

# WHISARD Compliance Action Report

## U.S. Department of Labor

Wage and Hour Division

Case ID: **1811342** Originating District: **Jacksonville FL District Office**  
Local Filing Number: **2017-214-14159** Investigating District: **Jacksonville FL District Office**  
WHMIS Case Number: Lead Investigator: **EX 6 & EX 7C**  
Registration Date: **01/17/2017**  
Assignment Date: **01/17/2017**

### Employer Information

Trade Name: **Disney Florida Resorts-DVCMC** Legal Name: **Walt Disney Parks and Resorts U.S., Inc.**  
Address: **1375 E. Buena Vista Dr** EIN: **95-2412883**  
County: **Orange**  
NAICS Code: **72111**  
No. Of Employees: **EX 4**  
**Orlando, FL32830**

### Investigation Information

Period Investigated From: **01/01/2015** BNPI:  
To: **03/18/2017** Reinvestigation:   
Investigation Type: **Directed** Recurring Violation:   
Investigation Tool: **Full Investigation** Future Compliance Agreed:   
Compliance Status: **Agree to Comply** Involved in AG:

### Recommended Action:

BWFS:  RO/NO Review:   
CMP:  Follow Up Investigation:   
Litigation:  Other Action:   
Civil Action:  Denial of Future Certificate:   
Criminal Action:  BW Payment Deadline: **07/31/2017**  
Submit For Opinion:  Trailer forms attached:

CL

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<b>No Violation found for this act / Agree to Comply</b>					<b>\$0.00</b>	<b>\$0.00</b>	

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### FLSA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Failure to pay proper overtime / Agree to Comply</i>	15641	15641	\$3,607,200.69	\$3,607,200.69	\$0.00	\$0.00	
<i>Failure to keep accurate records / Agree to Comply</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<b>FLSA Totals:</b>	15641	15641	\$3,607,200.69	\$3,607,200.69	\$0.00	\$0.00	
<b>Total Violations Under FLSA:</b>	15642						\$0.00

### FMLA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>No Violation found for this act / Compliance (no violations found)</i>					\$0.00	\$0.00	
<b>FMLA Totals:</b>	0	0	\$0.00	\$0.00	\$0.00	\$0.00	

\* CMPs computed do not necessarily indicate CMPs assessed.

Unduplicated Employees Found:	<b>15641</b>	Unduplicated Employees Agreed:	<b>15641</b>
Total Amount BWs Computed:	<b>\$3,607,200.69</b>	Total Amount BWs Agreed:	<b>\$3,607,200.69</b>
Total Amount LDs Computed:	<b>\$0.00</b>	Total Amount LDs Agreed:	<b>\$0.00</b>

### Conclusions & Recommendations:

**TCH-89.25 Ent Cov. See Case ID # 1775907. [REDACTED] EX 7 (E). Vio Sec 206 MW. ER deducted for EEs not returning costumes (See NP). Vio Sec 7 for 15,641 EEs in the amt of \$3,607,200.69. EEs performed pre-shift and post-shift work and were not compensated. Vio Sec 211 RK. ER did not keep accurate records. No CL. No FML Violations cited. ER signed ECA & ATP & provide training. Recomm close upon payment of BWs.**

## WHISARD Compliance Action Report

WHI Signature: \_\_\_\_\_ Date: 03/23/2017

Reviewed By: \_\_\_\_\_ Date: \_\_\_\_\_