



Our NEW isolved release goes live:

June 21, 2024

Release v10.11 has some exciting new additions! We are working hard to provide the best tools for you and your team.

In this release:

- Tax Form Updates
- FLSA Exemption Threshold Report Update
- MFA Window Extended

Human Resources

Tax Form Updates

With this release, we've made updates to federal and state withholding forms that are used in Onboarding and the Tax Updates screen in self-service.

Here is the list of changed forms:

U.S. Form Changes
Colorado: Form W-4 (CO101)
Michigan: Form IT-4 (OH101) Ohio non-resident flow updated
Oregon: Form OR-W-4 (OR101) worksheet calculation corrected
Pennsylvania: Form CLGS-32-6 validation updated; Form REV-419 EX version updated

Please refer to the full [Symmetry Release](#) document for more details.

Payroll

FLSA Exemption Threshold Report Update

US Department of Labor Wage and Hour Division new regulations requiring the minimum salary for exempt employees increased to \$43,888 annually effective July 1, 2024.

With this change, we are updating the existing report "FLSA Exemption Threshold Report" to use the \$43,888 annual value. Clients will be able to run an audit with an effective date of July 1st or later to determine which employees meet the new exemption requirements. The threshold for the FLSA report has also been updated for the change on 01/01/2025.

For further information, see this article on the Department of Labor website <https://www.dol.gov/agencies/whd/overtime/rulemaking>.



Client Reports Screen - FLSA Exemption Threshold Report

Client Reports

isolved University [Help](#)

Report Category:

Search:

Output Name: Report Type:

Generate Report [Go To My Reports Queue](#)

Once your report request has been submitted you can do any of the following: Run another report, go to My Reports Queue to retrieve reports, or exit this screen to perform other tasks. The report will be available in My Reports Queue for 72 hours.

FLSA Exemption Threshold

This report identifies employees who fall or potentially fall below the FLSA exemption threshold based on their pay setup and job classification.

Filtering

Report Data will include all payrolls within the Quarter/Year up to and including the As Of Date.

As Of Date:

Date Type:

Legal Company:

Pay Groups:

Employee:

Organization Level:

- Location
- Department
- Team
- Class

Include Inactive & Termined:

Include Compliance Calc:

Include Exceptions Only:

Options

Format:

FLSA Exemption Threshold Report Data

Employee Name	Employee ID	Job Title	Highly Compensated	Work Location	FLSA	Pay Type	Annual Salary	Non-Discretionary Payments	Total FLSA Salary	Compliance Result Excluding Non-Discretionary Payments	Compliance Result Including Non-Discretionary Payments	Compliance Increase Excluding Non-Discretionary Payments	Compliance Increase Including Non-Discretionary Payments
Jenny Jackson	5901	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$7197.38	0	7197.38	Pass	Pass		
Henry Hourly	5902	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$7800.00	0	7800.00	Pass	Pass		
Sandy Salary	5903	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$9400.00	0	9400.00	Pass	Pass		
Danny Dept	5904	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$7800.00	0	7800.00	Pass	Pass		
Brian Hourly	5905	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$7800.00	0	7800.00	Pass	Pass		
John Denver	5906	None reported	No	DENVER, CO	None reported	Salary Exempt	\$4550.00	0	4550.00	Pass	Pass		
Mandy Montana	5907	None reported	No	MISSAONKEE, MT	None reported	Salary	\$4800.00	0	4800.00	Pass	Pass		
Test Ohio	5908	None reported	No	CLEVELAND, OH	None reported	Salary	\$26000.00	0	26000.00	Potential Fail	Potential Fail	17888	17888
Peggy Olsen	5909	None reported	No	MONTPELIER, VT	None reported	Salary	\$7200.00	0	7200.00	Pass	Pass		
Funny FSA	5910	None reported	No	MONTPELIER, VT	None reported	Salary	\$8600.00	0	8600.00	Pass	Pass		
Joey FSA	5911	None reported	No	CLEVELAND, OH	None reported	Salary	\$4800.00	0	4800.00	Pass	Pass		
Fannie Fayetteville	5912	None reported	No	LEWINGTON-FAVETTE, KY	None reported	Salary (Variable Exempt Hours)	\$4800.00	0	4800.00	Pass	Pass		
Johanan Jones	5913	None reported	No	CLEVELAND, OH	None reported	Salary	\$0.00	0	0	Potential Fail	Potential Fail	43888	43888
Carly Charles	5914	Electrician	No	BIRMINGHAM, AL	None Exempt	Salary	\$26000.00	0	26000.00	Pass	Pass		
Hank Vilnius	5915	None reported	No	MONTPELIER, VT	None reported	Salary	\$26000.00	0	26000.00	Potential Fail	Potential Fail	17888	17888
Jackie Jackson	5916	None reported	No	OLNEY, PA	None reported	Salary	\$26000.00	0	26000.00	Potential Fail	Potential Fail	17888	17888
Larry Lake	5917	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$26000.00	0	26000.00	Potential Fail	Potential Fail	17888	17888
Jackie Jansen	5918	None reported	No	NORTH OLMSTED, OH	None reported	Salary	\$39000.00	0	39000.00	Potential Fail	Potential Fail	4888	4888

