

# Card game: Team is already working on expansion deck

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said Rosendahl then had to research trademarks and patents, ensuring KnukNFutz wouldn't lead to a lawsuit by another game maker. The closest to the name is used by a hot wing restaurant called Knuk-N-Futz.

The friends also had to ensure their game was different enough from any others. Bruney estimates at least an 80 percent difference between KnukNFutz and any other games the group has played.

The friends contacted a playing card company in New Jersey, which helped them transfer their concept onto a deck of cards. Then they ordered 5,000 decks of

KnukNFutz, which arrived a week ago.

"The amount of work we got done in five months, I don't see how we got it done," Bruney said.

The game is now for sale on Amazon.com and KnukNFutzgames.com. The friends are also traveling to various resorts and businesses such as Made in Oregon to promote the game. Bruney said Rosendahl has already sold at least 200 to her employers as Christmas gifts.

The team is already working on an expansion deck, and a simpler version for children younger than 9 years old. The friends plan to meet early next month at a resort in Hawaii to teach more people how to play.



Danny Miller/The Daily Astorian

Shelley Bruney demonstrates the card game she and three friends created, KnukNFutz.

# Looming deadline: Small businesses prepare for new overtime regulations

By JOYCE M. ROSENBERG  
AP Business Writer

NEW YORK — Small business owners are rushing to get their companies — in particular their employees — ready for an upcoming change in overtime rules.

With federal regulations that are expected to affect the paychecks of 4.2 million workers going into effect Dec. 1, human resources consultants say they're seeing a surge in calls from owners seeking help in complying. Many business owners have procrastinated, hoping Congress might put the regulations on hold or a federal court would take a similar step in response to a lawsuit filed by a coalition of 21 states. But with five weeks to go, there's no indication owners will get a reprieve.

"We're telling clients, 'You need to get your act together. This is happening,'" says Rob Wilson, president of Employco, an HR provider based in Westmont, Illinois.

Chris Williams, a Travelers executive whose job includes educating business owners about labor law compliance, recently encountered proprietors at a human resources

meeting who didn't know the law was changing.

"The question was raised of the audience, 'How many of you are ready for this rule?' Only about 50 percent raised their hands," Williams says.

The regulations about double to \$913 a week from \$455 the threshold under which salaried workers must be paid overtime. The higher level is intended to offset inflation, which has eroded the old limits. In annual pay terms, it rises to \$47,476 from \$23,660. But there won't be a blanket increase for all workers whose pay falls below the new threshold — federal regulations specifically exempt some employees like computer programmers and office workers from having to be paid overtime. Many employees who will become eligible for overtime work in restaurants or retail as managers or supervisors.

Owners are looking for ways to comply with the law without seeing their labor costs soar. Some with employees whose salaries are close to the \$47,476 threshold may give them small raises to keep them exempt. Others may switch salaried staffers to hourly pay and keep a close eye on their schedules to avoid running up big

overtime bills. In many workplaces, owners may redistribute some tasks so no one has to stay past the end of a shift.

The regulations will affect the pay of 17 employees at Wilkinson Supply, a Raleigh, North Carolina-based company that sells plumbing, kitchen and bathroom fixtures and decorative items. Five employees whose salaries are close to the new threshold have gotten raises, president Ken Wertz says. Twelve are being switched to hourly pay, with their schedules staggered so the company showroom will be staffed throughout the day.

Wertz realizes there will be times when he won't be able to avoid paying overtime.

"If you're working with a customer and you go over (the end of your shift), obviously you can't stop working with a customer," he says.

But because Wilkinson has competition, the company can't pass those overtime costs on to customers.

The regulations are creating a juggling act for some owners who need to contain costs and also maintain morale. Some employees, particularly those on a management track, may feel like they're getting a demotion if they are paid by the hour.

