

MEMORANDUM

Agenda Item No. 8(A)(1)

TO: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

DATE: January 19, 2022

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution approving Development Lease Agreement between Miami-Dade County and DHL Aero Expreso, S.A., for a 10-year period beginning retroactively on January 1, 2021 for the renovation and expansion of leasehold space at Miami International Airport for a total annual rental amount of \$3,036,479.30; approving rental credits to DHL Aero Expreso, S.A. in the amount of \$1,251,029.10; approving the Mutual Release of Liability between Miami-Dade County and DHL Aero Expreso, S.A.; authorizing the County Mayor to execute the Mutual Release as well as the Agreement and exercise the provisions within the Agreement, including termination; and directing the County Mayor to provide the Agreement to the County Property Appraiser in accordance with Resolution No. R-791-14

Resolution No. R-19-22

The accompanying resolution was prepared by the Aviation Department and placed on the agenda at the request of Prime Sponsor Commissioner Rebeca Sosa.


Geri Bonzon-Keenan
County Attorney

GBK/jp

Date: January 19, 2022

To: Honorable Chairman Jose “Pepe” Diaz
and Members, Board of County Commissioners

From: Daniella Levine Cava
Mayor 

Subject: Resolution Approving Lease Agreement No. C-011284 Retroactive to January 1, 2021
with DHL Aero Expreso, S.A. at Miami International Airport

Recommendation

It is recommended that the Board of County Commissioners (Board) adopt the attached resolution approving Lease Agreement No. C-011284 with DHL Aero Expreso, S.A. (DHL) retroactive to January 1, 2021 for a term of 10-years at Miami International Airport (MIA) and the Mutual Release of Liability between DHL and the County. Approval of this resolution would (i) allow DHL to undertake renovations and expand its existing leasehold to accommodate its growing cargo business and make it suitable for an upgraded material handling system; (ii) authorize the issuance of rental credits to DHL in the amount of \$1,251,029.10; and (iii) approve a mutual release of liability between the County and DHL to dispose of the responsible wage matter at issue, which is discussed in detail in this memorandum.

Lease Agreement No. C-011284 supersedes the current lease agreement, Lease Agreement No. 007213, and the modification agreement entered into on January 14, 2020 that authorized DHL to begin work and use the land and office space needed for the renovations until March 30, 2022. Construction of these improvements began on January 28, 2020.

DHL currently occupies Building 716-H, I and J and portions of G at MIA (the Existing Premises) consisting of approximately 108,481 square feet of land, 18,878 square feet of mezzanine office space, about 100,000 square feet of warehouse space and 20 vehicle parking spaces. The improvements being constructed include warehouses and offices in Building 716-E and F, and other portions of G, H and I at MIA (the Expanded Premises), which will add to the Existing Premises approximately 78,127 square feet of land, 13,933 square feet of mezzanine office space, about 59,000 square feet of warehouse space and 4 vehicle parking spaces.

Scope

MIA is located primarily within District 6, which is represented by Commissioner Rebeca Sosa. However, the impact of Lease Agreement No. C-011284 is countywide as MIA is a regional asset.

Delegation of Authority

The County Mayor or County Mayor’s designee has the authority to, among other things, execute and terminate Lease Agreement No. C-011284. As stipulated in the provisions of Article 1.05 and Article 13, the County Mayor or County Mayor’s designee has the option to terminate the lease prior to the expiration date, if DHL, among other things: (i) violates its terms, covenants, and conditions, or (ii) abandons the Existing Premises or the Expanded Premises, or (iii) fails to pay the rentals, fees, and charges when due.

Fiscal Impact/Funding Source

There is a positive fiscal impact to the County. First, beginning January 1, 2021, DHL shall pay the County an annual rental rate of \$3,036,479.30 (based on 2020 – 2021 rates subject to yearly increases) in 12 equal monthly installments of \$253,039.94 on the first day of every month for the Existing Premises and the Expanded Premises for the duration of the 10-year term estimated to total at minimum \$30,364,793.80.

Second, if authorized by the Aviation Department, an opportunity fee consisting of a percentage (currently established at seven percent) of the gross revenues received by DHL will be paid to the County if DHL handles the air cargo operations of other airlines, or if DHL subleases any of DHL premises to non-DHL affiliated entities.

Third, as further explained in the last section of this memorandum entitled: Compliance with Responsible Wages Ordinance – Renovation Project, the January 14, 2020 modification agreement, which authorized the commencement of the renovation project required compliance with provisions in the prior lease, Lease Agreement No. 007213 and internal departmental procedures, which do not specifically include the provisions of the County’s Responsible Wage Ordinance (RWO). Consequently, DHL began construction of the renovations and did not include the RWO requirements in its construction contracts and sub-contracts. After DHL was notified of the RWO requirement, DHL disputed the applicability of the RWO but arranged for all DHL workers (i.e., DHL contractors and subcontractors) to be paid the difference between the responsible wages required and the amounts already received by employees for work already performed as well as the responsible wages for all remaining work.

In order to resolve the ongoing dispute between MDAD and DHL as to the applicability of the County’s RWO, a deal was negotiated between both parties. Upon Board approval, MDAD will issue rental credits to DHL in the total amount of \$1,251,029.10, which represents exactly 50 percent of the total sum of \$2,502,058.20 in wages due to bring DHL workers’ wages into compliance with the Responsible Wages and Benefits rates for the time period January 28, 2020 through December 31, 2020. The responsible wage payments due to workers consist of two different categories of wages, front wages and back wages. Front wages are the increased payments DHL made to the workers’ regular wage rates to comply with the required responsible wage rates after DHL was made aware of the responsible wage requirements, which totals \$852,689.47. Back wages is the difference between workers’ regular wage rates and the responsible wage rates that should have been paid to workers by DHL for compliance with required responsible wage rates, which totals \$1,649,368.73. DHL has already paid \$1,169,388.84 in back wages to workers leaving a balance due of \$479,979.89. Payment of these front and back wages for the time period specified, from January 28, 2020 to December 31, 2020, is confirmed in assessments dated September 3, 2021 and September 27, 2021 performed by Small Business Development (SBD), a division of the Internal Services Department, which are attached to Lease Agreement No. C-011284 as Exhibit C.

Track Record/Monitor

Miami-Dade Aviation Department’s (MDAD) Division Director for Real Estate Management, Michele Raymond, will monitor the implementation of Lease Agreement No. C-011284.

Background

DHL, a Panamanian corporation, authorized to do business in the State of Florida is currently a tenant at MIA and occupies the Existing Premises, which consists of Building 716-H, I and J and portions of G at MIA. The firm desires to expand its local operations to have capacity for an upgraded material handling system and to have room for warehouses and offices by acquiring additional space in Building 716-E and F, and other portions of G, H and I at MIA, described herein as the Expanded Premises. These improvements will enable DHL to build up its operations and continue with the handling, distribution and transport of its air cargo and other related office functions including the maintenance and repair of its own ground service equipment.

DHL has agreed to obtain, at minimum, a Temporary Certificate of Occupancy (TCO) to allow for the occupancy of the renovated premises at the latest by the effective date of Lease Agreement No. C-011284, at which time DHL shall commence to make payments for full rent for the Expanded Premises. It should be noted that under the terms and conditions of the January 14, 2020 modification agreement, DHL has been paying the County a temporary initial monthly payment of \$19,880.76 that consists of a land fee and utilities (plus any applicable Florida sales taxes) on the first day of every month for the Expanded Premises in addition to a monthly rental amount of \$154,131.58 (plus taxes and utilities) for the Existing Premises. It is estimated that a total of \$2,088,148.08 will have been paid to the County during the renovation period prior to January 1, 2021.

Lease Agreement No. C-011284 reflects the negotiated terms and conditions between DHL and the County, and includes among other things, all small business enterprise provisions applicable to architects and engineers in Section 2-10-4.01 of the Code of Miami-Dade County (Code); small business enterprise provisions applicable to construction activities under Section 10-33.02 of the Code; Art in Public Places under Section 2-11.15 of the Code; the "Little Davis-Bacon Ordinance", under Section 2-11.16 of the Code, Responsible Wages Ordinance under Section 2-11.16 of the Code; Responsible Wages and Benefits for County Construction Contracts - Implementing Order No. 3-24; and any other program of the County applicable to DHL's activities, including the Department's Tenant Airport Construction Program (Non-Reimbursable) in effect, as such procedures, programs, ordinances, or code provisions may be amended from time to time.

Compliance with Responsible Wages Ordinance – Renovation Project

An issue arose concerning DHL's compliance status with the provisions of the County's RWO in connection with the renovation project. As mentioned previously, the January 14, 2020 modification agreement that authorized commencement of the renovation project required compliance with the prior lease, Lease Agreement No. 007213, and the Department's internal construction procedures, both of which do not include the County's RWO. The County's RWO provisions apply to all leases and contracts that provide for privately funded construction, alteration or repair of buildings or improvements located on County-owned land with an overall improvement value over five million dollars. The renovation project has an estimated project cost of over \$35 million.

