

Organization Information (Please Print Clearly)

Organization:			
Address:		City:	State:
Mailing Address (if different):		Zip:	
Phone:		Fax:	Email:
Attendee Information		Conference Location	HRCI Credit
#1 Name/Title:			___ Yes
#2 Name/Title:			___ Yes
#3 Name/Title:			___ Yes
#4 Name/Title:			___ Yes
*Payment Check Enclosed or to pay with a Credit Card at www.MarkKnuckles.com			
Check enclosed payable to: Mark Knuckles Associates, Inc. for \$ _____			
DO NOT use this form to Register for ND, LA, MN, or KS conferences. Those conferences are sponsored through associations.			

Register Today!

MARKKNUCKLES Associates, Inc.
Post Office Box 2246
Hickory, North Carolina 28603
www.MarkKnuckles.com

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2012 Commensurate Wage Compliance Training

Mark Knuckles Associates, Inc. (MKAI) is recognized nationally as an expert with the Fair Labor Standards Act and Title 29 CFR Part 525, commensurate wage law. MKAI has conducted more compliance audits of CRPs, workshops, work activity centers than all other consultants combined. The associates not only know the law, they know the industry and your compliance burden.

Don't miss this opportunity to tap the unmatched experience and knowledge of the FLSA and Part 525 that is available in this conference. No other commensurate wage training compares-not even the training offered by the Wage Hour Division and national associations. You will not find another source that provides the depth of knowledge and the insight into compliance as it relates to your needs. You will quickly see why attendees rate MKAI conferences as the absolute best they have ever attended-hands down! Act now while the conference is in your area!

Organization Name
Address
City, State Zip Code

HRCI Approved 13.5
Credit Hours



The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.



MARKKNUCKLES
Associates, Inc.

Wage Hour & Human Resource
Management Consultants

2012 Commensurate Wage
Compliance Training
March 28-29
Charlotte, NC

Holiday Inn
2707 Little Rock Road
Charlotte, NC 28214
Phone: 704-394-4301
www.hicharlotteairport.com

2012 Commensurate Wage Conference

This conference is essential for CEOs, Executive Directors, HR Directors and management team members. It is not just about “methods.” The conference teaches the compliance concepts and principles which top management must understand to maintain a “no violation” history with the USDOL. The conference will change the way your organization thinks about FLSA compliance.

The training includes instruction with time studies, including a time study demonstration setting piece rates and a demonstration setting a standard for hourly commensurate rates.

Extensive experience of the presenters is the difference. The presenters know and have enforced the law. They are recognized as FLSA and commensurate wage experts. They interface with DOL everyday helping programs defend their renewal applications, methods, and practices. MKAI knows what you are up against and what you must do to avoid investigations and back wage assessments.

Who Should Attend?

- CEO's CFO's
- Executive Directors
- Assistant Directors & Management Team Members
- State Program Supervisors
- Compliance Specialists
- Center/Facility Plant Managers
- Staff Responsible for Volunteer Non-paid Work Activity Programs for Participants with Disabilities

- Administrators/Business Managers
- Payroll Supervisors
- MH Day Treatment & “Club House” Directors
- HR & Personnel Directors
- MH/MR/SA Area Program
- Program Directors/Managers
- Staff Responsible for Completing & Submitting Certificate Renewal Applications

General Information

Your Conference Fee Includes

- Two days of training (over 13 hours of instruction)
- Lunch provided both days
- Comprehensive conference manual with [Guide](#) & Regulations
- Complete Form Set per organization on CD in Excel & PDF

Please bring a jacket or sweater as meeting room temperatures are unpredictable.

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This conference and accompanying materials are intended as general information only and not intended as legal advice or to answer a specific legal problem. MKAI and the consultants are not engaged in rendering legal advice and do not replace your legal counsel.

