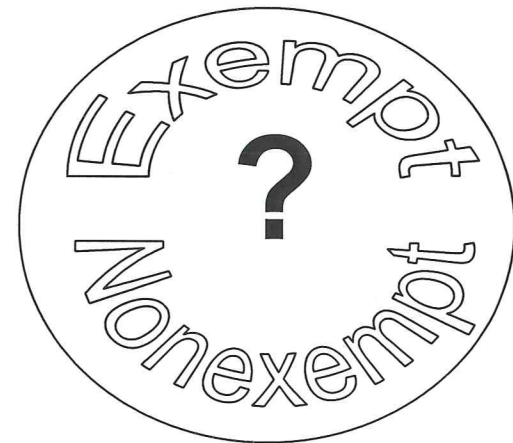


The Most Common Wage & Hour Violations

- Minimum Wage Federal State & Local
- Overtime
 - Non-Exempt/Hourly Employees must receive 1.5 times their regular hourly rate for all time worked in excess 40 hours in a workweek.
- Record Keeping Violations
- Child Labor
- Misclassification



DOL Wage & Hour Data

WHD Enforcement Statistics – All Acts	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Back Wages Collected	\$196,664,146	\$166,005,014	\$171,955,533	\$220,613,703	\$185,287,827
Employees Receiving Back Wages	288,296	241,379	246,874	341,624	228,645
Complaints Registered	31,786	30,375	26,256	24,950	23,845
Enforcement Hours	1,000,739	969,776	951,971	899,406	882,419
Average Days to Resolve Complaint	92	85	93	97	97
Concluded Cases	37,842	34,858	31,987	30,467	28,242