



## JESSICA A. CRABBE

Jessica A. Crabbe is a partner with the law firm of Scott & Whitehead, focusing on employer defense for nearly 15 years. Ms. Crabbe is an experienced litigator and trial attorney representing employers in wage and hour litigation, class actions, discrimination, sexual harassment, retaliation, and wrongful termination claims. Ms. Crabbe counsels employers facing workplace challenges, reviews and prepares various employment agreements, and works with employers to prepare and update employee handbooks to memorialize policies and procedures.

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## PART 2

**Thursday, February 8, 2024**  
**6:00-8:00 pm**

### ***Employment Law 102: Wage & Hour Rules & Pitfalls***

**Independent Contractor vs. Employee**  
What are the rules now?

**Exempt vs. Non-Exempt Employees**  
What is the difference?

**Salary, Hourly, Commission & Bonus Pay**  
Advantages, requirements & risks

**The Six Key Requirements for all Non-exempt  
Employees and Why They Matter**

**Daily Per Diem & Production Pay**  
How can these common plans be illegal?

**Overtime & "Regular Rate" Pay**  
What is required, permitted & prohibited

**Alternative Workweek Schedules**  
Pros, cons & requirements