Insights, News & Events

WAGE AND HOUR WEDNESDAYS: NAVIGATING SALARIED EMPLOYEE MISCLASSIFICATION

Event
Dec 9, 2026
12:00 pm - 1:00 pm EST

A common and costly wage and hour trap employers face is the assumption that paying someone a salary automatically makes them exempt. This practical webinar cuts through the confusion between job titles, job descriptions, and what employees actually do day to day, examining what truly constitutes an executive and unpacking the concept of "discretion and independent judgment with respect to matters of significance." Wage and Hour Attorneys, Rachael Rustmann and Emily Litzinger will walk through examples of positions that look exempt on paper but tell a different story in practice, translating complex classification rules into clear, workable processes your team can apply. Walk away with guidance to audit your own classifications proactively, spot the assumptions that can lead to trouble, and build exemption decisions that can protect your organization before a challenge ever arises.

If you have any questions, please contact **Adele Cassidy**.

Educational Credits

HRCI and SHRM

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CLE

Related People



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Service Focus

Wage and Hour

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