

Highly-Compensated Worker Exemption

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By Russell B. Berger

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.

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Highly-Compensated Worker Exemption

An employee qualifies for this exemption if they earn total annual compensation of \$107,432 or more (including satisfying the salary basis or fee test), the employee's primary duty includes performing office or non-manual work, and the employee customarily and regularly performs at least one of the exempt duties or responsibilities of an exempt executive, administrative, or professional employee.

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