FLORIDA / W-2 SALES AND RELATIONSHIP MARKETING

Account Executive agreement

Counsel-review draft. Complete role authorization and compensation schedules before the corresponding activity begins.

Employee legal name

Agreement effective date

IIMBC supervisor / program contact

First authorized work date

Primary authorized work location / state (Florida unless approved)

Company notice address / compliance contact

1. Parties, purpose and consideration

Isaza International Mortgage Bankers Corp. (IIMBC or Company) employs the named individual as an Account Executive in sales and relationship marketing. An established professional network is a qualification for this role. Employment, lawful compensation and approved resources support these obligations. Schedules A through D are incorporated. No partnership, equity, exclusive territory or ownership of another person's client relationship is granted.

2. Employment and existing practice

Employment is at will: either party may end it at any time, subject to law. Employee may maintain a disclosed profession or business, subject to these duties and required permissions. No standing event commitments or daily sales quotas apply under this form. Company directs and supervises its assigned work, which must be recorded and paid lawfully.

3. Employee exception and scope approval

RESPA Regulation X, 12 CFR 1024.14(g)(1)(vii), permits an employer's payment to its own employees for referral activities. The parties intend actual employment. That exception does not itself establish compliance with Florida licensing or transaction-payment rules, Regulation Z or professional obligations. Schedule D identifies approved work. Schedule A separately activates any lawful transaction incentive. Work performed remains payable under section 22 even while the incentive plan is inactive.

A defined role. A clear handoff.

4. Assigned sales and marketing work

Within Schedule D, Employee may distribute Company-approved institutional marketing, build brand awareness within permitted professional networks, coordinate optional educational gatherings, maintain authorized business-contact records and arrange requested appointments. General marketing approval does not authorize individualized mortgage solicitation or advice. Company approves content, audience, channel and scripts; Employee follows the approved scope and directs financing questions to licensed staff.

5. Introductions and informed permission

Employee must identify the IIMBC employment relationship and provide required compensation and professional disclosures. Before sharing contact information, obtain and record lawful permission for the specified introduction and contact method. Participation and lender choice remain voluntary. Consumer-directed solicitation, recommendations or transaction-paid introductions require the applicable written scope and legal basis in Schedules A and D. An existing personal or professional relationship does not itself supply permission to transfer protected information or enroll someone in marketing.

6. Reserved activities for an unlicensed AE

Without a separately signed duty amendment and the required active license, registration or documented exemption, Employee may not solicit or offer to solicit mortgage loans; accept or offer to accept applications; recommend a mortgage product or lender based on a person's circumstances; assess credit, income or eligibility; quote, negotiate or lock rates, points, fees or terms; collect borrower financial documents as intake; promise approval; collect funds; or perform origination, underwriting, processing or closing functions. Company marketing approval cannot override these limits.

7. Authority, handoff and scope changes

Employee cannot bind Company, commit spending, hire subagents, pay referrers, alter approved advertising, share credentials, enter a new jurisdiction, raise investor capital or negotiate loan sales. Unexpected financial information must be secured and routed promptly to licensed staff without analysis. Stop and seek clarification when a request exceeds scope. A commercial or business-purpose label does not establish an exemption. Company may suspend unsafe or unauthorized activity immediately; changes to duties or earned compensation require the applicable written approval.

Use the approved introduction script in Schedule D. A script or job title alone does not determine whether licensing is required.

Protection begins at first receipt.

8. Company Opportunity and first receipt

A Company Opportunity is an identifiable financing matter or business relationship introduced, developed, received or serviced in Company work, using Company resources, or submitted to Company for business consideration. As between these parties, the resulting Company records are protected from first receipt by a Company officer, employee, authorized agent or system: email, CRM, application, portal, text, phone, voicemail, paper, meeting, event or any other medium. Receipt by Employee while acting for IIMBC counts; withholding a later CRM entry does not defeat protection. No funding or later acceptance is required for record confidentiality.

9. Records, work product and Company control

Company owns its lawful business records, CRM entries, correspondence, notes, campaign materials and assignable work-product rights created for it; Employee presently assigns those rights and will reasonably assist at Company expense. Company may lawfully contact, serve, reassign, retain or decline an opportunity, subject to consent, retention duties and third-party rights. Employee must not conceal, divert, sell, export, remove or competitively reuse Company records, including through an associate or another business, or withhold records over a pay dispute. Pre-existing tools and unrelated professional files are not assigned.