Platform MFA Window Extended

We are committed to continually improving your experience and security when accessing our systems. Based on your valuable feedback and our ongoing efforts to optimize our processes, we are making an important update to the Multi-Factor Authentication (MFA) policy. We have decided to extend the verification window to 26 hours for users who choose the "remember this device" option.

What's Changing?

The MFA window has been extended to 26 hours.

Why This Change?

- **Reduced Frequency:** By extending the MFA window, you will need to authenticate less frequently, thus reducing the interruptions to the user's working day.
- **User Convenience:** A slightly longer MFA window provides more flexibility, especially for those working across varying schedules.

What You Need to Do:



You do not need to take any action. This change has been implemented automatically, and you will notice the new MFA window in effect from the specified date above.

Thank you for your understanding and cooperation as we strive to enhance our security measures and your user experience.

v10.12 Sneak Peek

We are still working on new items for tentative release v10.12. Please check the next newsletter for more information.

Adaptive Employee Experience

Unified Header

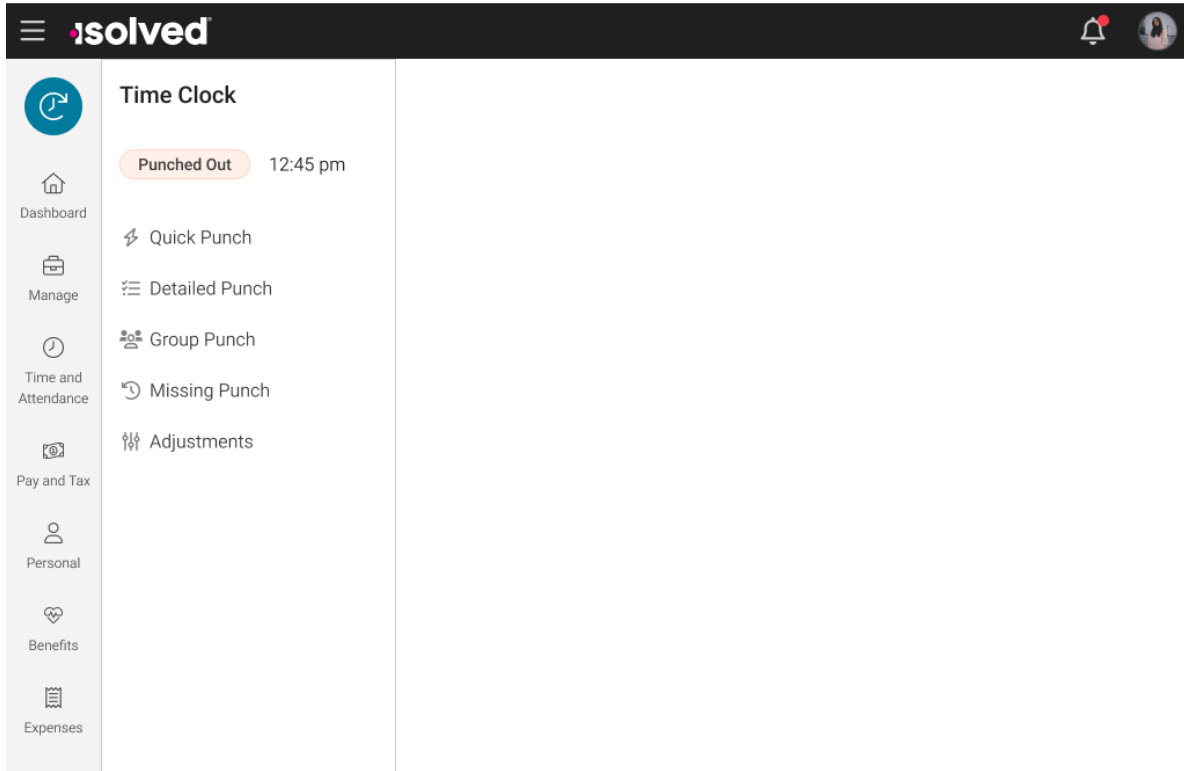
We are thrilled to share two updates to the Employee User Experience in AEE! These enhancements will improve the usability and consistency of AEE, ensuring a more productive navigation experience for our users.

