D: 87881 Opened: 08/01/2013 Closed: 09/09/2 Establishment:	013 Inv: Charl	inant:				
Manale Landscaping, LLC	Deric Si					
DBA: Manale Landscaping						
1258 Remount Road						
Charleston, SC 29406		2				
County: Brunswick	Email: N	Email: None				
Email: ryan@manalelandscaping.com		and the second s				
Contact: Ryan McDade	Wage Ra	ate: \$ 12.00	0			
Title: Operations Manager	Amt Cla	Amt Claimed: \$ 1,200.00				
Phone: 910-523-6806						
		Complaint: Employer failed to pay wages earned from				
Business: Landscaning [L.lc]	Complai	nt: Employ	er failed to p	ay wages e	arned from	
Business: Landscaping [Llc] WHC: 78	Complai June 13	nt: Employ through Jul	ver failed to p ly 6, 2013.	ay wages e	arned from	
WHC: 78	Complai June 13	through Jul	ver failed to p by 6, 2013.	and the first security consequence and the site of a production one and provide the best security.	arned from Paid	
WHC: 78	Complai June 13	through Jul	ly 6, 2013.	and the first security consequence and the site of a production one and provide the best security.	Paid Amt	
WHC: 78 Violations:	Complai June 13	through Jul	ly 6, 2013. Due		Paid <u>Amt</u> \$0	
WHC: 78 Violations:	June 13	through Jul I <u>Nbr</u>	y 6, 2013. Due Amt	<u>Nbr</u>	Paid Amt \$0 \$0	
WHC: 78 Violations: Youth Viols:	June 13	through Jul I <u>Nbr</u> 0	y 6, 2013. Due <u>Amt</u> \$0	<u>Nbr</u> 0	Paid <u>Amt</u> \$0 \$0 \$1200	
WHC: 78 Violations: Youth Viols:	MW OT	through Jul I <u>Nbr</u> 0 0	Oue Amt \$0 \$0	<u>Nbr</u> 0	Paid <u>Amt</u> \$0 \$0 \$1200 \$1200	
WHC: 78 Violations: Youth Viols:	MW OT WP	through Jul I <u>Nbr</u> 0 0	Amt \$0 \$0 \$0 \$0	<u>Nbr</u> 0	Paid <u>Amt</u> \$0 \$0 \$1200 \$1200 \$0	
WHC: 78 Violations: Youth Viols:	MW OT WP CPT	through Jul I <u>Nbr</u> 0 0	y 6, 2013. Due Amt \$0 \$0 \$0 \$0 \$0	<u>Nbr</u> 0	Paid <u>Amt</u> \$0 \$0 \$1200 \$1200	

Initial Remarks: BOE 06/13/13 EOE 07/12/13.

Coverage: Not Applicable

Exemptions: Not Applicable

MW: Not Applicable

OT: Not Applicable

WP: On September 9, 2013 Investigator McHone spoke to Complainant Smith who indicated he was paid in full for all back wages owed prior to the Bureau making contact with the Employer. There was no admission of guilt and no documentation to substantiate the complaint. Based on these findings, no Wage Summary or Computation was completed and no wage payment violations were found.

YE: Not Applicable

RK: Not Applicable

Disposition: On September 9, 2013 Investigator McHone held the final conference by phone with Smith at The complainant was pleased to have already been paid his wages in full and indicated he had no further issues with the business. A closure letter was subsequently mailed to the complainant.

On September 9, 2013 Investigator McHone held the final conference with McDade by phone at 910-523-6806. Investigator discussed the five provisions of the Wage and Hour Act and thanked the employer for paying Smith prior to Bureau involvement. Investigator informed him that he could contact the bureau at any time with wage and hour questions and McDade politely advised he had no other questions at this time. Case closed as Resolved and no further action is recommended at this time.



Cherie K. Berry Commissioner Charles McHone Field Investigator Wage and Hour Bureau

September 9, 2013

Mr. Deric Smith

Identification Number: 87881

Dear Mr. Smith:

The Wage and Hour Act investigation of Manale Landscaping, LLC DBA Manale Landscaping in Charleston, South Carolina has been completed.

This office is closing your wage claim as resolved based on our September 9, 2013 phone conversation where you indicated that you were paid in full prior to any investigative efforts. Consequently, no further action will be taken on your behalf.

If you having any questions or wish to discuss this matter further, please contact me at the below.

Sincerely,

Charles McHone

and D. Mc How

Field Investigator

Enclosure cc: File Employer

D: 87881 Open stablishment: Manale Landscapi		Complainant			
vianale Landscapi DBA: L258 Remount Ro		Complainant: Deric Smith			
Charleston, South Phone: 910-523-6	Carolina 29406	-			
E-Mail: None		Mary Pater C12			
Contact: Ryan McDade		Wage Rate: \$12 Amount Claimed: \$1,200.00			
Title: Operations Complaint: Empl	Manager oyer failed to pay wages earned from 06/13	1/13 to 07/06/13. BOE 06/13/13 EOE 07/12/13.			
Date		Activity/Notes			
	File Least from Poloidh				
09/09/2013	Spoke to EE by phone who confirmed paid in full; held final conference; mailed closure letter.				
	Spoke to ER by phone and held final conference. Completed file and uploaded to OnBase.				
W 0					