

Key Questions To Prepare For

“Am I being demoted?”

Response: “No. Your responsibilities, title, and base compensation all stay the same. This is purely about how we classify your position for legal compliance.”

“Why me and not another person?”

Response: “Because everyone’s situation is different. Some people are already above the threshold, others have roles that qualify differently under the law.”

“Does this mean you don’t trust me?”

Response: “Not at all. This isn’t about trust or performance—this is about state law. The work you do and our confidence in you haven’t changed.”

“Will I make less money?”

Response: “Your base pay stays the same or increases. And if you work overtime, you’ll actually earn more than you do now.”

“Do I have to clock in and out?”

Response: “Yes, you’ll need to track your hours. We’ll walk you through the system and make it as simple as possible.”