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# TV LISTINGS

Evening listings  
WEDNESDAY

WEDNESDAY EVENING												OCTOBER 26	
A	L	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30
2	KATU	(2) KATU News at 6		Jeopardy!	Wheel of Fortune	The Goldbergs (N)	Speechless (N)	Modern Family (N)	Black-ish (N)	Designated Survivor "The Mission" (N)	KATU News at 11	(35) Jimmy Kimmel	
3	KOMO	(4) KOMO 4 News		Jeopardy!	Wheel of Fortune	The Goldbergs (N)	Speechless (N)	Modern Family (N)	Black-ish (N)	Designated Survivor "The Mission" (N)	KOMO 4 News	(35) Jimmy Kimmel	
4	KING	(5) NBC Nightly News	KING 5 News	KING 5 News	Evening	Blindspot		Law&Order: SVU "Rape Interrupted" (N)	Chicago P.D. "A War Zone" (N)	Chicago P.D. "A War Zone" (N)	KING 5 News	(35) Tonight Show	
6	KOIN	(6) KOIN Local 6 at 6	CBS Evening News	Extra	Ent. Tonight	Survivor: Millennials vs. Gen X (N)		Criminal Minds "Keeper" (N)	Code Black "Demons and Angels" (N)	Code Black "Demons and Angels" (N)	KOIN 6 News @ 11	(35) S. Colbert	
7	KIRO	(7) KIRO 7 News	CBS Evening News	The Insider	Ent. Tonight	Survivor: Millennials vs. Gen X (N)		Criminal Minds "Keeper" (N)	Code Black "Demons and Angels" (N)	Code Black "Demons and Angels" (N)	KIRO News	(35) S. Colbert	
8	KGW	(8) KGW News at 6:00 p.m.		Live at 7		Blindspot		Law&Order: SVU "Rape Interrupted" (N)	Chicago P.D. "A War Zone" (N)	Chicago P.D. "A War Zone" (N)	KGW News at 11	(35) Tonight Show	
9	KRCW	(9) Last Man Standing	Last Man Standing	Modern Family	Modern Family	Arrow "Penance" (N)		Frequency "Bleed Over" (N)	KGW News at 11	Two and a Half	Two and a Half	Met Your Mother	
10	KOPB	(10) Journeys in Japan	Nightly Business	PBS NewsHour		Nature		Nova "Sinkholes: Buried Alive"	Secrets of Dead "After Stonehenge" (N)	Secrets of Dead "After Stonehenge" (N)	Dream On		
12	KPTV	(12) (5:00) MLB Baseball World Series (L)				FOX 12's 8 O'Clock News on PDX-TV		Family Feud	Family Feud	10 O'Clock News	11 O'Clock News	2 Broke Girls	
13	KPDZ	(13) Mike & Molly	Mike & Molly	Big Bang Theory	Big Bang Theory	FOX 12's 8 O'Clock News on PDX-TV		FOX 12's 9 O'Clock News on PDX-TV	FOX 12's 9 O'Clock News on PDX-TV	The Simpsons	American Dad	Cleveland Show	
14	KCPQ	(14) (5:00) MLB Baseball World Series (L)				Q13 News		Big Bang Theory	Big Bang Theory	Q13 News at 10	Q13 News	The Simpsons	
20	TBS	(20) Seinfeld	Seinfeld	Seinfeld	Seinfeld	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Conan (N)	
22	KZJN	(22) Two and a Half	Two and a Half	Last Man Standing	Last Man Standing	Modern Family	Modern Family	Q13 News at 9	Q13 News at 9	Big Bang Theory	Big Bang Theory	Friends	Friends
29	ESPN	(29) NBA Basketball Oklahoma vs Philadelphia		NBA Basketball	Houston Rockets at Los Angeles Lakers Site	Staples Center -- Los Angeles, Calif. (L)		SportsCenter	SportsCenter	SportsCenter	SportsCenter	SportsCenter	
30	ESPN2	(30) (5:00) MLS Soccer Playoffs (L)		SportsCenter		SportsCenter		SportsCenter	SportsCenter	Baseball Tonight	NFL Live	Jalen & Jacoby (N)	
