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.

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.

A Win for Workers, Employers and Taxpayers

Compared to traditional investigations, PAID actions return:

- 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.

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