



Avoiding Legal Pitfalls

Are you compliant with federal, state and local regulations regarding compensation?

Avoid costly, time-consuming litigation by assuring that pay policies and practices are in compliance with all applicable wage and hour and non-discrimination laws. For example, the Department of Labor has taken an aggressive approach to ensure compliance with the Fair Labor Standards Act requirements for overtime pay for non-exempt classifications. If an organization is found to be non-compliant, the organization may be required to compensate employees for two to three years of back pay, plus damages and penalties, not to mention attorneys' fees and pre- and post-judgment interest.

It's a case of "an ounce of prevention is worth a pound of cure."

Under the direction of the organization's legal counsel, CompAnalysis helps organizations*:

- ✓ Stay compliant with federal and state wage and hour regulations as well as other pay-related legislation such as the Equal Pay Act and Title VII of the Civil Rights Act
- ✓ By serving as an expert witness, when needed
- ✓ By providing expertise as to legally defensible compensation practices
- ✓ By providing research assistance with regard to regulations, legislation and case law

*We are not attorneys and do not provide legal advice. We work under the direction of your legal counsel. Your legal counsel is responsible for all legal and regulatory determinations.

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