In August 2021, SBD performed a review of the project documents and certified payrolls for work performed from January 28, 2020 to December 31, 2020, and subsequently, confirmed that 437 employees received hourly wages that were less than those required by the RWO and are due a total of \$1,649,368.73 in back wages for the time period January 28, 2020 to December 31, 2020, of

which \$1,169,388.84 has already been paid to workers by DHL, leaving a balance due of \$479,979.89. Additionally, SBD calculated the total amount of front wages paid by DHL subcontractors to workers, which totaled \$852,689.47. On September 16, 2021, DHL agreed to place outstanding wages due to workers in a Trust/Escrow to pay them as they are located for a period of one year. After one year, DHL shall submit the uncollected wages remaining in the Trust/Escrow Account to the State of Florida Bureau of Unclaimed Property. The workers can claim their wages from the State at any time at no cost to them. In correspondence dated September 27, 2021, SBD notified DHL that based on proof of back wages paid to workers, \$479,979.89, should be placed in the Trust/Escrow account to pay the remaining amount in back wages.

The terms and conditions that DHL has to satisfy with respect to the SBD Orders dated September 3, 2021 and September 27, 2021 are set forth below.

1. DHL must compel each of its subcontractors to compensate the identified employees with the appropriate back wages.
2. DHL will provide proof of payment of all back wages paid in the form of a front and back copy of the cancelled check issued and a signed and notarized affidavit from each employee which states the amount of payment received.
3. DHL will place \$479,979.89 for wages due to workers in a Trust/Escrow, approved by the County, to pay them as they are located for a period of one year and provide the information about the Trust/Escrow, in addition to monthly updates to SBD as to the: (i) the number of employees paid; (ii) the total amount of the payments made; and (iii) the balance remaining in the Trust/Escrow. DHL shall provide all the documentation pertaining to the creation and operation of the Trust/Escrow to SBD within 15 days of receipt of this letter agreement.

DHL has informed SBD that its subcontractors have already begun paying its workers. DHL shall agree to provide a monthly “Reimbursement Submission” to SBD with the following information: (a) a list of all workers paid during the prior month; (b) a copy of the completed Back Wage Affidavits for each employee paid; (c) the front and back copies of the cancelled check issued to the worker; (d) the number of employees paid; and (e) the total amount of the payments made. SBD shall review the Reimbursement Submission and shall, in writing, either approve, deny, or modify DHL’s Reimbursement Submission. DHL shall utilize SBD’s approval of the Reimbursement Submission to draw down on the Trust/Escrow account of such approved amount. DHL may only draw down on the Trust/Escrow Account by presenting an approved Reimbursement Submission.

4. If employees are unable to be located, DHL will send certified letters with a copy also via regular mail to all workers listed as not being paid responsible wages and benefits, notifying them of the amount currently being withheld on their behalf in the Trust/Escrow Account, and the contact at DHL to collect the wages due within one year from the date of the certified letter.
5. For workers located, DHL will issue a check for payment of the wages identified as due, and have the employees complete a certified Back Wage Affidavit.

6. After one (1) year, DHL shall submit the remaining uncollected wages remaining in the Trust/Escrow Account to the State of Florida Bureau of Unclaimed Property. Chapter 717, Florida Statutes, requires the unclaimed property assets be held by businesses or government entities for a set period of time. If the holder is unable to locate, re-establish contact with the owner and return the asset, it is reported and remitted to the Florida Department of Financial Services, Division of Unclaimed Property. Citizens have the right to claim their property, at no cost, any time, regardless of the amount. More information about this process can be found at: <https://www.fltreasurehunt.gov/UP/Web/sitePages/ReportUnclaimedPropertyHR.jsf>
7. DHL must provide SBD with the following within one year of the acceptance of this letter agreement: (a) a list of all workers paid within the year; (b) a copy of the completed Back Wage Affidavit for each employee paid; (c) the front and back copies of the cancelled check issued to each worker; and (d) a copy of the Unclaimed Property Report submitted to the State of Florida with a copy of the cancelled checks transmitting the workers’ wages and a list of the employees covered with amounts due.

As stated previously, with Board approval, Lease Agreement No. C-011284 provides for the issuance of rental credits to DHL in the total amount of \$1,251,029.10 for the time period January 28, 2020 to December 31, 2020, which represents exactly 50 percent of the total sum of responsible wages due to DHL workers for (i) front wages paid directly to workers in the amount of \$852,689.47, and (ii) back wages due to workers in the amount of \$1,649,368.73, of which \$1,169,388.84 has already been paid. These rental credits shall be applied against rent due from DHL to the County on a month-to-month basis until such credits have been fully exhausted. No additional rent credits of any amount shall be provided towards front or back wages.

As a long-term tenant at MIA, DHL has been and continues to be eager to cooperate and become compliant with the County’s RWO. In that regard, DHL took immediate action to comply with the RWO requirements and quickly made arrangements with its contractors and subcontractors to pay workers the front wages and back wages due. In the spirit of mutual trust and cooperation, both parties negotiated this deal in an effort to resolve the issues at hand and to promote a mutually profitable long-term business relationship between the County and DHL.



Jimmy Morales
Chief Operations Officer



MEMORANDUM

(Revised)

TO: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

DATE: January 19, 2022

FROM: 
Gen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 8(A)(1)

Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Statement of social equity required
- ☐ Ordinance creating a new board requires detailed County Mayor's report for public hearing
- ☒ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's present ____, 2/3 membership ____, 3/5's ____, unanimous ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3)(h) or (4)(c) ____, or CDMP 9 vote requirement per 2-116.1(4)(c)(2) ____ to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 8(A)(1)
1-19-22

RESOLUTION NO. _____ R-19-22

RESOLUTION APPROVING DEVELOPMENT LEASE AGREEMENT BETWEEN MIAMI-DADE COUNTY AND DHL AERO EXPRESO, S.A., FOR A 10-YEAR PERIOD BEGINNING RETROACTIVELY ON JANUARY 1, 2021 FOR THE RENOVATION AND EXPANSION OF LEASEHOLD SPACE AT MIAMI INTERNATIONAL AIRPORT FOR A TOTAL ANNUAL RENTAL AMOUNT OF \$3,036,479.30; APPROVING RENTAL CREDITS TO DHL AERO EXPRESO, S.A. IN THE AMOUNT OF \$1,251,029.10; APPROVING THE MUTUAL RELEASE OF LIABILITY BETWEEN MIAMI-DADE COUNTY AND DHL AERO EXPRESO, S.A.; AUTHORIZING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO EXECUTE THE MUTUAL RELEASE AS WELL AS THE AGREEMENT AND EXERCISE THE PROVISIONS WITHIN THE AGREEMENT, INCLUDING TERMINATION; AND DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO PROVIDE THE AGREEMENT TO THE COUNTY PROPERTY APPRAISER IN ACCORDANCE WITH RESOLUTION NO. R-791-14

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum and document, copies of which are incorporated herein by reference,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board:

Section 1. Approves the terms of the attached Development Lease Agreement between Miami-Dade County and DHL Expreso, S.A., for a 10-year period beginning retroactively on January 1, 2021 for the renovation and expansion of leasehold space at Miami International Airport for a total annual rental amount of \$3,036,479.30.

Section 2. Approves rental credits to DHL Aero Expreso, S.A. in the amount of \$1,251,029.10.

Section 3. Approves the Mutual Release of Liability between Miami-Dade County and DHL Aero Expreso, S.A., in substantially the form attached hereto.

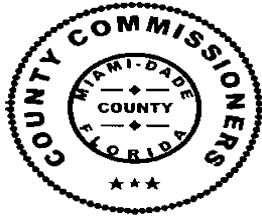
Section 4. Authorizes the County Mayor or County Mayor’s designee to execute the Mutual Release as well as the Development Lease Agreement on behalf of the County and exercise the provisions within the Development Lease Agreement, including termination.

Section 5. Directs the County Mayor or County Mayor’s designee to provide a copy of the Development Lease Agreement to the County Property Appraiser in accordance with Resolution No. R-791-14.

The foregoing resolution was offered by Commissioner **Rebeca Sosa**, who moved its adoption. The motion was seconded by Commissioner **Raquel A. Regalado** and upon being put to a vote, the vote was as follows:

Jose “Pepe” Diaz, Chairman	aye
Oliver G. Gilbert, III, Vice-Chairman	aye
Sen. René García	aye
Sally A. Heyman	aye
Eileen Higgins	aye
Kionne L. McGhee	aye
Raquel A. Regalado	aye
Sen. Javier D. Souto	aye
Keon Hardemon	aye
Danielle Cohen Higgins	aye
Joe A. Martinez	aye
Jean Monestime	aye
Rebeca Sosa	aye

The Chairperson thereupon declared this resolution duly passed and adopted this 19th day of January, 2022. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this resolution and the filing of this approval with the Clerk of the Board.



MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

Melissa Adames

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

A handwritten signature in dark ink, appearing to read "AAP", is written over a horizontal line.

Altanese Phenelus

Lse. No. C-011284
Cust. No. DHLE39
Doc. Name: DHL011284

LEASE AGREEMENT BETWEEN MIAMI-DADE
COUNTY, FLORIDA, AS LESSOR, AND DHL AERO
EXPRESO, S.A., AS LESSEE, AT
MIAMI INTERNATIONAL AIRPORT

THIS LEASE AGREEMENT ("Agreement" or "Lease"), is made and entered into as of the first day of January, 2021 (the "Commencement Date"), by and between MIAMI-DADE COUNTY, a political subdivision of the State of Florida ("County") by and through its Aviation Department ("MDAD" or "Lessor") and DHL AERO EXPRESO, S.A., a Panamanian corporation, authorized to do business in the State of Florida ("Lessee").

