



GENERAL BULLETIN

CONNECTICUT
BANKERS
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SENT TO:

2010 – 79

May 3, 2010

TO THE CHIEF EXECUTIVE OFFICER
OR INDIVIDUAL ADDRESSED

CEO, CEO+, CLO, CRO,
HR & Compliance
Specialists

**RE: CBA Web Seminar – Overtime Pay for Mortgage Lenders: New Ruling Overturns Exemption
Tuesday, May 18, 2010 -- 2:30 p.m. - 4:30 p.m.**

A recent Interpretation by the US Department of Labor's Wage & Hour Administrator reverses previous case law and DOL Opinion Letters which held that mortgage lenders fell under the Fair Labor Standards Act's administrative exemption, and need not be paid overtime for hours worked in excess of forty a week. This new ruling will lead many banks to rethink their payroll practices and has implications for other banking positions as well. This web seminar will aid community bankers in maintaining compliance with complex and changing compensation rules.

HIGHLIGHTS

This web seminar will address:

- The administrative exemption and its new interpretation
- Other exempt options for mortgage lenders
- Tips for applying OT exemption rules
- Calculating "Hours Worked": The "Blackberry" issue
- Biting the bullet: managing OT costs

AUDIENCE

Human resource staff; bank counsel; compliance personnel, risk managers and senior bank management. **CE Applied**: 2.5 hours towards the CRCM/HRCI designations with the Institute of Certified Bankers, an affiliate of the American Bankers Association.

SPEAKER

Marian Exall practiced law in Atlanta before becoming Home Depot's senior employment counsel, where she served until 1999. She has handled every kind of employment dispute from internal grievances to major class actions. She is an arbitrator on the American Arbitration Association's Employment Panel and is certified as a Senior Professional in Human Resources. A co-founder of Employment Law Compliance, Inc., she now devotes herself to preventive practice, concentrating on HR policy, program development, training, investigations, and dispute resolution. She is a frequent speaker, including appearances on CNBC and Fox News. She is a graduate of the London School of Economics and obtained her J.D. with distinction from Emory University of Law.

WHAT IS A WEB SEMINAR?

A web seminar is an online seminar featuring live audio and PowerPoint slides. Everything is delivered through your PC. No special hardware is needed; however, speakers or headphones are required. The program consists of 90 minutes of instruction and 30 minutes live Q&A. Each registration provides one connection to the web seminar, materials and 30 days access to the online seminar. You may have unlimited listeners on your connection by speaker phone and PC. You will receive a confirmation with your PIN, materials and instructions. If you do not receive a confirmation within two days of the event call 888-262-7701.

Free 30-Day Replay - Within five working days after the broadcast, you will receive a URL providing unlimited access to a recorded copy of the presentation for 30 days. This enables you to participate in the live web seminar, train additional staff and review the material as needed.

The **On-Demand Web Seminar** is a live web seminar that has been recorded and then streamed to your computer to watch at your convenience. The program can be viewed anytime 24/7. You can watch a portion, come back and pick up where you left off! Anyone at your branch may access the program from a computer using the login and password. When purchasing an On-Demand Web Seminar, you have unlimited access to the program for 6 months from the date of purchase.

Transmission, retransmission or republishing of the audio portion of the web seminar is prohibited. Your registration entitles you to one connection at one location with permission to make copies of materials for participants. Please complete one registration per location.

REGISTRATION INFORMATION

Registrations are requested to be submitted three days prior to the date of the web seminar. On-line registrations can be made at <http://www.bankersed.com/CTBANKERS/>. For all other registrations, please complete the attached registration form and send directly to Bankers Ed in advance of the program. Fee information for this program is listed on the registration form. **Payment is expected at the time of registration unless other arrangements are made prior to the event with the CBA.**

Late Registration: Registrations are accepted until the program starts. To ensure timely delivery of materials, etc., please register online when registering **two working days prior** to the broadcast (credit cards and e-checks accepted). If you would like assistance with online registration, contact 888-262-7701.

Please do not hesitate to contact either Kathy Parks or me if you have any questions about this web seminar.

Very truly yours,

LINDSEY R. PINKHAM
Senior Vice President & Secretary

attachment

CBA WEB SEMINAR

OVERTIME PAY FOR MORTGAGE LENDERS

Tuesday, May 18, 2010

2:30 p.m. - 4:30 p.m. (EST)

REGISTER (Each registration entitles you to one connection at one location where an unlimited number of listeners may participate):

Name _____ Title _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ E-mail _____

THREE WAYS TO REGISTER FOR CBA WEB SEMINARS:

Prior to May 12th

Mail: Complete this form, include payment and **mail it to:** Bankers Ed: 5700 S. Mopac, #C310, Austin, TX 78749

Anytime Prior to the Program

On-line: Register on-line at <http://www.bankersed.com/CTBANKERS/>

Phone: Call 888-262-7701 with credit card information

CBA WEB SEMINAR – OVERTIME PAY FOR MORTGAGE LENDERS

Tuesday, May 18, 2010 - (Seminar code: SW2-1279)

Web Seminar/Materials (live hookup) \$255 member \$510 non-member

On-Demand Web Seminar/Materials \$275 member \$550 non-member

METHOD OF PAYMENT (check one):

Check made payable to: Bankers Ed

Discover Card MasterCard Visa AMEX

Card Number _____ Exp. Date _____

Security Code (3 or 4 digits on back of card) _____

Signature _____ Amount \$ _____

For registration questions, please contact Bankers Ed customer support at 888-262-7701 or Kathy Parks at the Connecticut Bankers Association parks@ctbank.com at 860-677-5060.

*****Registrations must be sent to Bankers Ed*****

(Seminar code: SW2-1279)