

who in any workweek are engaged in commerce or in the production of goods for commerce, or employed in an enterprise engaged in commerce or in the production of goods for commerce, within the meaning of the Act, wages at rates less than those which are now, or which in the future may become, applicable under Sections 6 and 15(a)(2) of the Act.

2. Defendants shall not, contrary to Section 7 of the Act, employ any of their employees including, but not limited to, any of their employees working at Aging With Care, Inc., or at any business owned, operated, and/or controlled by Defendants, and at any other business location at which their employees perform work, in any workweek when they are engaged in commerce or employed in an enterprise engaged in commerce, within the meaning of the Act, for workweeks longer than the hours now, or which in the future become, applicable under Sections 7 and 15(a)(2) of the Act, unless the said employees receive compensation for their employment in excess of the prescribed hours at a rate equivalent to one and one-half times the regular rates applicable to them.

3. Defendants shall not fail to make, keep, and preserve adequate records of their employees and of the wages, hours, and other conditions and practices of employment maintained by them including, but not limited to, any of their employees working at Aging With Care, Inc., or at any business owned, operated, and/or controlled by Defendants, and at any other business location at which their employees perform work, as prescribed by the Regulations issued pursuant to Section 11(c) and 15(a)(5) of the Act and found at 29 C.F.R. Part 516.

4. Defendants shall not discharge or take any retaliatory action against any of their employees, whether or not directly employed by Defendants, because the employee engages in any of the following activities pursuant to Section 15(a)(3) of the Act:

a. Discloses, or threatens to disclose, to a supervisor or to a public agency, any activity, policy, or practice of the Employers or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of the Act, or a rule or regulation promulgated pursuant to the Act;

b. Provides information to, or testifies before, any public agency or entity conducting an investigation, hearing or inquiry into any alleged violation of the Act, or a rule or regulation promulgated pursuant to the Act, by the Employers or another employer with whom there is a business relationship;

c. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of the Act, or a rule or regulation promulgated pursuant to the Act.

It is further ORDERED, ADJUDGED and DECREED by the Court that:

5. Defendants are enjoined and restrained from withholding gross back wages in the sum total amount of \$823,265.37 and are jointly and severally liable for the payment of \$823,265.37 in liquidated damages, due certain employees and former employees of Defendants set forth and identified in Schedule A, which is attached hereto and incorporated herein.

6. Regarding the matter of the civil money penalty, Defendants have agreed that the amount currently due and payable is \$56,218.88, that they are jointly and severally liable for this amount, that such assessment has become the final order of the Acting Secretary of the Department of Labor, and that they waive any and all rights to appeal or contest such assessment.

7. Defendants shall pay gross back wages and liquidated damages in the total

amount of \$1,646,530.74, for violations of the overtime provisions of the Act by Defendants that occurred during the period of April 21, 2019, through January 1, 2022 (“relevant period”). This amount shall represent the full extent of back wages and liquidated damages owed by Defendants for the relevant period to the employees set forth and identified on the attached Schedule A. It is further agreed that the overtime compensation and liquidated damage payments by the Defendants in the amounts as specified above are in the nature of back wages and liquidated damages pursuant to the provisions of the Act.

8. Defendants shall pay the above referenced amounts, plus interest, in accordance with the installment agreement detailed in Schedule B, which is attached hereto and incorporated herein. Payments made in accordance with the installment agreement shall be made as follows:

a. For payments related to the back wages and liquidated damages, payments may be made online by ACH transfer, credit card, or debit card by going to <https://www.pay.gov/public/form/start/77689032> or www.pay.gov. Alternatively, payments may be made by a certified check, bank check, or money order made payable to “**Wage and Hour Division-Labor,**” and mailed to:

United States Department of Labor
Wage and Hour Division
Northeast Regional Office
1835 Market Street
19th Floor, Mailstop WHD/19,
Philadelphia, PA 19103-2968

The check or money order shall bear the following reference: **Case ID# 1950029.**

b. For the payment related to the civil money penalty, payments may be made online by ACH transfer, credit card, or debit card by going to <https://www.pay.gov/public/form/start/77734139> or www.pay.gov. Alternatively,

payments may be made by a certified check, bank check, or money order made payable to “**Wage and Hour Division-Labor**,” and mailed to:

United States Department of Labor
Wage and Hour Division
Northeast Regional Office
1835 Market Street
19th Floor, Mailstop WHD/19
Philadelphia, PA 19103-2968

The check or money order for payment of the civil money penalty shall bear the following reference: **CMP CASE ID# 63567**.

c. The Acting Secretary or Secretary, through the Wage and Hour Division, shall distribute the back wages (less any applicable federal taxes, withholdings, and deductions) and liquidated damages payments to the employees and former employees, or to their estates, as set forth in Schedule A. Schedule A will show for each individual the gross back pay due (subject to legal deductions), and liquidated damages. Any sums not distributed to the employees or former employees on Schedule A, or to their estates, because of inability to locate the proper persons or because of such persons’ refusal to accept such sums, shall be deposited with the Treasurer of the United States pursuant to 29 U.S.C. §216(c). Defendants shall remain responsible for all tax payments considered to be the “employer’s share,” including, but not limited to, FICA.

d. A fifteen (15) calendar-day grace period shall be allowed for receipt of each payment that is required by this section and Schedule B of this Consent Judgment. If Defendants fail to make any payment set forth in Schedule B of this Consent Judgment within that fifteen (15) calendar-day grace period, all remaining installment payments shall become due immediately.

