



NATIONAL
COIL COATING
ASSOCIATION

Coil Lines

A Publication for the National Coil Coating Association

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2005 NCCA Annual Meeting

Theme: Success Through Association

May 7-10, 2005

Our 2005 NCCA Annual Meeting convenes May 7-10, 2005, at the beautiful, newly renovated Sanibel Harbour Resort and Spa. We have prepared a content-rich agenda of hot topics and speakers (see pp. 4-6), all targeted to the unique needs of our industry.

The Sanibel Harbour Resort

The Sanibel Harbour Resort is nestled on a historic private peninsula overlooking Sanibel and Captiva islands on Florida's Gulf Coast. After a visit from Hurricane Charley in August 2004, key areas of this scenic resort have been completely redesigned and renovated to enhance its tropical ambiance. The "new" facility re-opened in February, just a couple of months before the NCCA event.

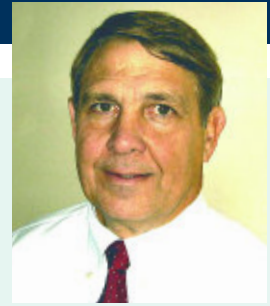
During the renovation, the resort's guestrooms and suites were completely restored with antique bamboo furnishings, marble baths, and soft botan-

ical accents. Lounges and restaurants have been completely reinvented.

Known also for its excellent dining, Sanibel Harbour restaurants include the Banyon Room, the Tarpon House, the Courtside Steakhouse, a bakery, a poolside bar and grille, Charley's Cabana Bar, and brunch and dinner cruises aboard the Sanibel Harbour Princess luxury yacht.

This expansive 85-acre seaside resort includes five outdoor pools, one indoor pool, and a bayside beach. This unique resort also features a championship tennis complex, a 40,000-sq.-ft. spa and fitness center, its own fishing pier, kayaking, and much more.

Register now! Don't miss our industry's major event of the year. Call the NCCA office at 216-241-7333. ☎



Mark Your Calendars

May 7-10, 2005
2005 Annual Meeting
Sanibel Harbour Resort and Spa
Ft. Myers, Fla.

Sept. 20-23, 2005
2005 Fall Meeting
Renaissance Chicago Hotel
Chicago, Ill.

April 22-25, 2006
2006 Annual Meeting
J. W. Marriott Desert Springs
Palm Desert, Calif.

Sept. 26-29, 2006
2006 Fall Meeting
Baltimore Marriott Inner Harbor
Baltimore, Md.

April 14-17, 2007
2007 Annual Meeting
Marco Island Marriott
Marco Island, Fla.

Sept. 25-28, 2007
2007 Fall Meeting
Gaylord Opryland Resort
Nashville, Tenn.

Mission: *To promote the growth of coil coated products.*

Vision: *NCCA is a unified organization providing the resources and leadership for coil coated materials to be the product of choice.*

President's Message

Getting an Early Start

By John Mitchell, NCCA Acting President

As one of the minor events at the upcoming 2005 NCCA Annual Meeting, I was scheduled to begin duties as your president after serving two years in the vice president's role. But my duties actually began earlier this year when I became NCCA's acting president.

As you may know, Chuck Parks' employment status changed a few months ago. Chuck's change of employer essentially caused a vacancy in the president's position.

Chuck's Contributions

As president, Chuck served NCCA with distinction, and we all benefited from his leadership and commitment to the association. He led our organization through a major strategic planning process, a pivotal transition to a new management firm, and much more. These were not small tasks, and we will reap the benefits of these initiatives for many years.

So, I thank Chuck for his leadership and hard work for NCCA, and I wish him well. I'm glad to hear that he will remain in our industry and that we'll continue to benefit from his contributions as he fulfills his duties as immediate past president.

My Most Important Message

For my first president's message, I can't think of anything more important than urging you to attend our Annual Meeting, May 7-10, at the Sanibel Harbour Resort. Our program committee has targeted several key issues and has assembled an excellent cast of experts to address those issues.

