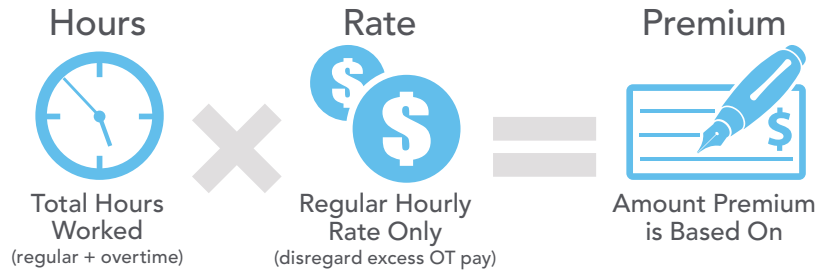


The connection between Overtime and Over-payments for Workers' Compensation

How can overtime affect your workers' compensation premium?

If you are paying your workers' comp premiums based on gross wages, chances are you're paying too much. Why? Because gross wages, minus excess overtime is how premium payments should be calculated.



New changes to the DOL overtime rules make it more complicated.

The Department of Labor's final rule updating overtime regulations will become effective December 1, 2016. The final rule will increase minimum salary requirements for certain exempt employees from **\$23,660 to \$47,476 annually (or from \$455 to \$913 weekly)**. That means nearly 4.2 million exempt workers¹ could suddenly be eligible for overtime pay.

Don't worry, there's a better way.

Available exclusively to ADP® payroll customers, ADP's Pay-by-Pay® Premium Payment Program for workers' compensation integrates your actual ADP payroll and carrier rates to help improve the accuracy of your insurance premium payments.



How ADP's Pay-by-Pay helps.

Pay-by-Pay helps properly calculate premiums by automatically deducting the excess overtime, reducing the risk of overpayment on your insurance premiums.

Start leveraging the benefits of ADP's Pay-by-Pay Premium Payment Program right away — so overtime doesn't lead to over-payments.

Contact ADPIA* for more helpful tips.
insurance.adp.com

¹ <http://s3.amazonaws.com/public-inspection.federalregister.gov/2016-11754.pdf>

² While premium deposits may be eliminated, mandatory state assessment fees may be required in some states.

³ ADP's Pay-by-Pay® Premium Payment Report contains confidential employee payroll information. It is available only to the contact you have provided for workers' compensation.

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