10. Evidence, attribution and duplicates

Record authorized contact, permission, source and assignment details by the end of the next business day. Preserve earliest reliable receipt, sender, date, channel and relevant communications; route urgent consumer issues promptly. Do not backdate, inflate, delete or duplicate records. Management determines attribution in good faith from contemporaneous evidence and Schedule A, provides a written explanation on request and corrects substantiated errors. A reassignment does not erase earned compensation. Record ownership, compensation attribution and post-employment restrictions are separate questions.

11. Pre-existing relationships and client choice

Employee retains the lawful existing practice and independently held relationships. Schedule B identifies relevant exclusions without supplying privileged files or proprietary databases. IIMBC does not acquire a client's unrelated legal, accounting, advisory, insurance or employment relationship. First receipt does not alone prove a substantial relationship for a restrictive covenant, transfer third-party ownership or create perpetual exclusivity. Defined active financing matters and Company information receive the protections in sections 12-20; consumer choice and lawful independent professional duties remain intact.

Confidentiality with clear duties.

12. Confidential Information and prior disclosures

Confidential Information includes nonpublic borrower and applicant data, contact needs, account strategy, pipeline, lender relationships, credentials, procedures, financial information and proprietary materials received for Company work, including during recruitment or preparation before this Agreement. These duties govern use and disclosure after execution. Excluded are information lawfully public without breach, lawfully known before disclosure, independently developed without Company information or lawfully received without confidentiality duties. General skill and experience remain Employee's own.

13. Restricted use and prompt incident reporting

Use information only for assigned work and disclose only what authorized persons need. Use approved systems, access controls and multifactor authentication. No personal forwarding, shared credentials, unauthorized exports, public AI uploads or personal cloud copies. Do not import privileged, tax, financial or employer records without lawful authority. Report suspected loss, misdirection, unauthorized access or misuse immediately, and in all events within 24 hours of discovery; preserve evidence. Company controls required notices, subject to protected reporting rights. Employee must not conceal an incident or undertake an unauthorized investigation.

14. Duration and required disclosure

Trade-secret duties last while trade-secret status exists; personal-information duties last as required by law; other confidentiality duties continue for three years after separation. For compelled disclosure, give notice when legally permitted, disclose only what is required and cooperate with protective measures at Company expense. The protected activities below need no Company permission or notice.

15. Protected rights and immunity notice

Nothing limits truthful government reports, agency participation, lawful whistleblowing, legal advice, reporting unlawful conduct, discussing wages or working conditions, protected concerted activity or lawful government awards. No nonwaivable right is waived. Under 18 U.S.C. 1833(b), an individual is immune from civil and criminal trade-secret liability for a confidential disclosure to a federal, state or local government official, directly or indirectly, or an attorney, solely to report or investigate a suspected legal violation; or a disclosure in a complaint or other document filed under seal. In a retaliation lawsuit for reporting a suspected violation, the individual may disclose the trade secret to counsel and use it in the proceeding if filings containing it are under seal and disclosure otherwise occurs only by court order. This does not authorize unlawful access.

NONSOLICITATION / NONCIRCUMVENTION

Protecting the work entrusted to us.

16. During employment

Employee will not use Company time, position, information or resources to divert Company financing opportunities, arrange competing financing outside Company, conceal side compensation or induce bypass of Company. Disclose actual competing activity and obtain written approval. Ordinary independent professional services and protected labor activity are not prohibited.

17. Defined post-employment restriction

For twelve months after separation, Employee will not solicit, induce or assist diversion of a Protected Relationship for competing mortgage financing, or circumvent Company to transfer a Protected Active Opportunity to another provider. This applies only to Florida mortgage business of the kind Company actually conducted and Employee materially worked on or learned material confidential information about in the preceding twelve months.

18. Protected interests and limits

A Protected Relationship is a specific customer, referral partner or prospective customer with whom Company had a demonstrable substantial relationship in that lookback period and with whom Employee had material business contact or about whom Employee obtained material Confidential Information. A Protected Active Opportunity is an identified financing matter actually pursued by Company at separation within such a relationship that Employee materially worked on or learned material Confidential Information about. Public directory entries and unqualified names are excluded.

