

# THE 7 WEBSITES EVERY SMALL BUSINESS OWNER NEEDS TO BOOKMARK AND USE DAILY

TO PREVENT PROBLEMS, PROTECT THEIR PROFITS, AND GROW THEIR COMPANY!

## U.S. DEPARTMENT OF LABOR WAGE AND HOUR

<http://www.dol.gov/whd/>

Federal Minimum wage, overtime pay, what constitutes hours worked, child labor regulations.

## YOUR STATE'S WAGE AND HOUR WEBSITE

Maryland: <http://www.dllr.state.md.us/labor/wagepay/>

Virginia: <http://www.doli.virginia.gov/laborlaw/laborlaw.html>

District of Columbia: <http://does.dc.gov/service/wage-and-hour-compliance>

West Virginia: <http://www.wvlabor.com/>

New York: <http://www.labor.state.ny.us/>

State laws including pay frequency and established pay dates, final paycheck rules, minimum wage and overtime, break and meal periods, paid leave, direct deposit, and recordkeeping requirements.

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

[www.eoc.gov/employers/index.cfm](http://www.eoc.gov/employers/index.cfm)

Federal laws with which your business and you must comply.

## FAIR LABOR STANDARDS ACT

<http://www.dol.gov/compliance/laws/comp-flsa.htm>

Criteria for determining if a position is exempt from minimum wage and overtime pay or not exempt.

*Note: Misclassification of positions is one of the main areas that gets employers in trouble!*

## IRS

<http://www.irs.gov/Businesses/Small-Businesses-&-Self-Employed/Independent-Contractor-Self-Employed-or-Employee>

Criteria for determining if someone who works for your business is a contractor or employee.

## O\*NET ONLINE

<http://www.onetonline.org/>

F.R.E.E. job descriptions and average pay information for hundreds of jobs based on your chosen state as well as nationally.

## OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

<http://www.dol.gov/ofccp/>

Regulations and laws that Federal Contractors and Subcontractors must follow.

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