

Pin-Point Solutions:

Human Resources Practice Area

Human Resources | Overtime Law



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Executive Search Consultant

Human Resource
Practice Leader

Effective December 1st, the DOL has announced that overtime exemption threshold will essentially double, to \$47,476 annually. Any employee currently receiving a salary of less than this new amount will soon convert to non-exempt status and must be paid overtime when they work more than 40 hours a week.

As HR professionals, what are you doing to prepare your employees for this change? Has your company had meetings to discuss this change and how it will affect employees moving forward?

One of the surprising things that I have noticed, when talking to HR professionals, is how little attention this law has received, until recently. Many employees have not seen this in the news or heard about it from their employers. With roughly a month to go, this is alarming. Small businesses will have increased expenses on attendance keeping software, many salaried employees will lose their flexibility, one time exempt employees will be moved to hourly and overtime will more than likely be prohibited.

How is your company preparing? Are you rolling out new policies? One thing is for certain, Dec. 1st will be here before we know it.

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Recently Completed Searches

- Plant HR Manager** - \$3.5 Billion Aerospace Manufacturer - NC
- Talent Advisor** - \$3.5 Billion Aerospace Manufacturer - NC
- Director of HR** - \$3.5 Billion Aerospace Manufacturer - NYC
- Division HR Director** - \$14 Billion Diversified Manufacturer - PA
- Vice President, Human Resources** - Industrial Manufacturer - FL
- Division HR Director** - \$2 Billion Chemical Manufacturer - NJ
- HR Manager** - \$3.5 Billion Aerospace Manufacturer - FL

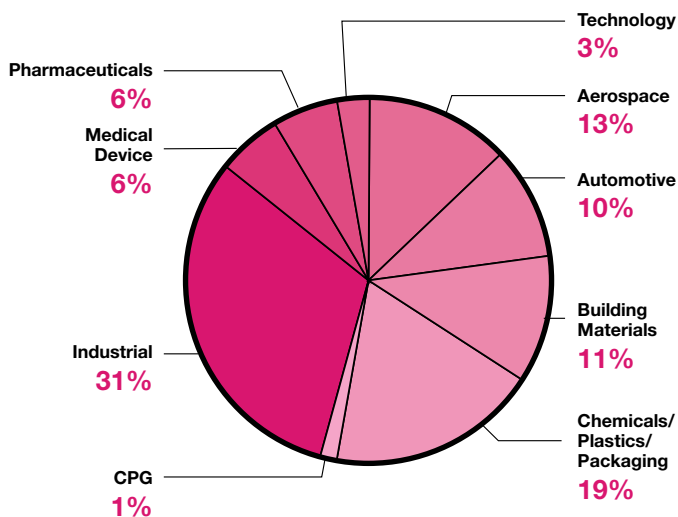
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Active Searches

- Plant HR Director** - Aerospace - Arizona
- Confidential HR Director** - South Arkansas
- HR Director** - \$50M Private Equity - Greensboro, NC
- Sr. HR Generalist** - Aerospace Supplier - Long Island, NY
- Labor Manager/HR Generalist** - Confidential Search - CT
- HR Business Partner** - \$11B Industrial Manufacturer - NY
- HR Generalist** - \$5B Industrial Manufacturer - Concord, NC

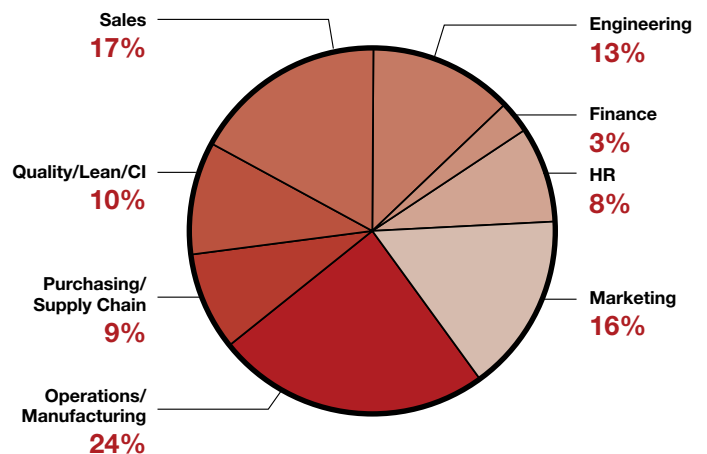
2015-2016

PLACEMENTS BY INDUSTRY



2015-2016

PLACEMENTS BY FUNCTION



Leadership: Christine Collins-Hall



Christine started her career with PinPoint Solutions in 2012 as part of the Recruiter Development Program.

Originally from small town USA (Due West, SC), Christine excelled in leadership at an early age, being named Class President, attending SC Girls State and being accepted into the South Carolina Governors School program. From high school, Christine attended the University of South Carolina (Go Gamecocks!) on an academic scholarship where she double majored in Journalism and Communications. From college, Christine worked at Allstate Insurance as a Licensed P&C producer. Christine doubled the size of the office in sales in two years and developed lasting relationships with her clients.

After joining PinPoint Solutions, Christine partnered with BE Aerospace where she learned the ins and outs of recruiting and finding top notch talent. Under the guidance of mentors and as part of the Recruiter Development program Christine fine tuned her recruiting skills and quickly rose to project management. In 2013 Christine led the recruiting efforts of a new engineering center for BE Aerospace in Wichita, KS.

After successfully working with BE Aerospace, Christine was promoted within PinPoint Solutions to contingency recruiting. As one of the fastest growing recruiters, Christine excelled at client management, developing new clients in various industries, as well as recruiting. Christine differentiates herself by becoming a valued partner for businesses. She prides herself in understanding the true needs of a client and taking the time to do targeted research, resulting in successful fills.

With a focus in Human Resources and Operations, Christine has an extensive network which proves helpful with hard to fill jobs.

 **Connect with Christine on LinkedIn**

 **Connect with Christine on pin-pointsolutions.com**



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