Leading the list of important topics is the search for alternatives to hexavalent chromium. OSHA has proposed new regulations, and we expect the new rules to take effect in January 2006. Realizing the wide-reaching implications of this, we have devoted our entire general session on Monday morning, May 9, to this one topic.

Premium Paneling

Hex chrome is the focus of two in-depth panel discussions, featuring expert panelists who are closely acquainted with this hot topic. The first panel of experts will focus on alternatives to hex chrome. The second panel of experts will address the subject from the perspective of paint.

The panel format has proven to be successful and popular with NCCA audiences. The presentations are shorter, the perspectives are more diverse, and audience participation is greater. About half of the panel time will be devoted to questions from the audience.

Besides the two panel discussions, we will have three other hex chrome presentations that morning. Robert Mead, Chair of the Government Relations Committee, will open the morning with an update on OSHA's proposed new rule on hex chrome and NCCA's actions related to the proposed rule.

After the panels, Dr. Kevin Meagher of Henkel's Düsseldorf offices will provide a valuable European perspective on this issue. And Chuck Johnson of the Aluminum Association will reveal how that association is addressing hex chrome and other environmental issues.

And this is only one day of our spring meeting! See pages 4-7 for our full lineup. If you haven't registered yet for our big 2005 event, call NCCA headquarters now at 216-241-7333 or visit our Web site at www.coilcoating.org.

I hope to see you in Sanibel! ☺

ASSOCIATION NEWS

Marketing Campaign Approved

In January, the NCCA board of directors approved a new promotional campaign for NCCA. The NCCA Marketing Committee recommended the program, which was developed in conjunction with Vilocity Interactive, an independent marketing firm.

Don Switzer, chair of the Marketing Committee, will reveal details of the program on Tuesday, May 10, during the Annual Meeting in Sanibel. His presentation will include the results of the NCCA membership survey and specific elements of the marketing campaign.

The new marketing plan has been designed to expand the market for coil coated products. The program will promote the benefits of coated coil and provide the needed promotional tools to NCCA members. The campaign will use several channels including a revitalized NCCA Web site and a new Web site for prospective customers.

The campaign also proposes to use e-newsletters, direct mail, and online advertising with targeted banner ads. News stories about the benefits of coil coating will be pitched to key publications in key markets. For more details of the campaign, attend Don Switzer's presentation on Tuesday, May 10, at 8:30 a.m. ☺

CRRC Approves Color Family Proposal

On Feb. 16, the Cool Roof Rating Council's (CRRC) board of directors approved the NCCA-endorsed color family proposal.



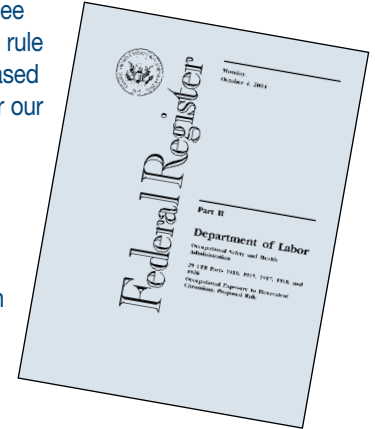
The Cool Metal Roofing Coalition, of which NCCA is a member, had proposed the concept of the CRRC rating color families as opposed to individual, specific colors. NCCA developed the color families and believes that rating color families will save a significant amount of money by dramatically reducing the number of tests that must be conducted.

Scott Kriner of Akzo Nobel says the CRRC board is now working to modify the language in the CRRC-1 certification program to create the proper protocol for NCCA's color family concept. He thanks NCCA's Task Group on CRRC Color Families for their work on the color family project. ☺

NCCA Submits Comments to OSHA

The Government Relations Committee believes that OSHA's proposed new rule on hex chrome exposure limits is based on data that is not representative for our industry.

Consequently, the committee has submitted comments to OSHA opposing the proposed revision to the exposure limit for coil coating. In addition, the committee suggests that members conduct tests to determine the likely impact of the proposed rule on their facilities.