31	NICK	(31) Henry Danger	Henry Danger	Rank the Prank (N)	The Thundermans	The Thundermans	All In/ Cam (N)	Full House	Full House	Full House	Full House	Friends	Friends
32	DISN	(32) (5:30) HalloweenTown 2: Kalabar's R...	★★ HalloweenTown High '04	Emily Roeske.	(35) Milo Murphy			Bizaardvark	Walk the Prank	Babysit/ Vampire	The Lodge	Austin & Ally	Bizaardvark
34	FAM	(34) (5:40) ★★ Dark Shadows (2012, Fantasy)	Michelle Pfeiffer, Eve Green, Johnny Depp.	(20) ★★ Sleepy Hollow (1999, Horror)	Christina Ricci, Miranda Richardson, Johnny Depp.			Christina Ricci, Miranda Richardson, Johnny Depp.				The 700 Club	
35	FMC	(35) (5:00) Prometheus (12) Noomi Rapace.	(20) ★★ Prometheus (2012, Adventure)	Logan Marshall-Green, Michael Fassbender, Noomi Rapace.	(40) FXM Presents			★★ Predators (2010, Sci-Fi) Topher Grace, Adrien Brody.	(55) FXM Presents				
36	LIFE	(36) Little Women "Terra's Growing Family"	Little Women: LA "Name Game"		Lit. Women "High Stakes Friendship" (N)	Little Women: LA (N)		Little Women: LA (N)		LW Atlanta "Reunion, Part 2" 2/2 (N)	Little Women: LA		
38	ROOT	(38) Ship Shape TV	Sounders (N)	In Depth (N)	Halls of Fame	NPGL Fitness Phoenix Rise vs. Miami Surge		Fox Sports Live	Skip and Shannon: Undisputed Opinions on the biggest sports topics of the day.	Poker Heartland Tour	The Game 365	H.S. Football	
39	F51	(39) Ultimate Fighter 24 "Let it Loose"	Ultimate Fighter 24 "Animal Instincts"			MLB Post-game	Garbage Time (N)	Fox Sports Live	Skip and Shannon: Undisputed Opinions on the biggest sports topics of the day.	Garbage Time			
43	SPIKE	(43) Cops	Cops	Cops	Cops	Lip Sync Battle 1/2	Lip Sync Battle 2/2	Lip Sync Battle (N)	Lip Sync Battle	That Awkward "Pimpin' Ain't Easy" (N)	That Awkward "She Likes Chubby Guys"		
44	COM	(44) (25) SouthPk "PC Principal Final Justice"	(55) South Park	South Park	South Park	South Park	South Park	South Park	South Park	South Park (N)	L.C. Heights (N)	The Daily Show (N) @midnight (N)	
45	HIST	(45) American Pickers "Hometown Pickin'"	American Pickers	The Numbers Game	Amer. Pickers "Backroad Barnstorming"			Pickers "Tough Nut to Crack" (N)	American Pickers "Can't Catch a Break"	(05) Amer. Pickers "When Horses Fly"			
46	A&E	(46) The First 48 "Deal Breaker/ Gun Play"	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	Duck Dynasty	(05) Duck Dynasty	(35) Duck Dynasty
47	TLC	(47) Toddlers & Tiaras "Just Hit Somebody!"	Toddlers & Tiaras "The Georgia Jinx"	Toddlers & Tiaras: Game On (N)	Toddlers & Tiaras: Game On (N)	Tots/Tiara "The Goat Poop Incident" (N)	Little Miss Atlanta (N)	Tots/Tiara "The Goat Poop Incident" (N)	Little Miss Atlanta (N)	Little Miss Atlanta (N)	Tots/Tiara "The Goat Poop Incident"		
48	NBC	(48) Naked and Afraid "Melt Down Under"	Naked and Afraid "Rise Above"		Naked and Afraid "Strength in Pain"			Naked and Afraid "Double Jeopardy"		Human Inferno (N)	Naked and Afraid "Terror in Tanzania"		
49	DISC	(49) Alaska Troopers "High-Speed Chase"	Nike "Lockup Down Under"		Alcatraz "No Way Out"			Border Wars "Caribbean Corridor" (N)	Human Inferno (N)	Border Wars "Caribbean Corridor"	Border Wars "Terror in Tanzania"		