WHEREAS, Lessee currently is a tenant in Building 716 at the Airport and occupies Building 716-I and J, and certain portions of G and H ("Existing Premises") under the name of DHL Aero Expreso S.A.; and

WHEREAS, in addition, Lessee expanded its leasehold area (Warehouse and Offices) into 716-E and F, and previously unoccupied portions of G, H and I to include the hallways (the "Expansion Premises"), to renovate said premises, to expand Lessee's operations, and to accommodate an upgraded material handling system; and

WHEREAS, Lessee is willingly undertaking the renovations necessary to make the Expansion Premises and the Existing Premises suitable for its upgraded material handling system; and

WHEREAS the Lessee undertook construction of improvements on the premises under its prior lease pursuant to prior authorization by Lessor, but prior to the execution of this Lease; and

WHEREAS, said prior lease did not specifically reference Miami Dade County Code section 2-11.16 requiring the payment of "Responsible Wages and Benefits" to workers performing construction services on County-owned land under certain circumstances; and

WHEREAS, Lessee was required to pay additional, unanticipated wages to employees performing construction on the premises as well as penalties to Miami Dade County's Small Business Development department in order to comply with Miami Dade County Code section 2-11.16, and

WHEREAS, Miami Dade County has agreed, through its Miami Dade Aviation Department (MDAD), to provide Lessee rental credits under the instant lease agreement in a dollar amount equal to 50% of the additional wages and penalties paid by Lessee as set forth further herein; and

WHEREAS, Lessee shall pay "full rent payment" on the Expansion Premises in addition to the current monthly payment commencing on January 1, 2021; and

WHEREAS, Lessor and Lessee entered into a modification document for the current Lease Agreement No. C-007213 on January 14, 2020 for Lessee's use of the Existing Premises and Expansion Premises for demolition and reconstruction. The parties also acknowledge that such agreement, which expires on March 30, 2022, would be superseded by this new Lease Agreement, which will have a ten (10) year term, subject to approval by the Board of County Commissioners.

NOW THEREFORE, for and in consideration of the premises and of the mutual covenants and agreements herein contained, the parties hereto agree as follows:

ARTICLE 1

Term and Premises

1. Term:

(A) Lessor hereby leases to the Lessee, and the Lessee hereby leases from Lessor, the premises described in Article 1.02 (Premises) hereof, for the purposes and uses set forth in Article 2 (Use of Premises) and Article 4 (Improvements to Premises) hereof, for a term of ten (10) years, commencing on the Commencement Date as provided above and terminating 10 years thereafter, at 11:59 P.M., which shall be on December 31, 2030, unless sooner terminated as provided for in section 1.05 or Article 13 herein.

(B) Effective on the Commencement Date, this Lease Agreement ("Agreement") shall automatically go into effect and Lease Agreement No. C-007213 and the January 2020 modification agreement shall automatically terminate and be of no further force and effect, except for any obligations of the parties that may have arisen prior to such date and time.

1.02 Premises: The premises leased herein are located in Building 716-E, F, G, H, I, J in the Westside Cargo Area of Miami International Airport ("Airport"). Specifically, Building 716-H, I, J, and portions of G make up the Existing Premises, while Building 716-E, F, and other portions of G, H and I make up the Expansion Premises, and are more particularly described as follows and as shown on Exhibits A, A-1, A-2, A-3, A-4, A-5, A-6, B, B-1, and B-2 dated October 1, 2020, attached hereto and made a part hereof (collectively, the "Premises"):

SEE TABLE ON THE NEXT PAGE

Description / Building	ID Number	Sq. Ft.
Non A/C Warehouse 716-E	117161650	16,140
Ground Level A/C Office 716-E	87161655	310
Non A/C Warehouse 716-F	117161730	24,339
Ground Level A/C Office 716-F	87161725	367
Ground Level A/C Office 716-F	87161720	303
Ground Level A/C Office 716-F	87161724	129
Non A/C Warehouse 716-G (West)	117161780	10,250
Non A/C Warehouse 716-G (West)	117161840	7,100
Non A/C Warehouse 716-G (Shop)	107161695	1,282
Ground Level A/C Office 716-G	87161820	1,659
Non A/C Warehouse 716-G & H	117161790	35,285
Ground Level A/C Office 716-G (East)	87161760	1,958
Ground Level A/C Office 716-H	87161800	1,317
Non A/C Warehouse 716-I (West)	117161870	21,057
Ground Level A/C Office 716-I (West)	87161880	1,167
Non A/C Warehouse 716 - I & J	117161915	44,092
Ground Level A/C Office 716- I (East)	87161905	880
Ground Level A/C Office 716- I	871611885	944
Ground Level A/C Office 716- J	87161920	206
Ground Level A/C Office 716- J	87161922	1,575
A/C Office (Mezzanine) 716-F	871620740	10,605
A/C Office (Mezzanine) 716-F	871620702	618
A/C Office (Mezzanine) 716-G	871620860	7,002
A/C Office (Mezzanine) 716-H	871620850	416
A/C Office (Mezzanine) 716-H	871620950	3,713
A/C Office (Mezzanine) 716-I	871620870	4,025
A/C Office (Mezzanine) 716-I	8716201035	261
A/C Office (Mezzanine) 716-I	871620895	614
A/C Office (Mezzanine) 716-I	8716201038	187
Non A/C (Mezzanine) 716-I	8716201040	2,833
A/C Office (Mezzanine) 716-J	871620920	8,842
Current Ball Mat System		8,748
Ball Mat System Extension		7,500
Land		186,608

1.03 Suitability of Premises: The Lessee acknowledges that the Premises are suitable for the Lessee's proposed use and that, except for County's renovation obligations set forth in Article 5, the County has no obligation to perform or cause to be performed any maintenance, repairs, clean-ups, painting, or the like. The Lessee's obligation under this Agreement, such as in Article 6.01(B) (Permits and Licenses), to obtain all operating permits required of the Lessee, shall not require the County to take any action or perform any tasks within the Premises to enable the Lessee to obtain such permits, including, but not limited to, certificates of occupancy, which shall remain the Lessee's

exclusive obligation to perform in order to obtain such permits. Notwithstanding the foregoing, with regard to the Lessee's renovations and any renovations of Lessor which Lessor requests Lessee to perform at Lessor's cost, the Lessee shall comply with the Lessor's Tenant Airport Construction Non-Reimbursable (TAC-N) guidelines.

1.04 Adjustment of Premises:

(A) The Premises leased hereunder are subject to relocation, or modification, by addition or deletion, with the mutual consent of the Lessee and the County Aviation Department (the "Department"), and Articles 1.02 (Premises) and 3.01 (Annual Rental) hereof and the exhibits to this Agreement shall then be administratively revised to reflect such relocation, modification, or deletion upon 30 days written notice to the Lessee by the Department. Relocated space may not be similar in size, configuration, or location to the Premises leased herein.

(B) Intentionally Omitted.

1.05 County Right to Terminate for Airport Development: The County shall have the right, at any time during the term of this Agreement, to terminate the Agreement upon not less than six months advance written notice to the Lessee, if the Premises are needed by the County for Airport development projects as approved by the Board of County Commissioners. Such termination shall only entitle the Lessee to the unamortized costs of Lessee's installment of permanent fixtures to the Premises, which shall only include the air conditioning units, doc levelers, generator, and roll up doors. In no event shall the County be responsible to the Lessee for any other costs, damages, expenses, moving costs, loss of revenues, business interruption damages, or the like, caused by or arising out of such termination, nor shall such termination be deemed an eminent domain taking for any purpose.

1.06 Aircraft Parking: The Lessee shall be entitled to use aircraft parking position(s), as shown on Exhibit P, dated March 17, 2020, attached hereto and made a part hereof, as designated from time to time by the Department, for the parking and ground handling of the Lessee's regularly scheduled all-cargo flights, or for all-cargo flights routed to the Airport due to weather or emergency conditions, for time periods and at use fees as may be established from time to time by the Department. It shall be the responsibility of the Lessee to request use and assignment of each parking position in advance to secure approval of such aircraft parking from the Department, in accordance with procedures established from time to time by the Department, and to pay the established rates and fees required for such use and assignment. The Department shall make reasonable efforts to assign the Lessee aircraft parking position(s) most convenient to the Premises leased by the Lessee hereunder, subject to availability and within the assignment procedures established by the Department; provided, however, the County shall have no liability to the Lessee if such parking positions are not available for assignment to the Lessee. Use of the aircraft parking position(s) by the Lessee shall be solely for aircraft operated by or on behalf of the Lessee and shall not be transferred or assigned by the Lessee to others.

1.07 Leasehold Availability—In the event that the County becomes aware that any building or parcel adjacent to or abutting Lessee's leasehold is available or will become available at any time during the lease period, the County will make an effort to provide

Lessee with such information. The County's failure to inform the Lessee about such availability shall in no way entitle Lessee to any remedy by law, equity, or otherwise, or result in the admission or implication of liability on the part of the County.

