

**U.S. Department of Labor**

Office of Administrative Law Judges  
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**Issue Date: 22 February 2012**

CASE NO.: 2011-LCA-66

In the Matter of:

ADMINISTRATOR, WAGE AND HOUR DIVISION, U.S. DEPARTMENT OF LABOR,  
Prosecuting Party,

v.

3CORE SYSTEMS, INC.,  
Respondent.

**DECISION AND ORDER APPROVING CONSENT FINDINGS**

This proceeding arises under the H-1B provisions of the Immigration and Nationality Act, (“INA”), 8 U.S.C. § 1101(a)(15)(H)(i)(b) and the applicable regulations issued thereunder at 20 C.F.R. Part 655. I was assigned the case on September 15, 2011. A hearing was scheduled for January 24, 2012, in Wheaton, Illinois. On January 12, 2012, the parties informed the court that a settlement had been reached between the Wage and Hour Division and the respondent. Accordingly, the hearing scheduled for January 24, 2012 was cancelled, and the parties were given until February 13, 2012 to submit a signed settlement agreement.

Pursuant to 29 C.F.R. § 18.9(a), an administrative law judge must review factors including, “the nature of the proceeding, the requirements of the public interest, the representations of the parties, and the probability of reaching an agreement will result in a just disposition of the issues involved” in order to determine whether a settlement is in the best interest of the parties.

The undersigned, having reviewed the Consent Findings and all of the above-mentioned factors, concludes that this settlement is in the best interests of all the parties. Accordingly;

## ORDER

It is hereby ORDERED that:

- (1) The terms and conditions contained in the above-mentioned Consent Findings are hereby APPROVED. Such terms and conditions are hereby incorporated by reference into this order;
- (2) The Consent Findings and Order shall have the same force and effect as an order made at a full hearing;
- (3) The entire record on which any Order may be based shall consist solely of the Determination issued by the Administrator and the parties' Agreement;
- (4) Any further procedural steps before this office and any right to contest the validity of the Consent Findings and this Order of Approval shall be waived by the parties;
- (5) The Consent Findings and this Order of Approval, shall become effective immediately upon the issuance of this order;
- (6) The fees, costs, and expenses incurred in connection with all stages of this proceeding (including but not limited to attorney's fees which may be available under the Equal Access to Justice Act, as amended) shall be borne by each party, and;
- (7) 3Core Systems, Inc. shall pay the U.S. Department of Labor, Wage and Hour Division by certified check back wages in the total amount of \$28,600 - \$15,000 is due with the execution of this Settlement Agreement, \$6,800 is due on or before March 2, 2012, and \$6,800 is due on or before April 2, 2012. This shall be deemed to be full satisfaction of the remaining back wage claim against by 3Core Systems, Inc. arising out of its employment of Mr. Karteek Kumar Bollepogu Raja.

**A**

RICHARD A. MORGAN  
Administrative Law Judge