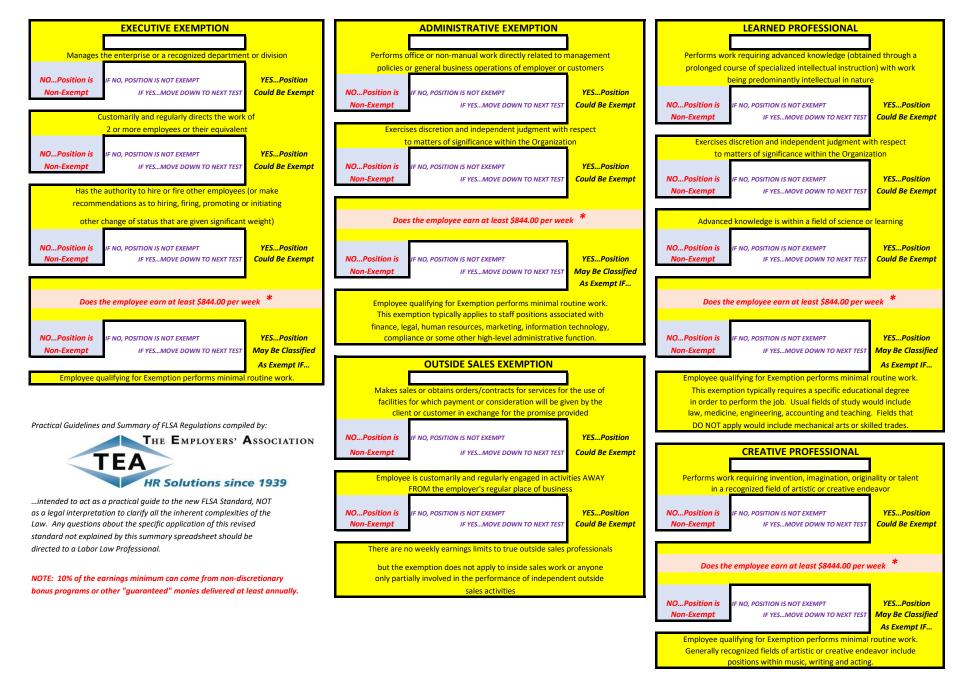
FLSA EXEMPTION FLOW CHART EFFECTIVE JULY 1, 2024 *



In order for ANY of these exemptions to apply, the employee must be paid ON A SALARY BASIS. This means that the employee is paid to do a job, not by the hour. In most instances this means that an employee must be paid a full week's salary for any week during which work was performed (even if for a short period of time on only one day). Exceptions would include disciplinary suspensions (of at least a day in length), absences due to non-health related personal reasons, absences incurred after all specified sick time from a bona fide sick time program has been utilized and work performed during a shortened first or last week of emloyment.