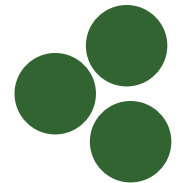




# 2012 NCARF Winter Training

“You Will Pay for What You Don’t Know”  
Fair Labor Standards Act Compliance  
Mark Knuckles, SPHR

February 21, 2012  
Deep River Event Center  
Greensboro, NC



A Department of Labor representative estimated that the Wage and Hour Division has increased its investigations of employers by more than 120% this year. The Division has increased its investigators by more than 30%, the largest increase in its history. In its 2012 budget, the Division is requesting funding for another 117 investigators.

Employers are experiencing the most thorough and most aggressive investigations by the Division in decades.

### Employers need to be prepared

- How investigations are being conducted?
- What is included in compensable hours of work—training time, breaks, meal periods, travel time, use of employers’ vehicles, inclement weather time, and employee meetings?
- When must we pay for on call time?
- What determines who is an employee or a contractor?
- Who can be salaried exempt from overtime?
- What deductions can be made from salaries?
- What are the new rules and restrictions for Fluctuating Work Week salaried overtime plans?

Attendees will hear about strategies and enforcement positions that they will not hear at other FLSA compliance seminars and will not hear from USDOL representatives. Attendees will hear the actual requirements of the law, not just the “rules of the day” or the preferences of the investigator!

About **Mark Knuckles, SPHR**, former Wage & Hour Division investigator. Mark is founder of Mark Knuckles Associates, Inc., a human resource management firm specializing in the FLSA and providing expert witness services to more than 400 employers in 38 states, for more than 25 years. MKAI is an approved training provider by the Human Resource Certification Institute, a division of SHRM.



### Preliminary Agenda

9:00—9:30 am	Registration
9:30—12:00 noon	Education Session
12:00—12:30 pm	Lunch
12:30—4:00 pm	Education Session



### Location

Deep River Event Center  
606 Millwood School Rd  
Greensboro, NC 27409

### Hotel Information

Deep River has a relationship with 2 local hotels that offer discounts for participants. Please visit <http://www.deeprivereventcenter.com/HotelAccommodation.php> to make your reservations at this special rate.

### Online Registration!

Please register online at [www.ncarf.com](http://www.ncarf.com)  
\$100 for members  
\$130 for non-members  
add \$20 if registering after 2/1

### Continuing Education Credit

Conference will be approved for 5.5 hours of credit for individuals needing continuing education credits toward PHR, SPHR, or GPHR certifications.

### Questions?

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