

U.S. Department of Labor's **PAID** Program



Helping Workers and Employers as America Reopens

“ This commonsense program may prove to be more beneficial to workers and employers than ever before as America reopens. PAID helps both workers and job creators as we ignite the engines of our economic resurgence. ”

- **Eugene Scalia**, Secretary of Labor



The Wage and Hour Division's **Payroll Audit Independent Determination** (PAID) program, facilitates resolution of potential overtime and minimum wage violations under the Fair Labor Standards Act. The program's primary objectives are to resolve such claims quickly and without litigation, to improve employers' compliance, and to ensure that more employees receive the back wages they are owed — faster.



More than
\$8.4 MILLION
in back wages to workers
through PAID



Nearly
13,000
workers helped **nationwide**
through PAID



Under PAID, employers are encouraged to conduct audits and, if they discover overtime or minimum wage violations, to self-report those violations. Employers using PAID are not subject to liquidated damages or civil money penalties as a condition to finalize settlements. Without exception, employers that participate in the program are required to pay 100% of the back wages for the violations they seek to resolve.



A Win for Workers, Employers and Taxpayers

Compared to traditional investigations, PAID actions return:



More back wages
collected in
less time



More than 4x the
average back
wages



More than 10x the
back wages per
staffing hour



The Wage and Hour Division encourages employers to audit their pay practices and consider participating in the PAID program. More information about the program is available at dol.gov/agencies/whd/paid.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information or to file a complaint:
1-866-487-9243 | TTY: **1-877-889-5627**
dol.gov/agencies/whd