ARTICLE 2

Use of Premises

2.01 Authorized Use of Premises: The Lessee shall use the Premises for the following purposes only:

(A) As to the Ground Floor operational and office and Mezzanine office spaces in all facilities within Building 716 E, F, G, H, I, and J:

- (1) For the reception, handling, build-up, breakdown and distribution of air cargo transported or to be transported on aircraft owned, operated, wet-leased, dry-leased, or chartered by the Lessee or by others as permitted by the Lessor under Article 2.04.
- (2) For the reception, storage and distribution of repair parts, supplies and other personal property, excluding aircraft, owned, operated, wet-leased, dry-leased or chartered by, or in the possession of the Lessee and for the performance of minor repairs to personal property of the Lessee.
- (3) For the training of personnel employed or to be employed by the Lessee in connection with its air cargo operations.
- (4) For normal office operations associated with the Lessee's air cargo or related business.
- (5) Such other activities as are directly related or incidental to the authorized cargo or related authorized business uses of the Premises.

(B) In Building 716-J only, for a Ground Service Equipment (GSE) operational facility for the Lessee's maintenance, light repairs, and servicing of its own ground service equipment. All the equipment being maintained, repaired, or serviced must be owned and operated by the Lessee and used by the Lessee in its cargo business operations, or else GSE equipment that belongs to a third party air cargo handling company dedicated to Lessee's cargo business operations.

(C) Paved ramp space, immediately adjacent to the leased Premises, may be used for the following purposes only:

- (1) Staging, loading and unloading of air cargo transported or to be transported by the Lessee on aircraft described in Article 2.01(A) (1); and
- (2) Parking of operable aircraft service equipment of the Lessee or its aircraft operator related to their cargo activities.

The Lessee shall not permit these activities to interfere with designated service roads or lanes or so as to interfere with the activities of others.

2.02 Common Use Aircraft Parking Positions: Common use aircraft parking positions, adjacent or proximate to the leased Premises, may be used for the following purposes only:

- (A) For loading and unloading of all-cargo aircraft owned, operated, wet-leased, dry-leased or chartered by the Lessee.
- (B) For the performance of transit or turnaround aircraft maintenance on all-cargo aircraft owned, operated, wet-leased, dry-leased or chartered by the Lessee.
- (C) For the fueling and servicing of all-cargo aircraft owned, operated, wet-leased, dry-leased, or chartered by the Lessee.

Common use aircraft parking positions shall not be used for the parking or storage of ground service equipment, containers or like equipment.

2.03 Vehicular Parking:

- (A) Vehicular parking on the landside, immediately adjacent to the Premises, may be used only as truck loading and unloading stalls and for business guest parking. The Lessee shall not park its own vehicles nor permit its officers or employees to park in such stalls.
- (B) Common use public parking areas adjacent to or in the vicinity of Building 716 may be used by officers, employees and business guests of the Lessee and of other tenants of the Building and nearby buildings. Vehicles of the Lessee which are not required for day-to-day operations of the Lessee or which are not operable shall not be parked at, in or near the Building in which the Premises are located nor elsewhere on the Airport.
- (C) Parking of any type (i.e. employees, public or business guest, trucks, etc.) on any landscaped or grassed area is prohibited.

2.04 Cargo Handling of Others: The handling of air cargo of other airlines and/or the cargo servicing of aircraft of others on or from the leased Premises is specifically prohibited, without the express, prior written approval of the Department, which approval, if granted, may be rescinded by the Department upon 30 days written notice. If such cargo handling or aircraft cargo servicing is so approved, the Lessee shall be required to pay the County a percentage (currently established at 7%) of the gross revenues received by the Lessee from such activities in accordance with article 3 and any other set procedures (which includes a definition of gross revenues, payment and reporting requirements, audit requirements and the like). Failure of the Lessee to comply with this section, article 3, the 2018 Airline Use Agreement and such procedures shall constitute a default pursuant to Article 13.03 (Other Defaults) hereof. Notwithstanding the foregoing, Lessee shall not be deemed in violation of this section for any activities not considered cargo handling of others as defined in Exhibit E.

2.05 Non-Flyable Aircraft: Aircraft in non-flyable condition shall not be parked or stored on the leased Premises for a period in excess of 60 days without the prior written approval of the Department, which shall not be unreasonable withheld or delayed.

2.06 Renovation Work by Lessee for the Premises: Lessee shall perform all renovation work (the "Renovation Work") that is required to make Building 716 E, F, G, H, I, and J eligible for a Certificate of Occupancy ("CO") and suitable for Lessee's use of the Premises. The Renovation Work will be done to standards approved by MDAD, must be completed under Lessor's Tenant Airport Construction Non-Reimbursable program ("TAC'N"), must be completed in accordance with the approval of MDAD. Lessee agrees to endeavor to complete the Renovation Work, sufficient for Lessee to obtain at least a TCO to allow Lessee to begin occupancy of Building 716 E, F, G, H, I, and J, by no later than the Commencement Date, subject to delays resulting from Force Majeure (defined below); and provided no such delay shall in any way impact the terms of Section 3.01 below regarding the commencement for payments of full rental with respect to the Expansion Premises. Lessor shall not be liable or responsible for compensating Lessee for any costs associated with such Renovation Work. All conveyor belts and related equipment and improvements made by the Lessee on the Premises must be removed by Lessee at lease expiration or termination, and the Premises restored to their original condition, normal wear and tear, and casualty, as provided in article 20.19, excepted. Lessor acknowledges that the current Renovation Work before the Commencement Date has been completed in accordance with this section.

2.07 Record of Drawings and Audit to be submitted to Lessor: Within 105 days of Final Acceptance of the renovations, the Lessee shall furnish to the Lessor, at the Lessee's expense, a certified audit of the monies actually spent on the renovations, and one complete set of computer produced drawing disc files (Autocad) of the Record Drawings in the size and format required by MDAD. The complete set of record drawings shall include all pertinent shop drawings as well as the Plans and Specifications as adjusted to accurately depict the as-built work. The Lessee shall also provide MDAD one copy of all maintenance manuals, pamphlets, charts, parts lists and specified spare parts, operating instructions and other necessary documents required for all installed materials, equipment, or machinery, as well as all applicable warranties and guarantees and the appropriate Certificate of Occupancy.

ARTICLE 3 **Rentals and Payments**

3.01 Annual Rental:

(A) Annual Rent: As to payment for the entire Premises, including the expansion portion, the Lessee shall pay to the County beginning on January 1, 2021, the sum of **\$3,036,479.30** (plus tax and utilities), payable in twelve equal monthly installments of **\$253,039.94** in U.S. funds, commencing on the Commencement Date. Rental payments shall be made on the first day of each and every month in advance and without billing, at the offices of the Department as set forth in Article 3.07 (Address for Payments). Said rental is computed as follows:

See table on the next page

Description / Building	Sq. Ft.	Rate	Annual	Monthly
Non A/C Warehouse 716-E	16,140	\$12.50	\$201,750.00	\$16,812.50
Ground Level A/C Office 716-E	310	\$15.00	\$4,650.00	\$387.50
Non A/C Warehouse 716-F	24,339	\$12.50	\$304,237.50	\$25,353.13
Ground Level A/C Office 716-F	367	\$15.00	\$5,505.00	\$458.75
Ground Level A/C Office 716-F	303	\$15.00	\$4,545.00	\$378.75
Ground Level A/C Office 716-F	129	\$15.00	\$1,935.00	\$161.25
Non A/C Warehouse 716-G (West)	10,250	\$12.50	\$128,125.00	\$10,677.08
Non A/C Warehouse 716-G (West)	7,100	\$12.50	\$88,750.00	\$7,395.83
Non A/C Warehouse 716-G (Shop)	1,282	\$12.50	\$16,025.00	\$1,335.42
Ground Level A/C Office 716-G	1,659	\$15.00	\$24,885.00	\$2,073.75
Non A/C Warehouse 716-G & H	35,285	\$12.50	\$441,062.50	\$36,755.21
Ground Level A/C Office 716-G (East)	1,958	\$15.00	\$29,370.00	\$2,447.50
Ground Level A/C Office 716-H	1,317	\$15.00	\$19,755.00	\$1,646.25
Non A/C Warehouse 716-I (West)	21,057	\$12.50	\$263,212.50	\$21,934.38
Ground Level A/C Office 716-I (West)	1,167	\$15.00	\$17,505.00	\$1,458.75
Non A/C Warehouse 716 - I & J	44,092	\$12.50	\$551,150.00	\$45,929.17
Ground Level A/C Office 716- I (East)	880	\$15.00	\$13,200.00	\$1,100.00
Ground Level A/C Office 716- I	944	\$15.00	\$14,160.00	\$1,180.00
Ground Level A/C Office 716- J	206	\$15.00	\$3,090.00	\$257.50
Ground Level A/C Office 716- J	1,575	\$15.00	\$23,625.00	\$1,968.75
A/C Office (Mezzanine) 716-F	10,605	\$12.60	\$133,623.00	\$11,135.25
A/C Office (Mezzanine) 716-F	618	\$12.60	\$7,786.80	\$648.90
A/C Office (Mezzanine) 716-G	7,002	\$12.60	\$88,225.20	\$7,352.10
A/C Office (Mezzanine) 716-H	416	\$12.60	\$5,241.60	\$436.80
A/C Office (Mezzanine) 716-H	3,713	\$12.60	\$46,783.80	\$3,898.65
A/C Office (Mezzanine) 716-I	4,025	\$12.60	\$50,715.00	\$4,226.25
A/C Office (Mezzanine) 716-I	261	\$0.00	\$0.00	\$0.00
A/C Office (Mezzanine) 716-I	614	\$12.60	\$7,736.40	\$644.70
A/C Office (Mezzanine) 716-I	187	\$0.00	\$0.00	\$0.00
Non A/C Mezzanine 716-I	2,833	\$0.00	\$0.00	\$0.00
A/C Office (Mezzanine) 716-J	8,842	\$12.60	\$111,409.20	\$9,284.10
Vehicle Parking 716-F	4	\$660.00	\$2,640.00	\$220.00
Vehicle Parking 716-G	4	\$660.00	\$2,640.00	\$220.00
Vehicle Parking 716-H	4	\$660.00	\$2,640.00	\$220.00
Vehicle Parking 716-J	12	\$660.00	\$7,920.00	\$660.00
Current Ball Mat System	8,748	\$0.70	\$6,123.60	\$510.30
Ball Mat System Extension	7,500	\$0.70	\$5,250.00	\$437.50
Land	186,608	\$2.15	\$401,207.20	\$33,433.93
TOTAL			\$3,036,479.30	\$253,039.94

*Plus applicable State sales Tax

The two offices at 716-I mezzanine level, 187 and 261 square feet, where CBP officers are installed, will be charged utilities only.

