



Issue Date: 25 June 2014

Case No.: **2013-LCA-38**

In the Matter of:

ADMINISTRATOR, WAGE AND HOUR DIVISION,
Prosecuting Party,

v.

Dayland, Inc., doing business as Snelling Search
Respondent.

**DECISION AND ORDER APPROVING SETTLEMENT
AGREEMENT AND CONSENT FINDINGS**

This matter arises under the Immigration and Nationality Act, as amended, 8 U.S.C. §§ 1101 and 1182 (the Act), and the implementing regulations at 20 C.F.R. Part 655, Subparts H and I. The Wage and Hour Division of the Department of Labor investigated Dayland, Inc., doing business as Snelling Search, and concluded in a Determination Letter issued on August 30, 2013, that Dayland violated the Act by failing to pay wages to an H-1B nonimmigrant worker as required by the Act under 8 U.S.C. § 1101(a)(15)(H)(i)(b). The Respondent requested a hearing on September 6, 2013. The case was set for hearing on May 21, 2014, but the hearing was cancelled when the parties notified me they had reached a settlement. The parties have now filed an executed Settlement Agreement and Consent Findings seeking approval of a settlement. The Settlement Agreement and Consent Findings appear fair, adequate and reasonable.

IT IS THEREFORE ORDERED that the Settlement Agreement and Consent Findings are **APPROVED**.

IT IS FURTHER ORDERED that:

1. This Decision and Order shall have the same force and effect as a Decision and Order made after a full hearing.
2. The entire record shall consist solely of the Determination Letter issued by the Administrator and the Settlement Agreement and Consent Findings.
3. Any further procedural steps before the Administrative Law Judge and the Administrative Review Board, and any right to challenge or contest the validity of the Settlement Agreement and Consent Findings, and this Decision and Order, with respect to the Respondent's liability arising out of these proceedings, are waived.

4. The alleged violations in the Determination Letter shall be deemed fully resolved by the Settlement Agreement and Consent Findings.

5. The Settlement Agreement becomes final and effective immediately upon the date of issuance of this Decision and Order.

6. This Decision and Order is in accordance with the agreed findings, terms and conditions specified by the parties in the Settlement Agreement and Consent Findings.

7. The parties shall carry out and comply with the provisions of the Settlement Agreement and Consent Findings in all respects.

Alice M. Craft
Administrative Law Judge