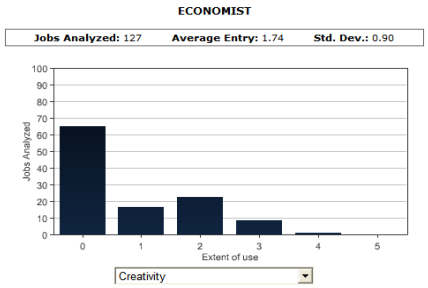
FLSA CLASSIFICATION ANALYSIS

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	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	**Definitions**
Administrative	No Entry/No Pass/Pass	1.00	0.23	No Entry = default
Professional	No Entry/No Pass/Pass	1.00	0.13	No Pass = see entry
Computer	No Entry/No Pass/Pass	0.00	0.00	Pass = entry exceeds
Outside Sales	No Entry/No Pass/Pass	0.00	0.00	test threshold

Step 4 **ERI Semantic Confidence Indicators**

					Description
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

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	
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

Summary of Position Analyst Comments

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 _____