Specifically, the committee suggests exposure tests in the following locations: wet section, roll grinding, and maintenance. This will determine whether these areas are likely to be affected by the proposed reduction in the exposure limit.

Exposure testing should meet the requirements in the Oct. 4, 2004, proposed rule. The document can be viewed at http://www.osha.gov/FedReg_osha_pdf/FED20041004.pdf.

For more information on this issue, see the comments posted in the Legislative section of the members-only portion of the NCCA Web site. On Monday, May 9, at the Annual Meeting, Robert Mead, chair of NCCA's Government Relations Committee, will present the latest developments on this issue. ☺

Technology Committee Advances Hex Chrome Initiative

On Feb. 23, the Technology Committee initiated a search for published material on alternatives to hexavalent chromium. The committee is responding to the NCCA board's decision to address hex chrome as a strategic initiative.

Marjorie Bell, chair, says the committee hopes to capitalize on the findings that have already been published on hex chrome by groups such as the European Coil Coating Association (ECCA) and the Color Pigments Manufacturers Association (CPMA).

After the search is completed, the Technology Committee will assess the information and develop the next step. The hex chrome initiative will be further advanced at the NCCA Spring Meeting when a full day of presentations has been devoted to the topic. ☺

2005 NCCA Annual Meeting

Success Through Association

FEATURED SPEAKERS

SUNDAY, MAY 8, 2005

8:45 a.m. – 9:30 a.m.

**Keynote Presentation:
The New Economy**

Presenter: Don Reynolds



Reynolds

Don Reynolds is a futurist, an investment expert, and a great presenter who specializes in global economic, demographic, and technology trends. His audiences have described him as “mesmerizing,” “visionary,” and “near clairvoyant.”

A graduate of the Wharton School, he holds a master's degree in planning and public administration and a doctoral background in economics. He taught at the university level for more than 10 years, and he developed the nation's first graduate business course on the 21st century.

10:00 a.m. – 12:05 p.m.

Success Through Association

Association veterans in key roles will identify specific accomplishments that are achieved when companies work together to tackle industry problems and develop mutually beneficial initiatives.

For example, in the residential roofing industry, “highly coordinated efforts by trade associations have significantly accelerated growth in the consumption of prepainted metal.” So says David Cocuzzi, who will introduce this special session.

10:00 a.m. – 10:20 a.m.

**Success Through Association:
Opening Remarks**

Presenter: David Cocuzzi, Akzo Nobel



Cocuzzi

David Cocuzzi has served in a variety of roles in several association activities surrounding our industry. Cocuzzi is the manager of coil coatings technology at Akzo Nobel in Columbus, Ohio. He holds a Bachelor of Science degree in chemistry and has worked in the area of industrial coatings for his entire career.

10:20 a.m. – 10:55 a.m.

Success Through Association

Presenter: Bill Miller,
Oak Ridge National Laboratory



Miller

In his role at the Oak Ridge National Laboratory, Dr. Miller has conducted a wide variety of studies for manufacturers' associations for many years. With a Ph.D. in mechanical engineering, Miller has conducted research for a consortium of metal industries to quantify the energy savings for highly reflective roof products.

10:55 a.m. – 11:30 a.m.

Success Through Association

Presenter: Greg Crawford,
Cool Metal Roofing Coalition



Crawford

Greg Crawford, executive director of the Cool Metal Roofing Coalition, will demonstrate the power of association activity at the Coalition, an association of associations. NCCA is one of the Coalition's charter sustaining members. Crawford holds a B.S. degree in engineering from the U.S. Military Academy and an M.B.A.

11:30 a.m. – 12:05 p.m.

Success Through Association

Presenter: Bill Hippard,
Metal Roofing Alliance



Hippard

Bill Hippard, president of the Metal Roofing Alliance (MRA), will focus on the collective achievements of the MRA. A past president of the Metal Construction Association, Hippard has 30 years of metals industry experience and is now vice president of sales at Precoat Metals.

MONDAY, MAY 9, 2005

7:30 a.m. – 11:45 a.m.

