

# Employees Who Sell: Understanding the FLSA's Exemptions for Sales Employees

Practical Law and the Wage & Hour Defense Institute will present a **free 75-minute webinar** providing guidance on minimum wage and overtime pay exemptions applicable to sales employees under the Fair Labor Standards Act.

The event will be Wednesday, Jan. 25, at 1 p.m. Eastern time.

Speakers Paul Bittner of Ice Miller LLP (Columbus, OH) and Lawrence Peikes of Wiggin and Dana LLP (Stamford, CT), both members of the Wage & Hour Defense Institute, will discuss the sales exemptions, how to properly classify and compensate employees with sales duties, and the impact of improper classification, including:

- Understanding key elements of the exemptions.
- Defining “outside” sales.
- Distinguishing sales and sales-related activities.
- Defining a “retail or service establishment.”
- Structuring compensation.
- Identifying compensation “representing commissions.”
- Revisiting pharmaceutical sales and auto service advisors.
- Dealing with misclassified employees.
- Complying with differing state law.

A short Q&A will follow.

## **Presenters:**

Paul Bittner, Partner, Ice Miller LLP (Columbus, OH)

Lawrence Peikes, Partner, Wiggin and Dana LLP (Stamford, CT)

**Moderator:**

Suzanne K. Brown, Senior Legal Editor, Practical Law Labor & Employment

**Register for the event.**