

FAIR LABOR STANDARDS ACT OF 1938 (FLSA) SUMMARY REPORT

██████████ LLC
DBA ██████████
Address

COVERAGE

The employe is covered on an enterprise basis under Section 3(s)(1)(A) of the Fair Labor Standards Act (“FLSA”) because the enterprise exceeded the criteria required under the act of ██████████ in annual dollar volume (ADV). Have at least two full-time employees that handle or otherwise work on goods and materials that have move annual produce for commerce. Such as ██████████ The employer is also covered by the Florida Minimum Wage Act

The Employment Relationship:

- A. Employees improperly classified as Independent Contractors

Joint Employment

There is no indication of joint employment relationship.

EXEMPTIONS

207(i) Retail and service establishments are defined as establishments 75% of whose annual dollar volume of sales of goods or services (or of both) is not for resale and is recognized as retail sales or services in the industry.

Section 213(a)(1) of the FLSA exempts certain executive, administrative, professional, and outside sales employees from the minimum wage, overtime, and timekeeping requirements of the FLSA.

STATUS OF COMPLIANCE

Section 206 (Minimum Wage-MW): A review of the sampling payroll records shows that employees

Section 207 (Overtime-OT): A review of the sampling payroll records that employees

Section 211 (Recordkeeping): According to the employer statements the records And the required posters were posted at the establishment.

Section 212 (Child Labor): The company does

Recommendations

- Exempt Employees
 - permissible deductions

- Tipped Employees
 - Tip
 - Tip pooling -
 - Service charges -

- Hours worked
 - Breaks
 - Lunch breaks
 - Travel time
 - Training
 - Meetings
 - On call

- Minimum Wage –
 - Uniforms
 - Deductions

- Overtime –
 - Regular Rate
 - Nonexempt employees
 - Commissions and bonuses

- Recordkeeping
 - Ensure the company keeps records ...
 - Records to be preserve for 3 years ...
 - Records to be preserve for 2 years ...
 - Posters

FMLA – The employer is [REDACTED] by the Family Medical Leave Act because it does not employ [REDACTED] or more employees within a [REDACTED]-mile radius.

- Notices

- Posters
- Eligibility Notice
- Rights and responsibility Notice
- Designation Notice

Thank you for using our services.

Frank Alvarado

Date