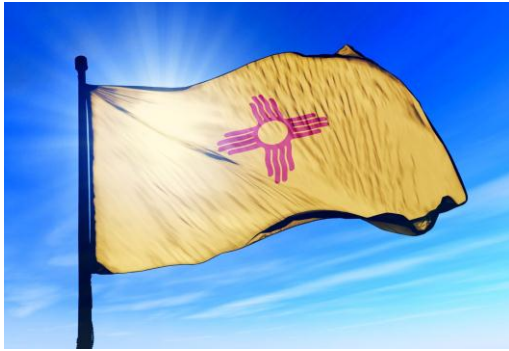


## Making the Change, Exempt from Overtime



Do you need clarification about the new overtime regulations going into effect on December 1st?

After two years of waiting, the Department of Labor has released final regulations making significant changes to payment of employee overtime. Employers with employees classified as "exempt" from overtime need to reevaluate how and to whom overtime is paid. Analysis of the final regulations indicates that nonprofit organizations and those employers in rural areas are

likely to be the hardest hit.

The sessions will provide attendees with information regarding the changes and a strategic approach to implementing them into their organizations, including tips and guidance surrounding communication of these changes to employees.

The presentation will be led by Alice Kilborn, JD PHR SHRM-CP, founder of Kilborn Consulting, LLC, an employer counseling practice devoted to working with organizations to prevent workplace litigation and streamline and improve the employer/employee relationship. Alice is a frequent, enthusiastic national speaker on workplace issues, employment law and public policy related topics.

The Albuquerque Community Foundation and the Center for Nonprofit Excellence are partnering to offer two trainings to help you better understand the regulations and to strategize how to implement the changes into your organization.

Both sessions are 8:30 – 11:30 a.m.

Thursday, August 25th Albuquerque Community Foundation

Thursday, September 22nd United Way of Central New Mexico

If you are interested in attending, please contact Sandy Mwei at [sandy@abqcf.org](mailto:sandy@abqcf.org) or 505.883.6240.