Covered Topics-Issues

- **The Fair Labor Standards Act (FLSA) of 1938**
 - **Employers/Employees Subject to FLSA**
 - **Joint Employment**
 - **Employee vs. Independent Contractor**
 - **Interns, Volunteers, Consumers**
 - **Arts & Crafts**
 - **Compensable Time/ Non-Compensable Time**
 - **Consumer businesses**
 - **FLSA Exemptions**
 - **Using customized employment**
 - **Special Minimum Wage**
 - **Piece Rate Time Studies**
 - **How To Video Tape a Time Study**
 - **Prevailing Rate Surveys**
 - **High school Transition Models & Compensable Time**
- **Setting Hourly Rates**
 - **Hourly Productivity Evaluation**
 - **Application for Special Minimum Wage Certificate**
 - **FLSA Section 3(m) Wage Credits**
 - **FLSA Child Labor Restrictions**
 - **Record Retention Requirements**
 - **Federal Government Contract Work**
 - **Family & Medical Leave Act**
 - **FLSA Exemptions**
 - **Wage Hour Division FLSA Enforcement**
 - **Avoiding Wage Hour Violations & Back Wages**
 - **Future of Commensurate Wages**

Registration

- ▶ Registration: Day 1 8:00am
 - ▶ Conference: 8:30am—4:30pm Both Days
- Training Rates:

 - ▶ \$300 per attendee
 - ▶ Register 3, get 1 attendee FREE!
 - ▶ Register ONLINE: www.MarkKnuckles.com
 - ▶ Register by MAIL, send check to:
MKAI, PO Box 2246, Hickory, NC 28603
- ▶ Make a copy of your registration. Send original form with your payment. Bring your copy to the conference as your confirmation. Your seat is reserved when your payment is received.
 - ▶ Remember you must mention MKAI conference to receive the special room rate.

Visit www.MarkKnuckles.com for hotel information.

Mark Knuckles, SPHR



Mark, a former U.S. Department of Labor investigator and sheltered workshop specialist, investigated employers under the FLSA and government contract laws. He knows the FLSA from the enforcement side. While with the USDOL, Mark successfully obtained litigation in Federal Court against a sheltered workshop. He prepared cases for litigation and testified in Federal Courts and Administrative Law Judge hearings. He reviewed certificate applications while on assignment in the USDOL Regional Office and was selected to conduct Section 14c training for the region. He knows what your burden of proof is!

Mark received DOL awards for his investigative work. Mark has been introduced as an “FLSA authority.” He is a recognized authority with commensurate wages, and group home on-duty sleep time issues. Clients include public and private CRPs (workshops), for profit and not-for-profit, state rehabilitation agencies, state and local MH/MR/SA programs, group homes, city and county governments, savings banks, restaurant chains, accounting firms, ICFMRs, manufacturing employers and others.

Mark developed and published the only commensurate hourly rating method ever approved by a USDOL, Administrative Law Judge. His commensurate wage compliance methods and forms have won the praise of Wage Hour investigators across the country. Mark has earned the Senior Professional in Human Resources by the Human Resource Certification Institute, a division of the Society for Human Resources Management.

Ken Bathurst



Ken, retired from U.S. Department of Labor after serving 22 years as a Wage Hour Investigator. He has more than 35 years of government service. His investigation experience includes investigations of CRPs for Section 14(c) commensurate wage compliance. Ken specializes in FLSA minimum wage, overtime and recordkeeping compliance reviews, Part 541 salaried exemption determinations and investigation assistance during Wage and Hour Investigations. Ken received national recognition for his efforts with the Amish. He served as the Amish Child Labor (CL) and FLSA Coordinator with the Amish community.

Ken joined Mark Knuckles Associates in October 2009. He reviews the applications for our clients before they are submitted to DOL. Ken also provides technical assistance to our clients via phone, email and on-site investigation assistance. Come take advantage of Kens 35 years of government experience!

www.MarkKnuckles.com

Email: info@MarkKnuckles.com or call 828-328-9241