

# Three Rivers Entrepreneur Network

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# Compensation

## Navigating Compensation Issues to Help Sail Past Risks & Litigation

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The Three Rivers Entrepreneur Network  
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# Typical Lawyer's Disclaimer

Nothing in this presentation, including the answers to any specific questions, should be considered legal advice. Proper legal advice requires the establishment of an attorney-client relationship and fact-specific analysis and recommendations. The purpose of this presentation is to inform and stimulate thought.

# Key Employer Issues

1. Employment Relationship
2. Overtime
3. Stock Options
4. Leave Laws
5. Miscellaneous Matters

# Employment Relationship

Independent  
Contractor

vs.

Employee

Economic Realities Test  
Documentation  
Verifications



# Overtime

\$ vs. Time

Waivers

Rate Calculations

Technology Traps



# Stock Options

## Types of Plans

- Non-qualified
- Incentive
- ESPP

## IRS Considerations

- Income
- AMT
- Withholding



# Leave Laws

## Federal

FMLA

## State (WA)

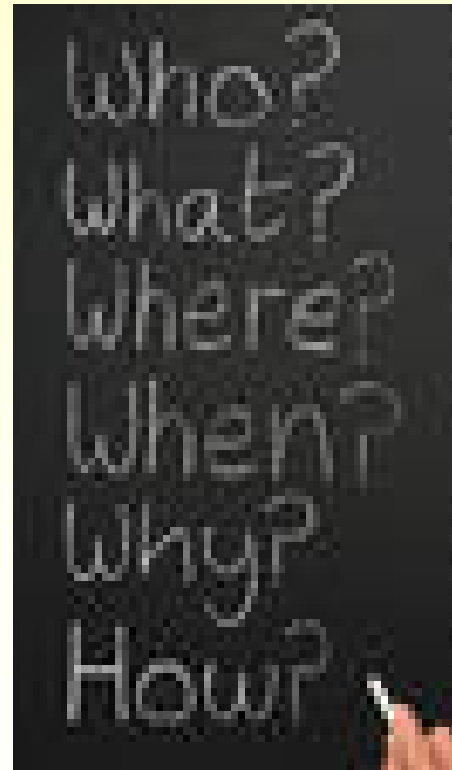
Family Care

Family Leave

Domestic Violence,  
Sexual Assault, &  
Stalking

Spouses of Deployed  
Military Personnel

Certain Emergency  
Services Personnel



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## Interaction



# Miscellaneous Matters

Gifts

Bonuses & Clawbacks

Compensatory Time  
Off

Accrued PTB

Compensation  
Discrimination

Compensation Plans

Leap Year ☺



# Compensation

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### QUESTIONS & ANSWERS

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