*Plus applicable State sales Tax

3.01.1 Rental Credits: As acknowledged above, Lessee is entitled to rental credits in the amount of 50% of the back and front wages assessed by the Department of Small Business Development in its order dated September 3, 2021, attached hereto as Exhibit C. Such back and front wages amount to \$2,502,058.20. Thus, Lessee is entitled to **\$1,251,029.10** in rental credits, which shall be applied against rent due from Lessee to County on a month-to-month basis until such credits have been fully exhausted. No additional rent credits of any amount shall be provided towards front or back wages. The Department shall not begin to apply rental credits until this Lease is approved by the Board of County Commissioners. In the event Lessee fails to comply with the September 3, 2021, Order, Lessee shall reimburse the Department the amount of rental credits provided herein.

3.02 Opportunity Fee: Solely in the event and to the extent that Lessee requests and is granted authorization to handle third party cargo pursuant to section 2.04 above, or subleases any of its premises to non-DHL affiliated entities, which are those entities which DHL does not own a portion of that entity's stocks or assets, then in addition to the monthly rental payments required under Article 3.01, the Lessee shall pay to the County 7% of the monthly Gross Revenues, as defined in Article 3.10 (Gross Revenues), generated from their activities under this Agreement or the monthly rentals, as adjusted from time to time, under Article 3.01 and 3.05, whichever is greater. The Lessee shall pay such amount to the County by the tenth day of the month following the month in which the Gross Revenues were received or accrued. The percentage fees payable on any unreported Gross Revenues, determined by the annual audit required pursuant to Article 3.13 (Annual Audit Required) are considered, for the purposes of Article 3.08 (Late Payment Charge), as unreported Gross Revenues were received or accrued. Such opportunity fee is not a payment for a lease or license to use the Premises, but rather payment for the Lessee's privilege of doing business on the Airport.

3.03 Security Deposit: Unless previously deposited with the County, within three days after the date this Agreement is fully executed, Lessee will deposit with the County an amount equal to two times the required total monthly rental of occupied space or all space to which Lessee has access to as determined pursuant to Article 3.01 above, plus applicable State sales tax thereon. The County will hold the Security Deposit as security for the payment of the Lessee's obligations hereunder. Said Security Deposit shall be in addition to any rental payments required hereunder, and the Department shall be entitled to apply such payment to any debt of the Lessee to the Department that may then exist, as permitted by law, including but not limited to the rent required hereunder. In lieu of the Security Deposit being made in cash, the Department, in its sole discretion, may authorize the Lessee to provide an irrevocable Letter of Credit, in a form provided by the Department, in like amount. The amount of the Security Deposit is subject to adjustment by the Department at any time there is a change in the annual or monthly rentals pursuant to the terms of this Agreement; provided further, that the Department shall have the right to demand an increase in the Security Deposit requirement of up to an additional four months rental to provide the Department with adequate assurance of the Lessee's payment of its obligations, if such assurance is reasonably required because of the Lessee's defaults in the timely payment of rents, fees and charges due hereunder, or because the Department has reason to believe, based on published reports, that the Lessee's future ability to pay such rentals, fees and charges, on a timely basis, is in jeopardy.

3.04 Common Use Service Charges: In addition to the monthly rentals required herein, the Lessee shall pay each month during the term of this Agreement an applicable portion of the costs incurred by the County in providing certain common use services for the benefit of the Lessee, including, but not necessarily limited to, security, servicing of dumpsters provided by the Department pursuant to Article 4.02 (Removal of Trash), compressed air, emergency power, and industrial waste system, as applicable and actually used by or provided to the Lessee. Such costs, including administrative costs, shall be determined by the Department and billed periodically. These service charges shall be adjusted and billed retroactively from time to time based on changes in usages and in costs to the County.

3.05 Rental Rate Review: Beginning on October 01, 2021 (and each annual anniversary thereafter), the rental rates stated in Article 3.01 (Annual Rental) above shall be subject to review and adjustment as set forth hereafter. When such rental rate adjustments are approved by the Board of County Commissioners, and new or revised rental rates applicable in whole or in part to the Premises and to all other similarly situated tenants at the airport are established by said Board, the Department shall notify the Lessee in writing of such rates and this Agreement shall be considered and deemed to have been administratively amended to incorporate the revised rental rates effective as of such October 1 date. Payments for any retroactive rental adjustments shall be due upon billing by the Department and payable within ten calendar days of same.

3.06 Double Rental: In the event that the Lessee remains in possession of the Premises beyond the expiration or termination of this Agreement, the Lessee shall be bound by all of the terms and conditions of this Agreement to the same extent as if this Agreement were in full force and effect during the time beyond the expiration date of this Agreement. However, during any such possession of the Premises as a holdover tenant after the County has demanded the return of the Premises, the Lessee shall be liable for double rentals for so long as the Lessee remains in possession after such demand, such rentals to be based upon the rental rates applicable from time to time in whole or in part to the Premises. The parties acknowledge that the Lessee was not a holdover tenant with respect to the Prior Lease.

3.07 Address for Payments: The Lessee shall pay, by mail, all rentals, fees and charges required by this Agreement to the following:

By mail:

Miami-Dade County Aviation Department
Accounting Division
P.O. Box 526624
Miami, Florida 33152-6624

By hand delivery to the offices of the Department during normal working hours to the following:

Miami-Dade County Aviation Department
4200 N.W. 36 Street
Miami, Florida 33122

By electronic funds transfer for immediate credit via wire transfer to:

Bank: Bank of America
Miami, Florida
ABA Number: 026009593
Swift Code Number: BofAUS3N
Account Name: Miami-Dade Aviation Department
Bank Account Number: 001180000120

Note: Transaction must include the Aviation Department invoice number(s) of charges to be paid.

By electronic funds transfer for next day credit via the ACH (Automatic Clearing House) to:

Bank: Bank of America
Miami, Florida
ABA Number: 063100277
Account Number: Miami-Dade Aviation Department
Bank Account Number: 001180000120

Note: Transaction must include the Aviation Department invoice number(s) of charges to be paid.

3.08 Late Payment Charge: In the event the Lessee fails to make any payments, as required to be paid under the provisions of this Agreement, within ten days after same shall become due, interest at the rates established from time to time by the Board of County Commissioners of Miami-Dade County, Florida (currently set at 1½% per month), shall accrue against the delinquent payment(s) from the original due date until the Department actually receives payment. Such interest rate shall apply unless the Board of County Commissioners has established a different rate or a specific provision of federal or state law requires otherwise. The right of the County to require payment of such interest and the obligation of the Lessee to pay same shall be in addition to and not in lieu of the right of the County to enforce other provisions herein, including termination of this Agreement, and to pursue other remedies provided by law.

3.09 Dishonored Check or Draft: In the event that the Lessee delivers a dishonored check or draft to the County in payment of any obligation arising under the terms of this Agreement, the Lessee shall incur and pay a service fee of (a) TWENTY-FIVE DOLLARS, if the face value of the dishonored check or draft is \$50.00 or less, (b) THIRTY DOLLARS, if the face value of the dishonored check or draft is more than \$50.00 and less than \$300.00, or (c) FORTY DOLLARS, if the face value of the dishonored check or draft is \$300.00 or more, or Five Percent of the face value of such dishonored check or draft, whichever is greater. Further, in such event, the Department may require that future payments required pursuant to this Agreement be made by cashier's check or other means acceptable to the Department.

