

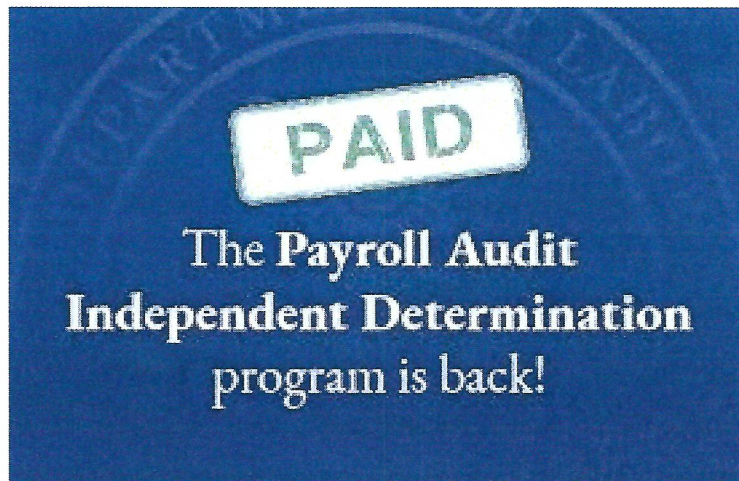


Chambers of Commerce and Employer Associations:

Please promote the **Payroll Audit Independent Determination (PAID)** program to your members

(e.g., mailings, e-mail, e-blasts, newsletter, web site).

<https://www.dol.gov/agencies/whd/paid>



How to Get More Information:

If you have questions or need additional information, call 1-866-4-US-WAGE (1-866-487-9243) between 8:00 a.m. and 5:00 p.m. in your time zone or contact us online at <https://www.dol.gov/agencies/whd/contact>.



Running a business is tough. Balancing payroll, scheduling, and labor law compliance can be overwhelming. If past mistakes led to violations, our voluntary program lets you correct them efficiently and without penalties.

The **Payroll Audit Independent Determination** (PAID) program quickly resolves overtime and minimum wage violations under the Fair Labor Standards Act (FLSA) and violations of the Family and Medical Leave Act (FMLA), providing a framework for employers to address those violations without litigation.

Employers that self-report are working in good faith with the Wage and Hour Division to correct mistakes and provide due compensation and appropriate FMLA remedies to their employees. Therefore, these employers will not be subject to civil money penalties. The division will oversee resolution of any potential violations by reviewing the amount of wages found due and supervising these payments to employees.

The program requires employers to review the division's compliance assistance materials, to carefully audit their pay and leave practices, and to correct potential violations going forward.

For information about the PAID program, please visit www.dol.gov/agencies/whd/PAID



WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/whd