time to give you a thorough and effective assessment of your wage and hour practices by:

- Interviewing key stakeholders
- Reviewing job descriptions and employee classifications for exempt, non-exempt, temporary workers, and contractors
- Auditing payroll and time-keeping records, time off/leave, and child labor compliance
- Reviewing your existing policies or developing new ones that include your procedures for managing work hours, working off the clock, whether meals and breaks are paid, and how deductions are handled
- Providing insight into industry best practices and helping you establish effective procedures and processes.

Finally, we'll give you a detailed report of our findings and recommendation for how to maintain compliance and mitigate your risk exposure.



Who Needs To Comply?

Any employer with two or more employees and \$500,000 or more per year in revenue. Federal contractors may have additional compliance obligations.



J. J. Keller™ Wage & Hour Compliance Assessment (cont.)

➤ *Avoid costly fines and litigation related to wage and hour violations*

Why Is Compliance Critical?

- FLSA cases have increased 438% since 2000.
- In 2013, nearly 270,000 employees were awarded back wages. Payment of back wages typically runs into hundreds of millions of dollars each year.
- The Department of Labor has added 350 investigators since 2009, with plans to hire 300 new investigators starting in 2015.
- Numerous well-known national companies have been involved in wage and hour lawsuits in recent years.
- The most common violations include failure to record all hours worked and failure to pay overtime.

Why J. J. Keller?

We have over 60 years of experience helping organizations improve compliance. Each month, our team of regulatory experts:

- Researches and monitors federal and state employment law
- Writes and publishes HR whitepapers, newsletters, and manuals
- Answers hundreds of HR compliance questions from customers
- Contributes articles on HR topics to magazines and newspapers.

As industry leaders in compliance, we even write, design and produce our own line of employment law posters. In addition to the Wage & Hour Compliance Assessment, we also offer an I-9 Compliance Assessment, an FMLA Consulting Service, HR Policy Development, and Temp Agency Audits.

Take a proactive approach to wage and hour issues.

Contact us today for a no-obligation discussion.

888.473.4638

JJKellerservices.com/hrcompliance



Our expertise.
Your advantage.