3.10 Gross Revenues: The term "Gross Revenues", as used in this Agreement for the purposes of applying the 7% opportunity fee contemplated in section 2.04, means all monies paid or payable to, or considerations of determinable value received by the

Lessee for sales made, transactions had, or services rendered in providing cargo handling and cargo related services to others as defined in Article 2.04 under this Agreement and from the subleasing of office space or other portions of the Premises, regardless of when or where the order therefor is received, whether paid or unpaid, whether on a cash or credit basis or in consideration of any other thing of value; provided, however, that any taxes imposed by law which are separately stated to and actually paid by a customer and directly payable by the Lessee to a taxing authority and sales refunds shall be excluded therefrom. See 2.04

3.11 Records and Reports: The Lessee shall keep in Dade County, during the term of this Agreement, all books of account, records and reports used in its operation necessary to report Gross Revenues, if applicable, and to calculate the percentage opportunity fees payable hereunder and as may, from time to time, be required by the Department to document its activities pursuant to this Agreement. All Gross Revenues hereunder shall be accounted for in accordance with generally accepted accounting principles. The form of all such books of account, records and reports shall be subject to the approval of the Department and/or the auditors of the County (one or more of the following: the designated external auditing firm or other certified public accounting firm selected by the Department, the County's Department of Audit and Management Services or auditors of the State of Florida), which shall be agreed upon in advance, if, and at such time as MDAD authorizes Lessee to handle third party cargo under section 2.04 above. Recommendations for changes, additions or deletions to such books of account, records and reports by the auditors of the County shall be complied with by the Lessee when requested by the Department. The auditors of the County shall be permitted, during normal working hours, to audit and examine all books of account, records and reports relating to the operations of the Lessee hereunder, including, but not limited to, balance sheets, profit and loss statements, deposit receipts, Florida State Sales Tax Reports and such other documents as may be determined by the Department to be necessary and appropriate; provided, however, that the Lessee shall not be required to retain such records in Dade County, Florida, for more than three years following termination of this Agreement.

3.12 Monthly Report of Gross Revenues: If applicable, on or before the tenth day following the end of each calendar month throughout the term of this Agreement, the Lessee shall furnish to the Department a statement of monthly Gross Revenues in the form prescribed by the Department. In the event there are no Gross Revenues a monthly report will be submitted stating such.

3.13 Annual Audit Required: Solely in the event and to the extent Lessee seeks and MDAD grants Lessee authorization to handle third-party cargo or subleases any of the Premises to non-DHL affiliated entities, in accordance with sections 2.04 and 3.02, then within sixty days of each anniversary of the commencement date of this Agreement and within sixty days following termination of this Agreement, the Lessee shall, at its sole cost and expense, provide to the Department on an annual (or portion thereof) basis an audit report of monthly Gross Revenues, containing an unqualified opinion, prepared and attested to by an independent certified public accounting firm, licensed in the State of Florida. The report shall include a schedule of Gross Revenues and percentage opportunity fees paid to the County under this Agreement, prepared in accordance with the comprehensive basis of accounting defined under terms of this Agreement and reported in the format as subsequently prescribed by the Department. The audit shall be conducted in accordance with generally accepted auditing standards and include issuance

of a management letter, which will contain the findings discovered during the course of the examination, such as recommendations to improve internal controls and other significant matters related to this Agreement. In addition, the audit shall include comprehensive compliance procedures to determine whether the books of account, records and reports were kept in accordance with the terms of this Agreement for the period of examination. The auditor shall report such procedures and findings in a separate letter report to the Department. The last such report shall include the last day(s) of operations.

3.14 Right to Inspect: Solely in the event and to the extent Lessee seeks and MDAD grants Lessee authorization to handle third-party cargo or subleases any of the Premises to non-DHL affiliated entities, in accordance with sections 2.04 and 3.02, then the Department and the auditors of the County shall have the right, without limitation, to enter upon the Premises at any time during normal operating hours of the Lessee to: (1) inspect, review, verify and check all or any portion(s) of the Lessee's procedures for recording or compiling Gross Revenue information by day or month; and (2) audit, check, inspect and review all books of account, records, financial reports, financial statements, operating statements, inventory records, copies of State sales tax returns, and work papers relating to the operation of the Lessee, and other pertinent information as may be determined to be needed or desirable by the Department.

3.15 Other Fees and Charges: The Lessee acknowledges that the Board of County Commissioners has or will establish or direct the establishment, from time to time, of various fees and charges for the use of various facilities, equipment and services provided by the County and not leased to or specifically provided to the Lessee hereunder, and procedures relating to the payment of same. The Lessee shall pay, upon billing, for its use of such facilities, equipment and services those fees and charges which are billed monthly. For other fees and charges which are based on usage, the Lessee shall, unless otherwise directed by the Department in writing, report it uses of applicable facilities, equipment and services and pay the applicable fees and charges at such frequency and in such manner as may be prescribed by the Department.

3.16 Monthly Cargo Statistics Report: All cargo handlers and cargo carriers are required to report on the cargo they process. The Lessee, on or before the 10th day of every month, shall provide to the Accounting Offices of the Department, indicated in Article 3.07 (Address for Payments) hereof, a monthly cargo statistics report, in a form specified by the Department. Failure to comply with this requirement shall constitute a default pursuant to Article 13.03 (Other Defaults) hereof.

3.17 Utilities: Unless the Premises are separately metered and billed directly to the Lessee by the utility company or included in the rental rates and noted in Article 3.01, the Lessee hereby agrees to pay monthly, upon billing by the Department, for utility consumption in the Premises. This monthly charge will be based on a survey conducted by or on behalf of the Department of the utility consumption by the Lessee and/or current nondiscriminatory rates charged others at the Airport. This monthly charge may also be adjusted and billed retroactively, from time to time, based on the changes in consumption and rates. The Lessee shall pay for all utilities used by it. In the event the Premises are metered and billed to the Department, the Lessee shall pay for utility consumption based on the metered charge. The County shall have no obligation to provide utilities to the Premises other than those existing as of the effective date of this Agreement.

ARTICLE 4A

CONSTRUCTION

4A.01 Renovation and Improvements:

(A) Subject to the limitations and obligations within this Agreement, the Lessee, for its convenience, shall, design, construct and pay for such improvements to the Premises as shall be approved by the Lessor, as shall be necessary to make the Premises suitable for Lessee's use and occupancy for the purposes and uses described in Article 2 ("Use of Premises") hereof and pursuant to the TAC-N requirements and drawings submitted, in accordance with all applicable FAA, Florida Law and Aviation Departmental requirements and all building, fire and environmental codes and the Americans with Disabilities Act (ADA).

The parties acknowledge that as part of the January 2020 modification, Lessee has already begun construction. Lessee acknowledges and agrees that it has received the Lessor's requirements of construction in its Tenant Airport Construction Non-Reimbursable ("TAC-N") procedures, including structural and design requirements as well as any bond and financing requirements for the project. Such TAC-N requirements are in addition to those set forth in this Agreement. To the extent any terms of the TAC-N conflict with the terms within this Agreement, the terms herein shall prevail.

(B) The Lessee shall bear and be solely responsible for all costs arising out of any improvements, including, but not limited to, the following:

1. land use approvals development fees, concurrency fees, and permit fees for the design, construction, and subsequent use of the improvements and infrastructure;
2. design and construction of the improvements and infrastructure, including but not limited to utilities, roads, parking lots, landscaping, taxiways, and ramps;
3. financing, construction bonding and insurance, building permits, impact and concurrency fees, utility installations and/or hook-ups or other infrastructure, as may be required to make the Premises suitable for the use of the improvements;
4. construction audits (as may be required elsewhere herein);
5. consultants, accountants, financing charges, legal fees, furnishings, equipment, and other personal property of the Lessee; and
6. all other direct or indirect costs associated with the approvals, design, construction and financing of the improvements, and their subsequent use.

Lessee acknowledges that the Lessor shall have no maintenance responsibility for any of the improvements, utilities and infrastructure to be constructed by Lessee except as specifically stated herein.

4A.02 Failure to Complete on a Timely Basis:

In the event the Lessee fails to comply with the time requirements for the design and construction of any improvements, as required by Lessor, unless Lessee submits evidence that any delay is outside of Lessee's reasonable control or such time requirements are extended by the Department, in writing, based on a showing of good faith effort by the Lessee, the County shall have the right to terminate this Agreement on thirty (30) days' notice or else take whatever appropriate legal steps may be available to protect the County's interests, as defined article 13 (Termination). Notwithstanding any contrary provision herein, the County acknowledges that Lessee timely commenced the existing construction and has met all required timelines and this Lease shall not be terminated by County under this provision due to any default with respect to the existing construction. In the event that Lessor authorizes any additional construction exceeding \$5 million and Lessee fails to timely complete the project in the manner provided within the TAC-N requirements in effect at the time of said construction, Lessor shall have the authority to exercise its default option under this section.

4A.03 Construction Completion Documents:

Within sixty (60) days following the completion of construction of any improvement for which a Certificate of Occupancy ("CO") or Temporary Certificate of Occupancy ("TCO") has issued; the Lessee shall furnish the following documents to the Department:

- (A) Documents showing that the improvement has met the requirements of the final inspection and that all permits have been closed out;
- (B) Documents that Lessee has obtained lien waivers from the general contractor and all parties designated by the Department, along with any final affidavit of the general contractor required by Chapter 713, Florida Statutes;
- (C) Certificate of Occupancy for the improvement;
- (D) Certification from the Lessee's architect that the improvement has been completed in conformance with the approved Plans and Specification as well as all permits and applicable governmental requirements;
- (E) If applicable, at least one copy of an as-built survey of the area covered by the improvement;
- (F) Two (2) complete sets of as-built construction drawings and two (2) AutoCAD files of the as-built construction drawings in a compact disk format or other format designated by the Department, including all pertinent shop and working drawings and such other as-built drawings as the Department may reasonably require; and
- (G) Copies of all releases of contractor claims and liens.
- (H) Copies of any documents noting utility meter installation sites and numbers.