Taking the Hex Out of Hex Chrome

7:30 a.m. – 8:00 a.m.

Update on OSHA's Proposed Rule

Presenter: Robert Mead, Precoat Metals



Mead

Robert Mead, chair of NCCA's Government Relations Committee, will present the latest developments concerning OSHA's proposed hex chrome exposure limits. Mead, divisional director of environmental affairs for Precoat Metals, ensures compliance with applicable rules and regulations. He holds a B.S. in chemical engineering.

8:00 a.m. – 9:30 a.m.

Panel – Alternatives to Hex Chrome

Moderator: Robert O'Neal, Roll Coater

In the first of two panels, panel members will offer a brief summary of their company's perspective and progress on the hex chrome issue. Our moderator, Bob O'Neal, is the president and CEO of Roll Coater.



O'Neal

Hex Chrome Panelist

Presenter: Nicole Wincek, Material Sciences Corporation

Nicole Wincek will explain the steps that Material Sciences Corporation has taken to eliminate chrome from its process on one of its manufacturing lines. Wincek is the manager of corporate environmental, health, and safety for Material Sciences. She holds a B.S. and an M.S. in environmental management.



Wincek

Hex Chrome Panelist

Presenter: Bill Vallier, Gentek Building Products

Gentek has been using non-chrome pretreatments since 1992. Bill Vallier, technical/environmental manager, has been in the coatings and coil coating industry for 35 years. He now oversees quality control for the coil line and assures compliance with environmental regulations.



Vallier

Hex Chrome Panelist

Presenter: Steve Bringhurst, Euramax International

Steve Bringhurst brings a coil coater's perspective on the production use and benefits of non-chrome for aluminum and zinc phosphate sealer. He is national operation manager for Euramax, and he brings more than 40 years of experience in the coil coating industry.



Bringhurst

Hex Chrome Panelist

Presenter: Tom Cape, Henkel Technologies

Tom Cape received his Ph.D. in inorganic chemistry in 1979. Since then, he has conducted much research in our industry, including work on phosphates and automotive paint pretreatments. Dr. Cape is currently the technical manager for coil products at Henkel.



Cape

Hex Chrome Panelist

Presenter: Duane Fudge, GE Betz

Duane Fudge has been involved with presentations at NamZAC, InterZAC, NCCA, ECCA, PCI, Galvanizers Association, ASTM, and more. He holds a Bachelor of Science degree in chemical engineering and is technical marketing manager – coil industry for GE Water & Process Technologies.



Fudge

8:45 a.m. – 9:15 a.m.

Questions Submitted by Members

9:15 a.m. – 9:30 a.m.

Questions From the Audience

9:45 a.m. – 10:45 a.m.

Paint Panel – Paint Perspectives on Hex Chrome

Moderator: Robert O'Neal, Roll Coater

Our second panel focuses on primers and the chrome-free conversion of the paint and appliance industries. Bob O'Neal again moderates.

Hex Chrome/Paint Panelist

Presenter: David Cocuzzi, Akzo Nobel

David Cocuzzi has worked in the area of industrial coatings for his entire career, with most of that time spent formulating coil coatings. He holds a Bachelor of Science degree in chemistry and is the manager of coil coatings technology at Akzo Nobel.



Cocuzzi

Hex Chrome/Paint Panelist

Presenter: Mark Slawikowski, BASF

Mark Slawikowski has spent nine years in the coil coating industry and is currently a technical group leader responsible for the appliance market, door market, and Mexico market for BASF Coil Coatings. He holds a bachelor's degree and has been with BASF for six years.



Slawikowski

Hex Chrome/Paint Panelist

Presenter: Rick Afton, Valspar

Rick Afton, a 28-year technical expert in coil coatings, has been involved in formulating coatings for use on non-chrome pretreatments for more than 10 years. He holds a Bachelor of Science degree in chemistry and serves as Valspar's coil technical director.



