



August 10, 2016

The Honorable Kurt Schrader  
U.S. House of Representatives  
2431 Rayburn House Office Building  
Washington, D.C. 20515

Dear Congressman Schrader:

On behalf of the 20,000 Designated members, Candidates and Affiliates of the Appraisal Institute, we are writing to express our support for the Overtime Reform and Enhancement Act, which initiates a reasonable three-year phase-in of the Department of Labor's ("DOL") new overtime rule. The new rule raises the threshold for employees who are exempt from overtime pay from \$23,660 to \$47,476, and goes into effect immediately on December 1, 2016.

We believe that your legislation is both important and timely, as such a significant increase in the salary threshold in the first year will prove challenging for both employers and employees. We have learned that the determination on who is exempt from the new rule is to be made by each employer and is always case-specific. Further, we also learned that there will be no process in place by the DOL to help clarify the exemptions in professions, such as real estate appraisal. This will have a negative effect on many Appraisal Institute members, most of whom operate small businesses. Therefore, an incremental phase-in of the new threshold level, which your legislation proposes, would be most helpful.

For these reasons, the Appraisal Institute supports a swift passage of the Overtime Reform and Enhancement Act that benefits both employers and employees.

The Appraisal Institute is pleased to work with you to ensure passage of this important legislation. Should you have any questions, please contact Bill Garber, Director of Government and External Relations, at 202-298-5586, [bgarber@appraisalinstitute.org](mailto:bgarber@appraisalinstitute.org), or Brian Rodgers, Manager of Federal Affairs, 202-298-5597, [brodgers@appraisalinstitute.org](mailto:brodgers@appraisalinstitute.org), if you have any questions or require additional information.

Sincerely,

Appraisal Institute