

Insights, News & Events

## REGIONAL MANAGING PARTNER IN KANSAS CITY DISCUSSES 'INS AND OUTS OF PREMIUM PAY' ON GOODLIFE U PODCAST

News  
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**Jim Holland** was recently interviewed by Dr. Mike Strauss, host of *GoodLife U*, a podcast produced by GoodLife Innovations.

In the episode, Jim provides an overview on how premium pay works, the legality of it from both a federal and state level, and its "incredible win-win benefits."

"It's a very unique issue in terms of how the pay structure can work," he said. "As a general rule, any money that you pay to a non-exempt hourly employee gets thrown into a bucket. And at the end of the week, to figure out what that employee's regular rate is, you divide by the hours they work, and you pay time-and-a-half for overtime hours. Premium pay is a way to exclude some of the items you throw into the bucket."

Listen to the full podcast at [GoodLife Innovations](#).

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