19. Exceptions and professional duties

General untargeted advertising, ordinary social contact, lawful employment elsewhere and independently initiated business without prohibited solicitation, circumvention or misuse are permitted. Unrelated services in Employee's existing practice remain permitted. Schedule B exclusions control to their stated extent. These restrictions apply only to legally protectable interests under Florida section 542.335; they do not restrict a client's choice or require violation of professional duties.

20. Employee recruitment

For six months after separation, Employee will not use Company Confidential Information or a Company relationship to target a Company employee with whom Employee materially worked in the prior twelve months for a competing mortgage business. General recruitment, unsolicited applicants and protected concerted activity are excluded.

Pay, time and resource requests.

21. Transaction incentives and payment source

Schedule A selects one fixed fee or fixed basis-point rate and any prospective tiers. The genuine own-employee exception in Regulation X must be evaluated expressly. The signed release must also address actual duties, Florida licensing and fee restrictions, Regulation Z, professions, loan types and jurisdictions. IIMBC pays approved employment compensation through payroll to Employee. No assignment of pay to an outside firm, consumer-paid side fee, undisclosed third-party compensation or onward referral split is authorized. A separate lawful professional fee must be disclosed and cleared; an internal approval cannot legalize a prohibited arrangement.

22. Wage protection

Nonexempt status is the default. Record all compensable IIMBC time, including training, required meetings, work communications and travel where required. All work must be reported and paid even if overtime was not preapproved. Company pays applicable minimum wage each workweek, overtime and required regular-rate adjustments for commissions. Florida's general minimum wage is $15 per hour from September 30, 2026; later or higher applicable rates control. Mandatory wage payments are not recoverable advances.

23. No discretionary spending

There is no AE discretionary budget, expense account, purchasing authority or standing reimbursement entitlement. Submit swag, luncheon and group-event requests through the approved dashboard or interim channel. Company selects or approves items and vendors, coordinates arrangements and pays approved vendors directly. Do not place orders or promise benefits for Company. This policy does not override mandatory wage or expense protections.

24. Branded items and events

Company may approve personal-use branding items and specific client distributions. No item is guaranteed, redeemable for cash or earned by referral volume. Do not promise client gifts for applying, choosing IIMBC or closing. Approved client items follow a neutral distribution policy; no reward for referring others. Events are optional, independently reviewed and not conditioned on referrals. Company records taxable benefits where required. Personally gifted items need not be returned unless expressly issued as returnable property.

25. Outside practice, conflicts and changing facts

Disclose outside firms, professions, fiduciary duties and compensation; obtain required firm, employer, broker and client permissions before the affected activity. Do not use another business's restricted files or require anyone to use IIMBC. An employee's refusal of financing must have no adverse employment consequence. Promptly report changes in professional status, employment, required permissions or facts affecting eligibility; stop the affected activity until resolved. Company may verify relevant licenses and permissions through lawful means. A disclosure does not replace legal authority to perform or receive payment for an activity.

Clear rights. Practical remedies.

26. Separation, preservation and continuing duties

On request or separation, stop representing Company, transfer active matters and surrender Company records, credentials and returnable property. Within five business days complete Schedule C, identify data locations and delete unauthorized residual copies only after preservation clearance and any legal hold. Do not erase evidence. Company may revoke access immediately. Lawfully retained employment records and protected reports are permitted. Earned pay is not conditioned on a release or property return. Confidentiality, restricted use, defined post-employment covenants, accrued pay and remedies survive for their stated periods.

27. Remedies and enforceable protection

Florida law governs subject to controlling federal and nonwaivable law. Company may seek proven damages and lawful injunctive relief for breach, including diversion or misuse of confidential information. A court determines the prerequisites and any required security. Reasonable prevailing-party fees are available to the extent permitted, including section 542.335; statutory employee fee standards control statutory claims. No automatic penalty, wage forfeiture, bond waiver or prejudgment wage setoff applies. Narrow an overbroad restriction as Florida law requires; otherwise sever an unenforceable provision. Failure to enforce one breach does not waive a later breach absent a signed waiver.

28. Forum, notices and entire agreement

Unless nonwaivable law provides otherwise, disputes belong in state courts in the Florida county of Employee's primary authorized Company work location, or the encompassing federal district if jurisdiction exists. Agency complaints remain available. Written notices go to the designated contact/address, updated by written notice; service of process follows law. This Agreement and completed schedules supersede prior discussions on these subjects. Amendments require both parties' signatures. Policies may change prospectively but cannot reduce earned pay. Company may assign to a successor acquiring the relevant business; Employee's personal duties are not assignable.

