

Primary Duty

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Welcome to One Minute of Overtime, where I will share insights on Labor and Employment Law topics, mostly related to minimum wage and overtime compliance issues.

Compliance in this area of law is nuanced and technical, so it is critical for employers to audit and adjust their practices to remain compliant, so stop by to stay up-to-date and in-the-know.

The screenshot shows a presentation slide with a dark blue background. At the top left, it says 'Russell Berger | rberger@offitkurman.com | 410.209.6449'. At the top right is the 'Offit | Kurman' logo. On the left side, there is a vertical graphic with a clock face and the text 'ONE MINUTE OF OVERTIME presented by russell berger'. The main title 'Primary Duty' is in a white box. Below the title, a light blue box contains the text: 'Most exemptions under the FLSA focus on the employee's primary duty. This means that even where an employee may do a variety of work, the exemption analysis will focus on the principal, main, major or most important duty that the employee performs.'

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