

Compliance **HR**

# Navigator Overtime

**Quickly and compliantly determine whether an employee is exempt or non-exempt.**

**Exempt or Non-Exempt: Overtime compliance is on the clock.**

Determining whether an employee has enough “white collar” responsibility to be exempt from overtime pay can be a difficult, time consuming decision to make - especially when the clock is ticking.



## What happens when you get overtime classifications wrong for your employees?

There are major consequences, including liability for back wages – and sometimes, double, triple or even quadruple back wages. In fact, liability for a single misclassified employee earning \$35,000 annually and averaging 5 hours of overtime each week could be as high as \$38,000 – or \$3.8 million for 100 similarly situated employees.

Make the classification call with Navigator OT - the only self-service overtime solution, delivering actionable guidance in minutes not hours. Whether your company has 10 employees or 100,000, Navigator OT is the smart solution to your overtime compliance crunch.

### This solution provides you with:



An easy-to-use digital questionnaire to capture your specific fact pattern



Actionable risk assessments driven by expert analysis



Instant actionable guidance and a customized report on how to lower the risk of misclassification

## Easy to Use

Whether you're running an audit across all job positions in your organization, or you're hiring a new role and want to verify the classification before hiring, Navigator Overtime makes it easy for you to avoid overtime misclassification.

With a summary of the relevant federal and state exemption standards and a complete questionnaire transcript, your HR compliance team will benefit from this solution.



Simple User Interface



Tailored to Your Jurisdictions



Simple Digital Questionnaire



Actionable Guidance Delivered

## Actionable HR expertise, delivered on demand

ComplianceHR offers the only on-demand, AI-driven suite of compliance applications focused on helping companies address the ever-changing federal and state employment law requirements on minimum wage, overtime, independent contracting, and more.

We provide employers of all industries, sizes, and locations with easy to use solutions that empower employers to handle complex compliance issues with less time, cost, and complexity than traditional methods. Navigator Suite cuts out the complications in employment law compliance, so you can accomplish even the most daunting decision-making with a few simple clicks.

## Want to Subscribe?

Have confidence with your compliance decision-making with a subscription to Navigator Suite. Contact us at [info@compliancehr.com](mailto:info@compliancehr.com) and we can get you started today.

## Meet the Suite



### PolicySmart™

Effortlessly create and maintain an up-to-date and legally compliant employee handbook



### Reference Center

Easily answer employment law and common compliance questions



### Navigator Overtime

Quickly and compliantly determine whether an employee is exempt or non-exempt



### Navigator Independent Contractor

Immediately mitigate your risk of independent contractor misclassification



### Document Center

Efficiently generate state and federal compliant documents throughout the employee lifecycle

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