

**U.S. Department of Labor**

Office of Administrative Law Judges  
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**Issue Date: 25 September 2013**

Case No.: 2013-LCA-11

In the Matter of:  
ADMINISTRATOR, WAGE AND HOUR DIVISION,  
Prosecuting Party,

v.

FOUR TIGERS, LLC.,  
Respondent.

**DECISION AND ORDER ON FINAL JUDGMENT**

This proceeding arises under the Immigration and Nationality Act (INA) H-1B visa program, 8 U.S.C. § 1182(n), and its implementing regulations at 20 C.F.R. Part 655. Four Tigers, LLC, challenges the Determination Letter issued by the Administrator, Wage and Hour Division (Administrator) on February 19, 2013. The Administrator found that Four Tigers, LLC owed \$41,848.77 in backwages to one H-1B nonimmigrant worker.

On September 16, 2013, I received notice that Four Tigers, LLC and the Administrator settled the case, and would be submitting a proposed Final Judgment. This Final Judgment is incorporated into this decision by reference and its terms and conditions shall control the resolution of this matter.

I find that Four Tigers, LLC violated 20 C.F.R. § 655.731 by failing to pay wages as required and shall pay backwages in a total amount of \$38,848.77 due to former H-1B employee Jin Dai. These wages will be paid in 15 equal installments of \$2,589.92 each. The payments will occur in accordance with the terms of the Final Judgment.

The parties shall bear their own costs (including, but not limited to, attorney's fees) incurred in connection with the investigation, prosecution and defense of this action.

This Final Judgment shall have the same force and effect as an Order made after a full hearing. The parties waive any further procedural steps before the Administrative Law Judge, and waive the right to challenge or contest the validity of this Final Judgment. It appearing to the undersigned that all parties have reached agreement on the terms set forth above, the undersigned hereby **ORDERS** that the Final Judgment will be entered and this claim will be **DISMISSED**.

**SO ORDERED.**

PETER B. SILVAIN, JR.  
Administrative Law Judge