29. Priority, execution and continuing review

Law controls, then this signed Agreement and its completed schedules, then approved policies. Brochure or dashboard statements do not override these terms or activate an unapproved pay plan. Correct dashboard errors from source records; administrative delay does not forfeit wages. Electronic counterparts and signatures are permitted by law. Schedule D supplements role boundaries and cannot expand regulated activity without the required legal basis. The parties must complete all referenced attachments; employment execution and transaction-pay activation are distinct decisions.

The additional operating provisions on page 15 and Schedule D on page 16 are incorporated. Page 17 is a management review aid, not an additional employee covenant.

MANAGEMENT COMPLETES / SCHEDULE A

Select the compensation method.

Employee

Plan effective date

SELECT ONE METHOD - NO AUTOMATIC STACKING

Fee amount ($)

☐ Fixed fee per eligible funded transaction

Rate (basis points)

☐ Fixed basis points on eligible funded principal

Uniform minimum per transaction, or None

Uniform maximum per transaction, or None

Attribution share % (default 100%)

Workweek start day / time

Payroll frequency / payday / cutoff

Eligible loan scope / states / attribution exceptions (attach if needed)

☐ Nonexempt - default; record all compensable IIMBC work

☐ Exempt only with attached duty-specific legal analysis

Payroll administrator / wage-floor and overtime procedure reference

The selected fee or bps plan is conditional. No draw or discretionary spending is offered by this form. Commission-based payroll remains subject to all mandatory wage payments; a zero-closing week does not authorize unpaid work.

MANAGEMENT COMPLETES / SCHEDULE A

Performance progression.

☐ No performance tiers - the base fee or bps remains in effect

☐ Use the prospective quarterly progression below

Select one measure for all tiers. Thresholds are based on eligible funded transactions in the prior calendar quarter; approved rates apply to newly eligible introductions first received in the next calendar quarter. Existing introductions retain their locked rate.

☐ Number of eligible funded transactions ☐ Total eligible funded principal ($)

TIER	PRIOR-QUARTER THRESHOLD	FEE $ OR BPS
Base	Minimum count or volume	Use elected method only
Level 2	Minimum count or volume	Use elected method only
Level 3	Minimum count or volume	Use elected method only

First measurement quarter / first effective quarter

☐ Requalify each quarter; next-quarter tier follows the prior-quarter result

☐ Retain the highest achieved tier prospectively unless mutually amended

Base threshold must be zero and its rate must match the main election. Higher thresholds and rates must ascend. A blank retention election means quarterly requalification. Legal approval must cover all tiers. Rates cannot depend on pricing, product terms, lender choice, Company margin or their proxies.

What is earned, and when.

Calculation and locked rate

For the fee method: approved fixed fee x written attribution share. For bps: eligible funded principal x locked bps / 10,000 x attribution share. Apply any approved uniform minimum or maximum to the gross transaction amount before the share. Methods do not stack. The rate locks when the eligible introduction is first received while the plan is active. Later tier changes apply only prospectively.

Eligible introduction and transaction

The introduction must fall within the approved role and pay scope, include required permissions/disclosures, identify Employee contemporaneously and be accepted within the plan scope. A duplicate or pre-existing active Company matter earns no new attribution unless approved in writing. Each separately funded transaction must independently qualify; there is no perpetual right to compensation from an entire client relationship. No incentive accrues for unauthorized regulated conduct; mandatory wages for time worked remain payable.

Earning event and payroll

The incentive is earned when the eligible loan funds, Company receives its compensation and Employee has completed the assigned lawful work. Pay on the next regular payroll after the stated cutoff; payroll delay or missing internal paperwork does not forfeit earned wages. Company provides an itemized calculation and pays undisputed amounts on time. Mandatory wage and overtime payments are separate obligations and are not clawed back. Company must not manipulate assignment, receipt or termination to evade earned pay.

Corrections and separation

An identified pre-separation active matter for which assigned lawful work was completed remains eligible if it funds and Company is paid within 90 days after separation, subject to any longer right required by law. Earned amounts remain payable. No automatic chargeback for default or early payoff, no retroactive rate cuts and no deduction of swag, events or ordinary business costs. Correct proven errors only after itemized notice and any legally required authorization.