Afton

MONDAY, MAY 9, 2005

Taking the Hex Out of Hex Chrome

continued from page 5

Hex Chrome/Paint Panelist

Presenter: Geoff Holzrichter, Dura Coat

Geoff Holzrichter works in the Dura Coat research facilities and has been involved in coil coating product research and development for more than 20 years. A corporate vice president at Dura Coat, he holds a Bachelor of Science degree in chemistry.



Holzrichter

10:15 a.m. – 10:30 a.m.

Questions Submitted by Members

10:30 a.m. – 10:45 a.m.

Questions From the Audience

10:45 a.m. – 11:15 a.m.

European Update

Presenter: Kevin Meagher, Henkel Technologies

Dr. Kevin Meagher of Henkel Technologies in Germany will bring a global perspective of new innovative solutions to key environmental issues. With a Ph.D. from Princeton, Meagher specializes in inorganic/organometallic surface chemistry. He leads Henkel's global chrome-free efforts.



Meagher

11:15 a.m. – 11:45 a.m.

Aluminum and Hex Chrome

Presenter: Chuck Johnson, The Aluminum Association

Chuck Johnson of the Aluminum Association will reveal how the Aluminum Association is addressing hexavalent chromium and other environmental issues. Chuck Johnson is manager of environment, health, and safety for the Aluminum Association in Washington, D.C. He holds a master's degree in international environmental policy.



Johnson

TUESDAY, MAY 10, 2005

8:00 a.m. – 8:30 a.m.

ECCA Update

Presenter: Terry Goodwin, ECCA



Goodwin

The European Coil Coating Association promotes the advantages of coil-coated metal over traditional methods of finishing. Terry Goodwin, Ph.D., ECCA's vice president, will present an update on the current activities of our sister organization in Europe.

8:30 a.m. – 9:00 a.m.

NCCA's Marketing Program

Presenter: Don Switzer, Roll Coater



Switzer

Don Switzer, chair of NCCA's Marketing Committee, will reveal the details of NCCA's new promotional campaign. Switzer is now senior director of marketing and business planning for Roll Coater and is a member of the executive staff. He holds a B.A. in business administration and a master's degree in marketing.

9:15 a.m. – 9:55 a.m.

ECCA and Global Statistics

Presenters: Terry Goodwin and Paul Franck, ECCA



Franck

Get global! Two ECCA representatives will reveal the latest industry statistics from Europe and around the globe. Terry Goodwin, ECCA's vice president, will report new statistics from ECCA companies, while Paul Franck, the secretary general of the ECCA, will present worldwide statistics for the coil coating industry.

9:55 a.m. – 11:15 a.m.

Illuminating Aluminum ... And More

Presenter: John Mitchell, Nichols Aluminum



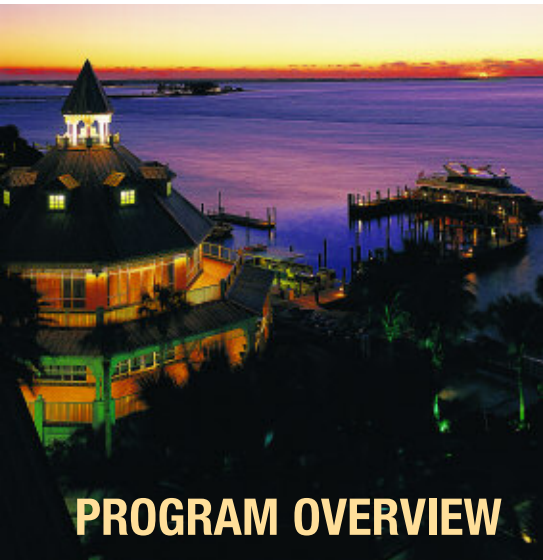
Mitchell

John Mitchell will reveal timely and valuable statistics for the aluminum and steel industries. He will address capacity issues, costs, 2004 shipment data, and trends. Mitchell, manager of marketing and business development for Nichols Aluminum, has more than 33 years of experience in sales, marketing, product development, and strategic planning.