9. If Defendants fail to make the payments as set forth in Paragraph 8 above, upon notice to the Defendants, the Court shall appoint a Receiver to effectuate all of the terms of this Consent Judgment. In the event a Receiver is appointed:

a. Defendants shall cooperate with the Receiver in all respects and shall provide to the Receiver any and all information which the Receiver may require to carry out its appointment and in accordance with the authority given to the Receiver pursuant to applicable law at the time of appointment.

b. All the expenses of the accountant or Receiver shall be borne solely by the Defendants.

c. If the Court appoints a Receiver, the Receiver shall serve until the payment of the monetary terms of this Judgment are satisfied.

d. The Receiver shall have full authority to: collect the Defendants' assets and report his/her findings to the Court and the parties; to redeem and/or liquidate the Defendants' assets and turn over the proceeds to the Acting Secretary or Secretary; if the asset is a debt that is due, collect it and turn over the proceeds to the Acting Secretary or Secretary; to analyze all indebtedness and where deemed appropriate seek restructuring; to analyze all transfers of the Defendants' assets; to prevent waste or fraud; and to do all acts and take all measures necessary or proper for the efficient performance of the duties under this Judgment.

10. Within thirty days of the entry of an order approving this Order, Defendants will provide the Wage and Hour Division with the current or last known address, telephone number, and social security number or individual taxpayer identification number (if either are known) of each individual identified on the attached Schedule A.

11. Neither Defendants nor anyone on their behalf shall directly or indirectly solicit or accept the return or refusal of any sums paid under this Consent Judgment. Any such amount shall be immediately paid to the Acting Secretary or Secretary for deposit as above, and Defendants shall have no further obligations with respect to such returned monies. If recovered wages have not been claimed by the employee or the employee's estate within three years of the entry of this Consent Judgment, the Acting Secretary or Secretary shall deposit such money with the Treasury in accordance with Section 16(c) of the Act.

12. The parties agree that the instant action is deemed to solely cover Defendants' business and operations for the relevant period for all claims raised in the Complaint as a result of the Acting Secretary's investigation. The parties agree that the filing of this action and the provisions of this Judgment shall not, in any way, affect, determine, or prejudice any and all rights of any person specifically named on Schedule A or the Acting Secretary or Secretary for any period after January 1, 2022, or any persons, be they current or former employees, not specifically named on Schedule A, insofar as such rights are conferred and reserved to said employees by reason of Section 16(b) of the Act.

13. Defendants agree that they are employers within the meaning of Section 3(d) of the Fair Labor Standards Act, 29 U.S.C. § 203(d).

14. By entering into this Consent Judgment, Plaintiff does not waive the right to conduct future investigations of Defendants under the provisions of the FLSA and to take appropriate enforcement action, including assessment of civil money penalties pursuant to Section 16(e) of the FLSA, with respect to any violations disclosed by such investigations.

15. It is FURTHER ORDERED, ADJUDGED AND DECREED that each party

shall bear its own fees and other expenses incurred by such party in connection with any stage of this proceeding including, but not limited to, attorney fees which may be available under the Equal Access to Justice Act, as amended.

Date: November 15, 2023

/s/ John Milton Young
JOHN MILTON YOUNG
UNITED STATES DISTRICT JUDGE

Respectfully submitted,

<p>Defendants have appeared by counsel and hereby consent to the entry of this Judgment.</p> <p>For the Employers, AGING WITH CARE, INC., and AMBER HAQ</p> <p><i>Amber Haq</i></p> <hr/> <p>Authorized to enter into this agreement on behalf of Defendant, AGING WITH CARE, INC.</p> <p><i>Amber Haq</i></p> <hr/> <p>Authorized to enter into this agreement on behalf of Defendant, AMBER HAQ</p> <p><i>Hillary Massey</i></p> <hr/> <p>Barry Miller Hillary J. Massey Karla Grossenbacher Seyfarth Shaw LLP Seaport East Two Seaport Lane, Suite 1200 Boston, Massachusetts 02210-2028 <i>Attorney for Defendants</i></p> <p>Dated: 11/9/2023</p>	<p>For Plaintiff:</p> <p>UNITED STATES DEPARTMENT OF LABOR</p> <p>Seema Nanda Solicitor of Labor</p> <p>Samantha N. Thomas Acting Regional Solicitor</p> <p>Adam Welsh Wage and Hour Counsel</p> <p><u><i>Sharon H. McKenna</i></u> By: Sharon H. McKenna Trial Attorney</p> <p>U.S. Department of Labor Office of the Solicitor, Region III 1835 Market Street Mailstop SOL/22 Philadelphia, PA 19103 (215) 861-5037 (Phone) (215) 861-5162 (Fax) McKenna.Sharon.H@dol.gov</p> <p>Dated: <i>11/9/23</i></p>
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