



Wage and Hour Co-Chair Shares How Employers Can Prepare for a DOL Investigation

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In an interview with *Workest*, **Kathleen McLeod Caminiti**, shares her insight on the U.S. Department of Labor's (DOL) onsite wage and hour audits, which will be starting up again after halting visits during the height of the pandemic.

She explains that the most common reason employers come up on the DOL's radar is because of complaints by current or former employees. She also notes that DOL examiners are focused on certain "hot spots" for audits, such as exemption status, misclassification, regular rate calculation, employment of minors, and certain industries like healthcare, hospitality, construction, food service, and agriculture.

Kathleen urges employers to conduct self-audits and internal compliance reviews, take notice of a DOL investigation seriously and prepare employees for what to expect.

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