Refreshing our Header: What is changing?

As part of this update, users will notice the following changes in AEE:

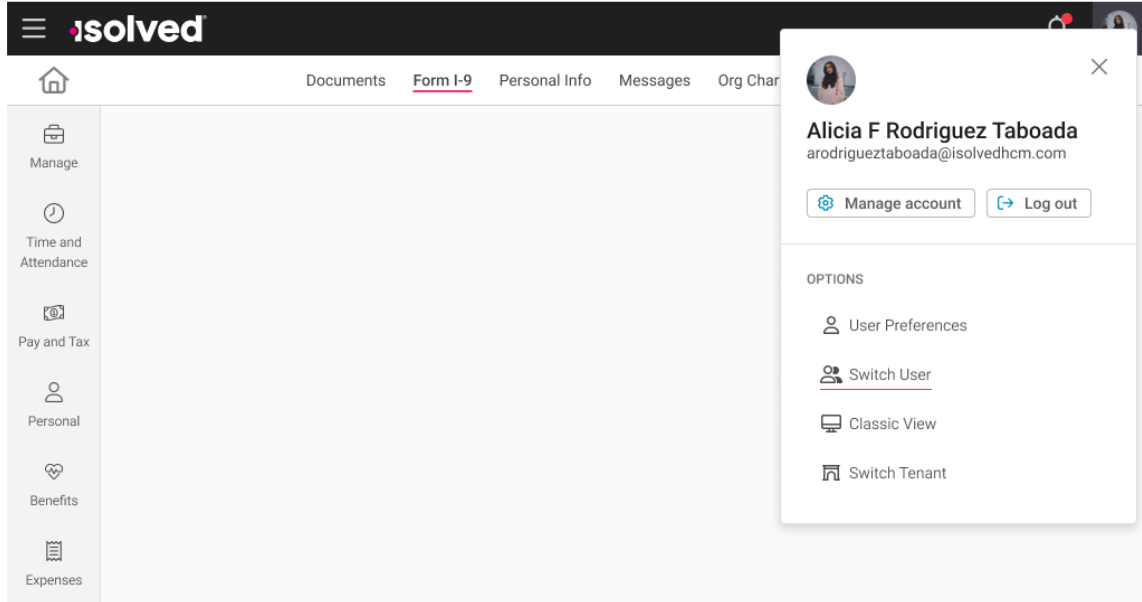
- Addition of new speed dial capabilities for punching in and out
- Relocation of the profile picture with options to manage the account in Identity or log out
- Access to the settings function for user preferences, switching users, and more through the profile picture

New speed dial capabilities



Streamlined user preferences through profile picture

Platform 003



The mobile app will mirror the changes in the desktop version.

Site Selection



We are making the site or tenant selection process when logging into isolved more intuitive and user friendly. Key features include logic update that will only display the site or sites they have an active account in, and a UI update where sites will show as blocks that spell out the site name, have a logo, and a message of when you last accessed the site. Users will also have the ability to hide or unhide a site within the view!