2005 NCCA Annual Meeting

Success Through Association

Sanibel Harbour Resort & Spa
Ft. Myers, Fla.
May 7-10, 2005



PROGRAM OVERVIEW

Friday, May 6, 2005

4:30 p.m. – 6:30 p.m.
Executive Committee Meeting
(Committee Members only)

Saturday, May 7, 2005

7:00 a.m. – 7:00 p.m.
Registration

7:30 a.m. – 8:30 a.m.
Program Planning Meeting
(Committee Members only)

9:00 a.m. – 12:00 p.m.
Board of Directors Meeting
(Board Members only)

10:00 a.m. – 12:00 p.m.
Government Relations Committee

12:00 p.m. – 1:00 p.m.
Board of Directors Luncheon
(Board Members and Spouses)

1:00 p.m. – 3:00 p.m.
Technology Committee

3:00 p.m. – 5:00 p.m.
Coaters Membership Meeting

5:30 p.m. – 6:30 p.m.
New Member/First-Time Attendee Reception

6:30 p.m. – 8:00 p.m.
Welcome Reception

Sunday, May 8, 2005

7:00 a.m. – 7:00 p.m.
Registration

8:00 a.m. – 12:05 p.m.
General Session

8:45 a.m. – 9:30 a.m.
Keynote: The New Economy – Don Reynolds

10:00 a.m. – 12:05 p.m.
Success Through Association

10:00 a.m. – 10:20 a.m.
David Cocuzzi, Akzo Nobel

10:20 a.m. – 10:55 a.m.
Bill Miller, Oak Ridge National Laboratory

10:55 a.m. – 11:30 a.m.
Greg Crawford, Cool Metal Roofing Coalition

11:30 a.m. – 12:05 p.m.
Bill Hippard, Metal Roofing Alliance

7:30 p.m. – 10:00 p.m.
Past President's Reception & Dinner

Monday, May 9, 2005

7:00 a.m. – 7:00 p.m.
Registration

7:30 a.m. – 11:45 a.m.
General Session
Taking the Hex Out of Hex Chrome

7:30 a.m. – 8:00 a.m.
Update on OSHA's Proposed Rule
Robert Mead, Precoat Metals

8:00 a.m. – 9:30 a.m.
Panel – Alternatives to Hex Chrome
Moderator: Robert O'Neal, Roll Coater

Nicole Wincek, Material Sciences Corporation
Bill Vallier, Gentek Building Products
Steve Bringhurst, Euramax International
Tom Cape, Henkel Technologies
Duane Fudge, GE Betz

8:45 a.m. – 9:15 a.m.
Questions From Members

9:15 a.m. – 9:30 a.m.
Questions From the Audience

9:45 a.m. – 10:45 a.m.
Paint Panel – Paint Perspectives
on Hex Chrome
Moderator: Robert O'Neal, Roll Coater

David Cocuzzi, Akzo Nobel
Mark Slawikowski, BASF
Rick Afton, Valspar
Geoff Holzrichter, Dura Coat

10:15 a.m. – 10:30 a.m.
Questions From Members

10:30 a.m. – 10:45 a.m.
Questions From the Audience

10:45 a.m. – 11:15 a.m.
European Update
Kevin Meagher, Henkel Technologies

11:15 a.m. – 11:45 a.m.
Aluminum and Hex Chrome
Chuck Johnson, The Aluminum Association

6:00 p.m. – 7:30 p.m.
Reception

Tuesday, May 10, 2005

7:00 a.m. – 7:00 p.m.
Registration

8:00 a.m. – 11:15 a.m.
General Session

8:00 a.m. – 8:30 a.m.
ECCA Update
Terry Goodwin, ECCA

8:30 a.m. – 9:00 a.m.
NCCA Marketing Program
Don Switzer, Roll Coater

9:15 a.m. – 9:55 a.m.
ECCA Statistics & Global Statistics
Paul Franck and Terry Goodwin, ECCA

9:55 a.m. – 11:15 a.m.
Illuminating Aluminum ... And More
John Mitchell, Nichols Aluminum

Coil Lines

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NATIONAL
COIL COATING
ASSOCIATION

It All Starts With The Finish®

LEGAL NEWS

Q&A: Business Travel and the New Overtime Regulations

By Naomi R. Angel, NCCA Legal Counsel

The Department of Labor issued new regulations governing overtime pay on Aug. 23, 2004. In the December 2004 issue of Coil Lines, we presented some answers to common questions about the new rules. In this issue, we devote our attention to overtime questions about business travel.