Questions and changes

Employee may request a calculation review within 30 days of a statement; this administrative target does not waive wage claims. Management reviews receipt evidence, permissions, assignment and locked rate and gives a written response. Changes require a prospective signed amendment. Suspected unlawful conduct triggers review and suspension of future activity, not automatic forfeiture of earned lawful wages.

Illustration only: a $750 fixed fee pays $750 at 100% attribution; 20 bps on $400,000 pays $800. Actual terms come only from the signed, activated schedule.

SCHEDULE A / TRANSACTION-INCENTIVE RELEASE

Approve the specific pay arrangement.

Default incentive status: HOLD. The genuine own-employee exception is recognized. Florida counsel must confirm the role and fee/bps plan. Incomplete or conflicting elections do not activate pay; select one status below. Management activates only the documented scope. Schedule D separately authorizes work.

- [ ] Actual duties, scripts and Schedule D match the approved scope
- [ ] Required license / registration is active, or specific exemption is documented
- [ ] Florida 494.001, 494.00115 and 494.0025(7) are addressed
- [ ] RESPA 1024.14(g)(1)(vii) own-employee basis and actual employment are documented
- [ ] Regulation Z status, fee/bps formula and all performance tiers are reviewed
- [ ] Outside-firm / professional permissions and disclosures are complete
- [ ] Work records, payroll, minimum wage and overtime process are established

Counsel / written approval reference / date

Approved conduct / loan categories / states / conditions (or named attachment)

- [ ] HOLD - transaction incentive remains inactive
- [ ] ACTIVATE - only the attached approved scope, effective below

Activation date

Authorized Company signer / signature

SCHEDULE B / PRACTICE & RESOURCES

Keep the relationship well defined.

Existing profession / business / firm

Approvals, conflicts, required disclosures and permitted outside work

Pre-existing relationship exclusions / exact reserved scope, or None (no privileged data)

No discretionary budget. IIMBC approves and arranges each request.

ACCESS & SUPPORT - CHECK WHAT IS APPROVED

- [ ] Partner dashboard as AE workspace
- [ ] Approved marketing / program information
- [ ] Short role orientation / scripts
- [ ] Personal-use branded items by request
- [ ] Client items under approved policy
- [ ] Optional luncheon / group-event requests

IIMBC program contact / licensed handoff contact

Enabled dashboard modules / activation dates / interim request channel

Employee and Company initials / date

Acceptance and execution

Both parties acknowledge the opportunity to review these terms and obtain independent advice. Schedules A, B and D and their referenced attachments must be completed; Schedule C is completed on departure. Sections 1-34 and Schedules A-D form the agreement. Page 17 is a management review aid. Employment execution does not activate an unapproved incentive plan.

EMPLOYEE

Printed name

Date

Employee signature - PDF signing tool or ink

IIMBC AUTHORIZED REPRESENTATIVE

Printed name / title

Date

Company signature - PDF signing tool or ink

List attachments: duty scope / compensation approval / permissions / exclusions

Typed-name fields are not digital-signature certificates. Use an appropriate electronic-signature process or sign in ink. Keep the completed agreement and every incorporated attachment together.

SCHEDULE C / COMPLETE AT SEPARATION

An orderly handoff.

Employee

Last work date

- [ ] Active matters and pending communications handed off
- [ ] Company records preserved and delivered
- [ ] Returnable devices / property returned; personal gifts identified separately
- [ ] Portal access and shared permissions disabled or reassigned
- [ ] Residual copies identified; deletion follows legal-hold clearance
- [ ] Final payroll and pending lawful incentives reconciled

Active file IDs / receiving employee / pending compensation

Data locations / returnable items / unresolved matters

Employee certifies this record is accurate to the best of their knowledge and no Company data is retained for competitive use. Identify any lawful retained records. This acknowledgment does not release wage claims or condition final pay.

Employee signature / date

Receiving manager signature / date

Represent the brand responsibly.

30. Approved communications and fair treatment

Use only current approved Company materials, channels and identifiers. Do not imply government endorsement, guaranteed credit, guaranteed approval or authority you do not possess. Send loan-specific questions to licensed staff. Marketing and event invitations must follow Company fair-lending and nondiscrimination policies. Do not discourage, exclude or steer people on a legally prohibited basis or use misleading testimonials.

