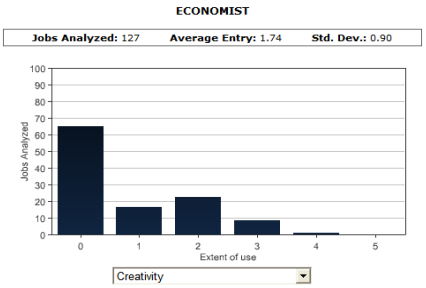
# FLSA CLASSIFICATION ANALYSIS

| | | | | | |
|---|---|---|---|---|---|
| Incumbent Name: | <incumbent name, new field on input screen also> | | Actual Position Title: | <input> | |
| Organization: | <company name> | | eDOT Job Title | <fname> | File Code |
| ERI eSIC Sector: | <eSIC Prose> | <eSIC#> | eDOT Confidence Match | <Yes/Not> | <eDOT#9digit> |
| Area: | <GA area name> | <zip> | SOC Job Family | <SOC title> | <SOC#6digit> |
| Analyst(s): | <analyst name> | | Review Date: | _____ | Study Date: <mm/dd/yyyy> |

| *(This is a position pnalysis, not a job analysis, not an analysis of an incumbent's skills or his/her abilities.)* | State <state> | US FLSA Results | eDOT Confidence | Daubert Challenge Standard Deviation | |
|---|---|---|---|---|---|
| FLSA Summary Estimation: | * Exempt * | *** * Exempt * *** | 4.98 | 0.13 | *(from eDOT SCO profile capture)* |

Estimation Note: Please check regulations: WASHINGTON




Step 1 **Determination of Exemption**

**Nonexempt**

| | | |
|---|---|---|
| assume all by Default | Nonexempt/<blank> | 0.00 |

Step 2 **Special Treatments**

| | | | |
|---|---|---|---|
| Geographic Variance: | Yes | Cause: WASHINGTON | |
| Industry Variance: | No | <specitationvariancetype> | |
| by Code 29 USC 213 | | Noted/<blank> | 1.00 |
| by Citation 29 CFR 541 | | Noted/<blank> | 1.00 |

Step 3 **Bright-line Exemption Tests**

| | | | |
|---|---|---|---|
| Executive | No Entry/No Pass/Pass | 0.00 | 0.00 |
| Administrative | No Entry/No Pass/Pass | 1.00 | 0.23 |
| Professional | No Entry/No Pass/Pass | 1.00 | 0.13 |
| Computer | No Entry/No Pass/Pass | 0.00 | 0.00 |
| Outside Sales | No Entry/No Pass/Pass | 0.00 | 0.00 |

**Definitions**
No Entry = default
No Pass = see entry
Pass = entry exceeds test threshold

Step 4 **ERI Semantic Confidence Indicators**

| | | | | | |
|---|---|---|---|---|---|
| N | eDOT *(closest match)* | Administrative/et al | 0.40 | Mean | eDOT Norms for job, |
| A | eDOT Job Family Norm | Learned/et al | 0.32 | Mode | occupational group, |
| P | Position Primary Duty Match | Professional/et al | 0.10 | <verb1> | and skill verbs from |
| (P, X, C, N) | Position's Other Duties' Match | Creative/ et al - see list -> | 0.16 | <verb2, verb3, verb4, verb5> | comparable analyses |

**Description**

Step 5

| | Reported | Pay Period | Weekly Threshold | Special Threshold | Minimum Wage Check |
|---|---|---|---|---|---|
| Salary/Wage: | 48000 | Monthly | 455.00 | 380.00 | <stateminwage> |

**Position Description**

ctlA, ctlc … ctlv

=nonexempt, X=computer, S=outsidesales, A=administrative, e=executive, p=professional including: T=teacher, M=medical or law, L=learned, C=creative, Z=213 cited, Y=541 cit

| Classification Input | eDOT Level | | Summary of Position Analyst Comments |
|---|---|---|---|
| Administration | 3 | Example Observed | |
| Advanced Knowledge | 3 | Knowledge Area | |
| Creativity | 2 | Activity Observed | |
| Discretion/Judgment | 1 | Example Activity | |
| Education | 11 | Source | |
| Employees Supervised | 10 | Employees' Names | |
| Management | 3 | Example | |
| Outside Sales | 2 | Description | |
| Computer & Systems | 3 | Activity Cited | |

ERI Economic Research Institute, Inc. (software and salary database provider) and PAQ Services, Inc. (eDOT job measure database provider) caution that there are a wide range of issues related to overtime determinations, not all of which can be programmed. Errors in estimates will exist and users should (1) use this report only as a starting point for decision making, (2) apply independent judgment and research with direct visual review of the position duties being performed, (3) analyze the position's duties, not the incumbent's performance or abilities, (4) understand that an FLSA exemption test is a "position analysis" and not a "job analysis", (5) independently assess the reliability and accuracy of the eDOT data, (6) understand and review the Occupational Assessor FLSA and eDOT Methodologies, and (7) be part of a process of at least 3 levels of review. Neither PAQ nor ERI is engaged directly, indirectly, or by implication in rendering legal, accounting, or other related professional services; nor does ERI provide fee-for-service consulting services. This FLSA Classification Analysis is intended for use by a trained job analyst. B29This FLSA Exemption Estimation is provided "AS IS," without any representations or warranties either

**Position Analyst(s) Signature(s):** _____ _____ Date

**Reviewer(s) Signature(s):** _____ _____ Date

**Position Incumbent's Signature:** _____ _____ Date