

White Collar Exemptions	Salary effective 12/1/16	Duties Test
Executive	\$913 per week or \$47,476 per year	<ul style="list-style-type: none"> • Primary duty must be managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise. • Must customarily and regularly direct the work of at least 2 or more other FTEs or their equivalent; and • Must have the authority to hire or fire other employees, or the employee's suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees must be given particular weight.
Administrative	\$913 per week or \$47,476 per year (Special salary level for certain academic administrative personnel)	<ul style="list-style-type: none"> • Primary duty must be the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers; and • Employee's primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.
Professional	\$913 per week or \$47,476 per year (Salary level test does not apply to doctors, lawyers or teachers.)	<p><u>Learned Professional</u></p> <ul style="list-style-type: none"> • Primary duty must be the performance of work requiring advanced knowledge, defined as work which is predominantly intellectual in character and which includes work requiring the consistent exercise of discretion and judgment; • The advanced knowledge must be in a field of science or learning; and • The advanced knowledge must be customarily acquired by a prolonged course of specialized intellectual instruction. <p><u>Creative Professional</u></p> <ul style="list-style-type: none"> • The employee's primary duty must be the performance of work requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.
Highly Compensated	\$134,004 per year	Office or non-manual workers must customarily and regularly perform at least one of the duties of an exempt executive, administrative or professional employee.

Other Exemptions	Salary effective 12/1/16	Duties Test
Outside Sales	None	<ul style="list-style-type: none"> • Primary duty must be making sales (as defined in the FLSA), or obtaining orders or contracts for services or for the use of facilities for which a consideration will be paid by the client or customer; and • Employee must be customarily and regularly engaged away from the employer's place or places of business.
Computer Exemption	Must be compensated either on a salary or fee basis at a rate not less than \$913 per week or , if compensated on an hourly basis, at a rate not less than \$27.63 an hour	<p>The employee must be employed as a computer systems analyst, computer programmer, software engineer or other similarly skilled worker in the computer field performing the duties described below.</p> <p>Primary duty must consist of:</p> <ol style="list-style-type: none"> 1. The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; 2. The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; 3. The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or 4. A combination of the aforementioned duties, the performance of which requires the same level of skills.