



Issue Date: 10 December 2014

CASE NO: 2014-TAE-00012

*In the Matter of:*

MAROA FARMS,  
*Respondent.*

**DECISION AND ORDER ON SETTLEMENT  
AGREEMENT AND CONSENT FINDINGS**

This matter is scheduled for a hearing on March 25, 2015 in Grand Rapids, Michigan. On December 3, 2014, the parties submitted their Settlement Agreement and Consent Findings. Upon review, the settlement agreement is approved. Accordingly, IT IS HEREBY ORDERED:

1. The violations found in the investigation conducted by Wage and Hour covering the period from March 15, 2012 through January 18, 2013, relating to Maroa Farms's petitioning for and employing H-2A workers are AFFIRMED;
2. Maroa Farms shall comply with the provisions of the Immigration and Nationality Act and applicable regulations in the future with respect to Maroa Farms's petitioning for and employing H-2A workers.
3. Maroa Farms shall conduct one *Application for Temporary Employment Certification* compliance audit within twelve months after the date of this Decision and Order. Maroa Farms shall prepare a written report and make it available upon request to the Administrator, certifying completion of the *Application for Temporary Employment Certification* compliance audit.
4. Maroa Farms shall pay to the Administrator a total of \$115,000.00 in civil money penalties by sending certified checks, payable to the "Wage-Hour Div./U.S. Department of Labor," to U.S. Department of Labor, Attn: Sharon Sarna, 230 S. Dearborn, Chicago, IL 60604, in full and complete settlement of all issues raised in this case, in installments according to the following schedule:

<u>Installment No.</u>	<u>Date</u>	<u>Amount</u>
1	12/1/2014	\$20,000.00
2	12/15/2014	\$20,000.00
3	01/15/2015	\$20,000.00
4	02/15/2015	\$20,000.00
5	03/15/2015	\$20,000.00
6	04/15/2015	\$15,000.00

5. The entire record on which this Order is based shall consist of the Administrator's Determination issued on July 18, 2014, which constitutes the complaint herein, and the proposed Settlement Agreement and Consent Findings submitted by the parties, and this Decision and Order.
6. Each party shall bear its own costs, attorney's fees, and other expenses incurred by such party in connection with any stage of this proceeding to date with no costs, including but not limited to, any and all costs referred to under the Equal Access to Justice Act, as amended.
7. The hearing scheduled for March 25, 2015 is CANCELED.

**SO ORDERED.**

PAUL C. JOHNSON, JR.  
District Chief Administrative Law Judge