



U.S. Department of State
FAIR LABOR STANDARDS ACT (FLSA) WORKSHEET

PD Number	Incumbent Name
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Title/Pay Plan/Series/Grade

Organization (Bureau/Office/Division)

SPECIAL INSTRUCTIONS FOR THIS FORM

1. This worksheet **must** be used in conjunction with FLSA guidance in 5 CFR 551 and in making FLSA determinations on domestic and U.S. non-foreign area position descriptions effective on or after 10/17/2007.
2. If the employee was assigned to this position **before 10/17/2007**, and remained in the position after that date, **please fill out the DS-5092** for the period before 10/17/2007 **and** this form for 10/17/2007 onward.
3. If the employee was assigned to this position on or **after 10/17/2007**, please **complete this form only**.
4. For each exemption category, **check boxes that apply**. If sufficient criteria are checked, mark the corresponding box in the upper left hand corner for that exemption.

I. EXECUTIVE EXEMPTION (5 CFR 551.205)
 An employee whose primary duty is managing an organizational unit, and who meets **both** of the conditions below.

A. Customarily and regularly directs the work of two or more employees. (*Customarily and regularly means more than occasional, but may mean less than all the time.*) **and**

B. Has authority to hire or fire other employees **or** whose suggestions and recommendations as to the hiring, firing, advancement, promotion, or any other change of status of other employees, are given particular weight by higher-level management. To have particular weight, these suggestions and recommendations must be an expected and frequent part of the employee's job upon which higher level management must frequently rely.

II. ADMINISTRATIVE EXEMPTION (5 CFR 551.206)
 An employee whose primary duty meets **A, B, and C** below.

A. The work is office or non-manual in nature; **and**

B. The work is directly related to the management or general business operations of the office or its customers (rather than "production" functions); **and**

C. The work includes the exercise of discretion and independent judgment with respect to **matters of significance**. Check the box by the appropriate statement(s) below to determine if **C** is met. **One or more must be checked to meet C.**

- 1. Has authority to formulate, affect, interpret, implement management policies or operating practices;
- 2. Carries out major assignments in conducting the operations of the organization;
- 3. Performs work that affects the organization's operations to a substantial degree, even if the employee's assignments are related to operation of a particular segment of the organization;
- 4. Has authority to commit the employer in matters that have significant financial impact;
- 5. Has authority to waive or deviate from established policies and procedures without prior approval;
- 6. Has authority to negotiate and bind the organization on significant matters;
- 7. Provides consultation or expert advice to management;
- 8. Is involved in planning long- or short-term organizational objectives;
- 9. Investigates and resolves matters of significance on behalf of management;
- 10. Represents the organization in handling complaints, arbitrating disputes, or resolving grievances;
- 11. Provide a representative duty or responsibility of the position that matches or is equivalent to those provided in the checked block(s) above.

III. PROFESSIONAL EXEMPTION (5 CFR 551.207) & LEARNED PROFESSIONAL EXEMPTION (5 CFR 551.208)
 An employee whose **primary duty** is work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction **or** work requiring invention, imagination, originality, or talent in a recognized field of artistic or creative endeavor. Check box for the specialized field required:

<input type="checkbox"/> Law <input type="checkbox"/> Medicine <input type="checkbox"/> Accounting <input type="checkbox"/> Education <input type="checkbox"/> Social Work <input type="checkbox"/> Other (identify)	<input type="checkbox"/> Engineering <input type="checkbox"/> Architecture <input type="checkbox"/> Museum Curator <input type="checkbox"/> Instructional Systems <input type="checkbox"/> Social Science	<input type="checkbox"/> Foreign Affairs <input type="checkbox"/> Librarian <input type="checkbox"/> Archivist <input type="checkbox"/> Historian <input type="checkbox"/> Industrial Hygiene
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Camilla Rothe

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Table of Contents Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R

1. Understanding the eBook Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - The Rise of Digital Reading Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Advantages of eBooks Over Traditional Books
2. Identifying Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - User-Friendly Interface
4. Exploring eBook Recommendations from Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Personalized Recommendations
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R User Reviews and Ratings
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R and Bestseller Lists
5. Accessing Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R Free and Paid eBooks
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R Public Domain eBooks
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R eBook Subscription Services
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R Budget-Friendly Options
6. Navigating Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R eBook Formats

- ePub, PDF, MOBI, and More
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R Compatibility with Devices
 - Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Highlighting and Note-Taking Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Interactive Elements Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 8. Staying Engaged with Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 9. Balancing eBooks and Physical Books Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Setting Reading Goals Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Fact-Checking eBook Content of Custom Published Fair Labor Standards Act Wrkshp Rg Clas7100 R
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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