31. Permission, outreach and records

Before outreach, follow the approved consent, do-not-call, suppression, identification and opt-out process for that channel. Forward revocations and stop requests immediately; do not continue prohibited contact. No purchased or scraped list, bulk campaign, autodialing, prerecorded/AI voice, ringless voicemail or call recording is authorized without written compliance approval and required legal consent. Permission for an introduction is not blanket permission for future marketing. Preserve the approved content, audience/source, permission and delivery records under Company retention and legal-hold instructions.

32. Accounts, brand and personal devices

Company-created or Company-funded business accounts, campaign assets, landing pages and allocated business numbers are controlled by Company. Keep administrators and recovery access in approved Company custody. Do not register a Company name, mark or confusingly similar domain for personal use. Personal professional accounts remain Employee's; identify any authorized Company use in Schedule D. On exit remove Company representation and transfer Company assets while preserving required records. Any approved personal device must segregate Company data; Company-data access or removal must be lawful and limited, without unrestricted access to unrelated personal content.

33. Supervision, complaints and truthful records

Complete role training and report all IIMBC work time. Cooperate truthfully with lawful audits of Company business records and relevant permission evidence; do not falsify records or hide side arrangements. Send consumer complaints and suspected misconduct to the designated contact promptly, and in all events by the next business day; privacy incidents follow section 13. Do not make unauthorized settlements, admissions or promises on Company's behalf. These duties never restrict protected reports, legal advice, wage discussions or other rights preserved in section 15.

34. Company response and post-exit assistance

Company may withdraw a marketing approval, suspend a channel, limit access, reassign a matter or end employment when appropriate. Employee must stop the affected conduct and preserve evidence. Liability for an alleged breach requires the applicable legal basis and proof; ordinary business losses are not automatically shifted to Employee. Company pays legally required compensation and reasonable approved expenses for requested assistance after separation. No provision waives a nonwaivable right or authorizes retaliation.

SCHEDULE D / MANAGEMENT COMPLETES

Authorize the work, precisely.

Check only reviewed duties. Unchecked duties are not authorized. This schedule cannot permit regulated activity without the required license, registration or documented exemption. Transaction incentives also require Schedule A activation.

- [ ] Approved institutional advertising and brand communications
- [ ] Group education / luncheon logistics; licensed staff present financing content
- [ ] Requested scheduling, contact permission and approved administrative handoff
- [ ] Specific introductions / outreach only under the attached legal duty analysis

Exact duties / audience / states / restrictions / analysis reference

Approved script / materials / disclosure version and storage reference

Approved channels / accounts / permission and opt-out process

Supervisor / licensed handoff / incident contact

Training completed / date / reviewer

Work authorization effective date

Employee acknowledgment / date

Company authorization / date

Complete the legal review.

Prepared 23 October 2026. This draft strengthens the employment framework and operating controls. It is not a legal opinion or confirmation that every proposed activity or payment is permitted. Obtain individualized Florida mortgage-regulatory and employment review before execution and activation.

Employment and mortgage activity

Confirm the actual employing entity, supervision and duties; document the federal own-employee exception separately from Florida licensing, transaction-payment rules and Regulation Z. Identify each applicable exemption and its conditions.

Compensation and professional roles

Complete the fee/bps election, principal definition for unusual products, attribution, tiers, payroll timing and wage procedure. Review attorney, CPA, Realtor, insurance, adviser and employer conflicts individually; do not treat another professional license as a universal mortgage exemption.

Restricted relationships and implementation

Document the business interests supporting the 12-month, activity-limited restriction. Its duration is a drafting choice, not a statutory presumption of validity. Verify Schedule B exclusions, work location, notice details, signed authority and the consent / retention process.

PRIMARY AUTHORITIES

RESPA employee exception - 12 CFR 1024.14(g)(1)(vii)

Loan-originator definition and compensation - 12 CFR 1026.36

Florida licensing / fees - sections 494.001, 494.00115 and 494.0025

Florida restrictive covenants - section 542.335

Florida outreach / privacy - sections 501.059 and 501.171

Trade-secret immunity notice - 18 USC 1833(b)

Wage and overtime framework - U.S. Department of Labor