4A.04 Temporary Structures:

Should trailers or temporary structures be used for construction purposes but not for business purposes, such structures shall be allowed on the leased Premises during the period of construction of the improvements subject to all required permitting. All trailers or temporary structures must comply with the Florida Building Code and must be removed prior to or upon the ending of construction. Copies of building permits shall be submitted to the Department's Project Manager within ten (10) calendar days of issuance to Lessee. MDAD acknowledges that Lessee has complied with this section for the current work completed on the Premises as of the Commencement Date of this Agreement.

4A.05 Review of Construction:

During the construction of the improvements, the Department or its designee shall have the right, but not the obligation, to periodically review the construction and to enter the Premises at reasonable times to inspect the construction for the purpose of ensuring conformity with the contract documents and any changes thereto requested by the Lessee and approved by the Department. Failure of the Department to make such review or inspection shall not impose any liability on the Department or the County, nor constitute Lessor's acceptance of the improvement as being in accordance with the contract documents and Lessee's obligations hereunder.

4A.06 Compliance with Responsible Wages and Benefits for County Construction Contracts (Implementing Order #3-24):

Lessee is aware of the policy of Miami-Dade County that in all leases of County-owned land which provide for privately funded construction improvements thereon whose construction costs are greater than or equal to \$5 million dollars, or construction improvements where any portion of which are financed by any federal, state or local governmental entity or by bonds issued by such entities, including the Industrial Development Authority (IDA), the Lessee shall include the requirements of the Responsible Wages Ordinance codified as Section 2-11.16 of the Miami-Dade County Code, as well as Implementing Order #3-24 in all applicable construction contracts. Lessee agrees to comply with all applicable provisions of such ordinance and implementing order. The County specifically acknowledges that with respect to construction commenced prior to the Commencement Date, Lessee received notice of the applicability of Miami Dade County Code section 2-11.16 after commencement of its construction and thus did not initially include such requirements in its construction contracts and sub-contracts. Lessee has subsequently arranged for all workers to be paid all back wages due and to prospectively pay required responsible wages and benefits for all remaining work.

4A.07 Other Programs:

To the extent required by the current terms of the County's Community Business Enterprise (CBE) Program applicable to architects and engineers under Section 2-10.4.01 of Miami-Dade County's Code, the Community Small Business Enterprise (CSBE) Program for construction activities under Section 10-33.02, the Living Wage Ordinance under Section 2-8.9, the Art in Public Places (AIPP) Program under Section 2-11.15, the ordinance

referred to as the "Little Davis-Bacon Ordinance" under Section 2-11.16, and any other program of the County made applicable to the Lessee's activities hereunder, as such programs, ordinances, or code provisions may be amended from time to time, Lessee agrees to comply with such applicable provisions as well as any Implementing Orders and other directives issued by the County relating to such Programs.

4A.08 Art in Public Places:

The parties acknowledge that the Department of Cultural Affairs has informed MDAD and Lessee that the Art in Public Places ("APP") provisions of the Miami-Dade County Code and Administrative Order does not apply to the improvements Lessee is currently making at the time of the execution of this Agreement to accommodate an upgraded material handling system. Lessee acknowledges that the Art in Public Places ("APP") provisions of the Miami-Dade County Code and Administrative Order may be applicable to subsequent construction and agrees to verify same in writing with the Department of Cultural Affairs.

ARTICLE 4 MAINTENANCE AND REPAIR BY LESSEE

4.01 Cleaning: The Lessee shall, at its sole cost and expense, perform or cause to be performed, services which will at all times keep the Premises and, to the extent in Lessee's control, the adjacent non-leased aircraft ramp clean, neat, orderly, sanitary and presentable. Lessee's obligation as specified above with regard to the ramp areas will be discharged to the extent within Lessee's control; it being acknowledged that persons other than Lessee have access to and use of the ramp areas.

4.02 Removal of Trash: The Lessee shall, at its sole cost and expense, remove from the Premises all trash and refuse which might accumulate and arise from its use of the Premises and the business operations of the Lessee under this Agreement. Such trash and refuse shall be disposed of only in the common use dumpsters provided by the Department or in such other manner approved by the Department.

4.03 Maintenance and Repairs: The Lessee shall repair and maintain in good condition the Premises and all improvements or alterations thereto, including all equipment and air conditioning units installed by Lessee on both the Existing and Expanded Premises shown on Exhibit F, attached hereto, except for those items for which the County is responsible pursuant to Article 5 (Maintenance by County). Such repair and maintenance shall include, but not be limited to, interior painting, overhead and personnel doors, windows, pavement (landside and airside) within or appurtenant to the Premises, equipment, dock levelers, protection bumpers attached to building, furnishings, skylights, fixtures, appurtenances, replacement of light bulbs, ballasts and tubes and the replacement of all broken glass and shall at all times be based on a standard of care reflecting prudent property management. Maintenance and repairs shall be in quality and class equal to or better than the original work to preserve the Premises in good order and condition. The Lessee shall be responsible for any damage resulting from the installation or operation of any air conditioning units or other equipment Lessee has installed or attached to both the Existing and Expanded Premises. The Lessee shall repair all damage caused

by the Lessee and its employees, agents, independent contractors, patrons, servants or invitees. Prior to or at termination of this Agreement, injury done by the installation or removal of furniture and personal property of the Lessee shall be repaired so as to restore the Premises to their original state, except as the Premises may have been altered by the Lessee with the approval of the Department pursuant to Article 7.01 (Alterations), and to quit and surrender up the Premises in the same good order and condition as it was at the commencement of this Agreement, reasonable wear and tear and damage caused by an Act of God excepted; provided however, that such return of the Premises under this Article 4.03 shall not relieve the Lessee of its obligations for damages to the Premises during the term of this Agreement or as provided in Article 13.06 (C) or that may be specifically provided elsewhere in this Agreement. Lessee shall not be responsible for capital improvements or replacement of obsolete capital items except as required under Article 13.06 herein.

4.04 Excavation of Land: No excavation of any of the land shall be made, no soil or earth shall be removed from the Premises, and no well of any nature shall be dug, constructed or drilled on the Premises, except as may be required for environmental monitoring purposes pursuant to Article 8 (Environmental Compliance).

4.05 Water and Sewerage System: The Lessee shall, at its sole cost and expense, operate and maintain all the components of the existing water, sanitary sewerage and storm drainage facilities within the boundaries of the Premises. The Lessee shall not make any alterations or modifications to such facilities without the advance written approval of the Department.

4.06 Industrial Waste Facilities: The Lessee shall be fully responsible for all industrial wastes exiting the Premises and in response thereto shall provide, operate and maintain adequate facilities on the Premises for separating, neutralizing and treating industrial waste and foreign materials and the proper disposal thereof, in accordance with applicable laws, rules and regulations.

4.07 Modifications or Access to Roof: The Lessee covenants that it shall not install, attach, suspend or in any manner modify the roof, its members or structures nor shall it permit any person to walk on the roof or its members without the prior written consent of the Department. In the event the Lessee violates this covenant, the County shall not have any responsibility for any damages to the property of the Lessee or others inside the leased Premises caused by rain or other hazard in any way related to the roof.

4.08 Loading Dock/Platform: If the Premises include a loading dock/platform, the Lessee shall keep such loading dock/platform clean and clear at all times and shall not use the loading dock/platform for the storage of cargo, equipment or any other materials.

4.09 Inspections: The Department and/or its designated representatives shall have the right, during normal working hours, to inspect the Premises to identify those items of maintenance, repair, replacement, modification and refurbishment required of the Lessee or the County, pursuant to Article 5 (Maintenance by County), to keep the Premises in good order and condition. The Lessee shall perform all corrective work required of it, identified in such inspection(s) within 30 days of receipt of written notice from the Department, or if such corrective work cannot reasonably be completed within such

30 day period, Lessee shall commence such work within 30 days of receipt of written notice and complete such work as expeditiously thereafter as reasonably possible. Trash and debris problems shall be corrected within 24 hours following receipt of either oral or written notice from the Department.

4.10 Failure to Maintain: If it is determined by the Department that the Lessee has failed to properly clean, remove trash and refuse, maintain, repair, replace and refurbish the Premises as required by this Article 4 (Maintenance and Repair by Lessee), the Department shall provide to the Lessee a list of deficiencies, reflecting the amount of time to be reasonably allowed for the Lessee to correct same. If the Lessee fails to correct such deficiencies within the time allowed and has not registered an objection as to its obligation to do so, the Department, following 10 days further notice to the Lessee, may enter upon the Premises and perform all work, which, in the judgment of the Department, may be necessary, and the County shall add the cost of such work, plus 25% for administrative costs, to the rent due hereunder on the first day of the month following the date of such work, and such cost shall be and constitute a part of the rent. Subsequent to receipt of the further notice of intent to perform repairs or cleanup from the Department, the Lessee shall not undertake performance of such repairs or cleanup without specific prior written authorization from the Department, not to be unreasonably withheld if the Department has not yet contracted for or commenced the needed repairs or cleanup.

ARTICLE 5

Maintenance by County

5.01 Maintenance of Water, Sewer and Drainage Systems: The County shall operate and maintain, in good condition, all components of the existing water, sanitary sewerage and storm water drainage facilities that lie outside the boundaries of the Premises.

