



**Issue Date: 21 March 2018**

**CASE NO.: 2017-LCA-00014**

**IN THE MATTER OF**

**ADMINISTRATOR,  
WAGE AND HOUR DIVISION,  
Prosecuting Party**

**v.**

**ENKAY INDUSTRIES, INC. d/b/a  
AVSCO HOUSTON,  
Respondent**

**DECISION AND ORDER APPROVING CONSENT FINDINGS**

Pursuant to 29 C.F.R. § 18,71, the parties to this action, Prosecuting Party, Administrator of the Wage and Hour Division, United States Department of Labor and Respondent, Enkay Industries, Inc. d/b/a AVSCO Houston, have negotiated and executed these Consent Findings (a copy of which is appended hereto and the recitations of which are deemed to constitute any findings and conclusions). These Consent Findings constitute a full and final resolution of this action and of all issues raised by the Administrator's Determination Letter issued to Respondent on May 15, 2017, with respect to the employment of one of its H-LB employees, Mr. Victor Rodrigues, and the H-1B provisions of the Immigration and Nationality Act, as amended, under 8 U.S.C. § 1182(n) as well as its corresponding regulation requirements at 20 C.F.R. §§ 655.700 et seq.

Accordingly, it is

**ORDERED:**

- (1) That the Consent Findings are hereby **APPROVED**;
- (2) That the parties be bound by the terms of said instrument and shall comply therewith;  
and
- (3) That \$160,806.07 be paid by Respondent to Mr. Victor Rodrigues per the terms set forth in the Consent Findings and that this amount shall be deemed to be full and final satisfaction of all contested issues arising out of Respondent's employment of Mr.

Rodrigues that began in 1999 and ended on March 15, 2011.

Finally, it is ORDERED that the Consent Findings be made part of the record.

So **ORDRED** this 21<sup>st</sup> day of March, 2018, in Covington, LA.

**TRACY A. DALY**  
**ADMINISTRATIVE LAW JUDGE**