Most NCCA member companies have exempt and nonexempt employees. In general, exempt employees are salaried, and nonexempt employees are paid by the hour.

How is "travel time" defined by the government?

Under the Fair Labor Standards Act (FLSA), travel time is "actually worked" when it occurs on weekdays or during normal working hours on weekends. Many state laws expand this rule to require that all travel time, regardless of the time of the travel, be counted. Check with your attorney for your state requirements.

What are employers required to do for exempt employees who travel on business?

The old and new rules do not require employers to pay overtime to exempt employees for work beyond the 40-hour week limit, or to pay travel time, or to provide compensatory time off. Nothing has changed in that regard.

For nonexempt employees, when is out-of-town travel time eligible for overtime pay?

If a nonexempt employee stays overnight in another city, travel occurring during normal working hours, e.g., 8:30 a.m. to 5:00 p.m., regardless of the day of the week, is considered time worked. Compensable work time commences when the employee reaches the airport (or other transportation vendor site) during regular working hours.

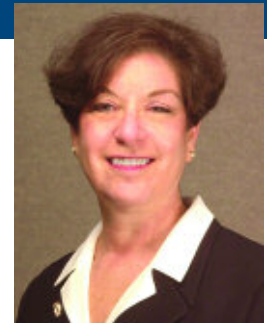
Time worked on site out of town and travel back during normal working hours is added to the work week computation. Travel time after regular working hours on overnight trips is not compensable.

A different rule applies when all of the travel occurs on one day. For example, if a nonexempt employee leaves a Chicago airport at 6:00 a.m. and travels to a meeting in the D.C. area and returns to the Chicago airport at 7:00 p.m. the same day, all of the hours are work time.

If the employee drives rather than flies to an out of town meeting, the same travel time considerations for overnight and same-day travel apply.

What if a nonexempt employee works after hours while traveling?

One exception to all of the examples above is that any time spent working while traveling is compensable work time.



Naomi Angel

What if a nonexempt employee travels to a local meeting out of the office?

Travel time from home to the meeting site, e.g., a hotel, is regarded as non-compensable commuting time until it exceeds the employee's normal commuting time to the office. If the employee went to the office first to pick up materials for the meeting, or went to the hotel after spending part or all of the day at the office, travel time from the office to the hotel would be work time.

If a nonexempt employee travels out of town and works at another location, when does the work day begin?

If an employee starts the day at an early morning staff meeting, the work day commences at the start of the meeting. All of the time on site during the work day and evening when the employee was required to attend business functions would constitute work time.

We have occasionally given nonexempt employees paid time off, or "bank time," to compensate them for time worked out of the office. Do the new regulations address this?

Yes. "Bank time" has been a common and popular practice, but it is mostly illegal if it is used in lieu of paying overtime. Federal law requires that overtime be paid in the same pay period in which it is earned, and it must be paid at the rate of time-and-a-half for each overtime hour. "Banking time" derived from overtime hours for use at some future date is against federal law.

Is it permitted to provide compensatory time off or other benefits to exempt or nonexempt employees who travel away from home or work weekends?

Employers may, as a matter of policy, grant employees days off or other benefits to recognize the extra efforts that go into out-of-town work. That is a matter of internal policy, but these benefits are not mandated by federal or state law, and they may not be used in lieu of paying overtime to nonexempt employees.

For detailed explanations of the revised overtime rules, see the U.S. Department of Labor Web site at www.dol.gov.

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This article is provided solely for informational purposes and does not constitute legal advice. If you have specific questions or concerns about a legal issue, consult your company's legal counsel.