

Ann Knuckles Mahoney

Session: 3 – 3B

Topic: Is Your Internship Program A Crime Scene In the Making? How to Create a Lawful Internship Program

Topic Summary:

This session will analyze how FLSA rules apply to both paid and unpaid internships. Participants will learn about the US DOL's "primary beneficiary test" for determining whether an employee is legally considered an unpaid intern and the risks of misclassifying an employee as an unpaid intern. This session will also provide best practices for administering an internship program including practical considerations for before, during, and after the internship.