50	TNT	(50) Bones "The Murder of the Meninist"	Bones "The Monster in the Closet"		Bones			Bones "The Fight in the Fixer"	Bones "The Secret in the Service"	Bones "The Movie in the Making"	Bones "The Movie in the Making"		
51	AMC	(51) ★★ Child's Play 2 (1990, Horror) Jenny Agutter, Gerrit Graham, Alex Vincent.	★★ Child's Play 3: Look Who's Stalking	(91) Justin Whalin, Brad Dourif.				★★ Bride of Chucky (1998, Horror) Brad Dourif, John Ritter, Jennifer Tilly.	NCIS "React"	NCIS "Loose Cannons"	Modern Family	Modern Family	
52	USA	(52) NCIS "Alleged"	NCIS "Shooter"		NCIS "D'jà Vu"			NCIS "React"	NCIS "Loose Cannons"	Modern Family	Modern Family		
53	FOOD	(53) Chopped "A Chopped Halloween"	Chopped "A Very Piggy Halloween"		Worst Cooks in America			Worst Cooks in America (N)	Halloween Wars "Mausoleum Mayhem"	Halloween Wars "Hybrid Horror"	Halloween Wars "Hybrid Horror"		
54	HGTV	(54) Buying & Selling "Don't Do It Yourself"	Buying and Selling		Property Brothers			Property Brothers (N)	House Hunters (N)	House Hunters (N)	Property Brothers		
56	FX	(56) ★★ The Purge (2013, Horror) Lena Headey, Max Burkholder, Ethan Hawke.	★★ The Purge: Anarchy (2014, Horror)	Kiele Sanchez, Zach Gilford, Frank Grillo.				Anderson Cooper 360	Anderson Cooper 360	AHS: Roanoke "Chapter 7" (N)	AHS: Roanoke "Chapter 7"		
57	CNN	(57) Anderson Cooper 360	CNN Tonight With Don Lemon		CNN Tonight With Don Lemon			Anderson Cooper 360	Anderson Cooper 360	CNN Tonight With Don Lemon	CNN Tonight With Don Lemon		
58	FNC	(58) Presidential Debate			The O'Reilly Factor			The Kelly File With Megyn Kelly	Hannity	On the Record			
61	CNBC	(61) Leno Garage "The Cars of Tomorrow"	Jay Leno's Garage "Supercars"		Jay Leno's Garage "Crime Fighters"			Jay Leno's Garage "Anarchy on Wheels"	Jay Leno's Garage "California Cruisin'"	Paid Program	Paid Program		
63	BRAV	(63) (5:30) Housewives   The Real Housewives	Don't Be Tardy...	Don't Be Tardy...	Don't Be Tardy...	Don't Be Tardy...	Don't Be Tardy...	Don't Be Tardy 1/2	Don't Be Tardy 2/2	Don't Be Tardy (N)	Don't Be Tardy...	WatchWhat (N)	Housewives NJ
64	TCM	(64) (5:00) The Last Hurrah Spencer Tracy.	(15) ★★ All the President's Men '76	Docu-Drama) Dustin Hoffman, Jack Warden.	Don't Tardy 1/2	Don't Tardy 2/2	(45) ★★ The Best Man (1964, Drama) Cliff Robertson, Lee Tracy, Henry Fonda.	Movie					
65	SYFY	(65) Ghost Hunters "Stone Cold Colonists"	Ghost Hunters "Haunting of the Garde"	Ghost Hunters "Dudley Dead Wright"	Ghost Hunters "Manor of Mystery" (N)	Para. Witness "The Night Ward" (N)	Ghost Hunters "Manor of Mystery" (N)	Para. Witness "The Night Ward" (N)	Ghost Hunters "Manor of Mystery" (N)	Product Showcase			
69	RFD	(69) Cowboy TV	Noble Outfitters	HS Rodeo Tour	Equestrian Nation	RW Horsemanship	Rural Eve. News	Racer's Edge	WesternSport	Cowboy TV	Noble Outfitters	Product Showcase	

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