5.02 Building Maintenance: The County shall maintain, in good condition, the roof, exterior walls and the building's structural support system. The County shall maintain all common areas, including, hallways, vestibules, restrooms, elevators, in said areas, landscaping, irrigation system and the Building's central air conditioning system, except for the units installed by the Lessee. If any of such facilities are damaged or destroyed by the operations of the Lessee, the Department shall require Lessee to make all necessary repairs or replacements or else the Department shall make the necessary repairs or replacements and bill the Lessee for the costs of same, plus 25% for administrative costs in the manner specified in Article 4.10 (Failure to Maintain) hereof. The County shall provide janitorial services to all common areas. The County shall not maintain any doors, including personnel, overhead and cargo doors, or any windows within or directly leading into the leased Premises.

5.03 Intentionally Omitted.

5.04 County Maintenance Subject to Certain Conditions: Such maintenance by the County may be subject to interruption caused by repairs, strikes, lockouts, labor controversies, inability to obtain fuel or power or parts, accidents, breakdowns, catastrophes, national or local emergencies, acts of God, and other conditions beyond the control of the County. Upon any such happening, the Lessee shall have no claim for damages for the

County's failure to furnish or to furnish in a timely manner any such maintenance; provided, however, that the Department, in its reasonable discretion, may provide a rent abatement for that portion of the Premises rendered unusable for the period of time that the County is unable to make the repairs required by Articles 5.01 (Maintenance of Water, Sewer and Drainage Systems) and 5.02 (Building Maintenance). The County shall exercise reasonable diligence to remedy and/or cure any such interruptions, to the extent such interruptions are within the County's control.

ARTICLE 6

Regulations, Licenses and Permits

6.01 Rules and Regulations - General: (A) (1) The Lessee shall comply with all Ordinances of the County, including the Rules and Regulations of the Department, Chapter 25, Code of Miami-Dade County, Florida, as the same may be amended from time to time, Operational Directives issued thereunder, all additional laws, statutes, ordinances, regulations and rules of the Federal, State and County Governments, and any and all plans and programs developed in compliance therewith, which may be applicable to its operations or activities under this Agreement, specifically including, without limiting the generality hereof, Federal air and safety laws and regulations and Federal, State, and County environmental laws, as well as the County's Art in Public Places ordinance, the Employ Miami-Dade program, Responsible Wages ordinance, and any rules, regulations and requirements of the County's applicable Small Business Development programs.

(2) During any renovation work to be performed by Lessee hereunder, and at any time Lessee performs any work on the Premises, Lessee shall comply with all design and construction requirements of MDAD, including, but not limited to, MDAD's Tenant Airport Construction Non-reimbursable requirements ("TAC-N"), as they may be amended from time to time. All design and construction work must be approved in advance by MDAD, to the extent set forth in such TAC-N requirements.

(B) Permits and Licenses: (1) The Lessee, at its sole cost and expense, shall be liable and responsible for obtaining, paying for, maintaining on a current basis, and fully complying with, any and all permits, licenses and other governmental authorizations, however designated, as may be required, at any time throughout the entire term of this Agreement, by any Federal, State, or County governmental entity or any judicial body having jurisdiction over the Lessee or the Lessee's operations and activities, for any activity of the Lessee conducted on the Premises and for any and all operations conducted by the Lessee, including insuring that all legal requirements, permits and licenses necessary for or resulting, directly or indirectly, from the Lessee's operations and activities on the Premises have been obtained and are being fully complied with.

(2) Such permits and licenses shall include, but not be limited to, a Certificate of Use and Occupancy and any required Industrial Waste or Operating Permits from Department of Regulatory and Economic Resources. At the inception of this Agreement, the Lessee shall provide to the Department evidence that it has obtained the Certificate of Use and Occupancy and, as applicable, the appropriate operating Waste Permit(s). Upon written request of the Department, the Lessee shall provide to the Department copies of any permits and licenses, and applications therefor, which the Department may request.

(C) Violations of Rules and Regulations: Subject to the County's obligations as confirmed in Article 8 (Environmental Compliance), Lessee agrees to pay on behalf of the

County any penalty, assessment or fine issued against the County, or to defend in the name of the County any claim, assessment or civil action, which may be presented or initiated by any agency or officer of the Federal, State or County governments, based upon a claim or allegation that the Lessee, its agents, employees, invitees, or trespassers have violated any law, ordinance, regulation, rule or directive described in Article 6.01 above or any plan or program developed in compliance therewith. The Lessee further agrees that the substance of this Article 6.01 (Rules and Regulations - General) above shall be included in every sublease, contract and other agreement, which the Lessee may enter into related to its operations and activities under this Agreement and that any such sublease, contract and other agreement shall specifically provide that "Miami-Dade County, Florida is a third party beneficiary of this and related provisions." This provision shall not constitute a waiver of any other conditions of this Agreement prohibiting or limiting assignments, subletting or subcontracting.

6.02 Aircraft Noise Abatement Regulations Compliance: The Lessee hereby specifically acknowledges its awareness that the noise generated by aircraft, while on the ground and in flight, may cause annoyance to residential areas in proximity to the Airport and/or under or near flight corridors serving the Airport and that the County, as proprietor of the Airport, may, therefore, from time to time adopt certain lawful policies, procedures and/or regulations, not inconsistent with the Airport Noise and Capacity Act of 1990, unless otherwise approved by the Federal Aviation Administration, and not inconsistent with aircraft safety or the Lessee's rights hereunder, intended to abate the effects of aircraft noise. Said policies, procedures and/or regulations may deal with, but are not necessarily limited to, nighttime engine run-ups, preferential runway usage, aircraft arrival and departure patterns, use of displaced runway thresholds, and the like. The Lessee specifically understands and agrees that a violation of such noise abatement policies, procedures and/or regulations may result in the arrest or citation of the offending party, with the imposition of fines, and that a violation of same shall constitute a material breach hereunder and may result in termination of this Agreement pursuant to the provisions hereof.

ARTICLE 7

Alteration of Premises and Erection of Signs

7.01 Alteration: The Lessee shall not alter the Premises in any manner whatsoever without the prior written approval of the Department. In the event the Lessee is given approval to make any alterations to the Premises, the Lessee shall fully comply with the terms and conditions of the approval document, the applicable Tenant Airport Construction (TAC) requirements (Exhibit Y), as may be amended from time to time, of the Department's TAC Program in effect, and Article 6 (Regulations, Licenses and Permits). Such programs may include, but shall not be limited to: (i) the County's Community Business Enterprise (CBE) Program applicable to architects and engineers under Section 2-10.4.01 of Miami-Dade County's Code; (ii) the Community Small Business Enterprise (CSBE) Program for construction activities under Section 10-33.02; (iii) the Living Wage Ordinance under Section 2-8.9; (iv) the Art in Public Places (AIPP) Program under Section 2-11.15; (v) the Responsible Wages Ordinance under Section 2-11.16; (vi) Residents First Training and Employment Program under Section 2-11.7; (vi) Employ Miami-Dade under Administrative Order (AO) 3-6; and any other program of the County applicable to the Lessee's alteration activities hereunder, as such programs, ordinances, or code provisions may be amended from time to time. Failure to comply with terms, conditions, rules, and regulations, shall result in a default pursuant to Article 13.03 (Other Defaults) hereof,

unless cured by removal of the unapproved alterations and restoration of the remises to its original condition within the notice period pursuant to said Article 13.03.

The Lessee shall comply with such applicable provisions as well as any Administrative and/or Implementing Orders and other directives issued by the County relating to such Programs. The Lessee's failure to do so shall constitute a default pursuant to Article 13.03 (Other Defaults) hereof.

The Lessee acknowledges that the Premises have been provided by the County with a basic level of "tenant finishes" and that, therefore, any additional or special finishes desired by the Lessee shall be at the Lessee's sole cost and expense and that rentals, pursuant to Article 3.01 (Monthly Rental), shall be payable during the period the Lessee is installing such additional or special finishes.

7.02 Signage: The Lessee shall not erect, maintain or display any identifying signs or any advertising matter, of any type or kind which is visible to the public, without prior written approval of the Department. In the event the Department changes the graphics system for the identification of lessees at the Airport, the Lessee agrees, if required by the Department, to change, at its sole cost, any of its identification signs necessary to comply with such graphics system. Notwithstanding the foregoing, to the extent the Department has previously approved a sign and requires such change, the Department agrees to pay the unamortized cost associated with such change.

ARTICLE 8

Environmental Compliance

8.01 Definitions: For purposes of this Agreement, the following additional definitions apply:

(A) "Baseline Environmental Conditions" means the presence or release of Hazardous Materials, at, on, under, or from the Premises prior to Lessee's Occupancy Date, the presence or release of which was not caused by Lessee or Lessee's agents, employees, contractors, invitees or trespassers. Solely for purposes of this Agreement, it shall be presumed that the Baseline Environmental Conditions consist of the conditions identified in any existing (as of the date of this Agreement) Miami-Dade County maintained records, including contamination assessment reports and any other technical reports, data bases, remedial action plans, the Baseline Audit or the presence, discharge, disposal or release of any other Hazardous Materials originating prior to the Occupancy Date that comes to be located on the Premises and not caused by Lessee or Lessee's agents, employees, contractors, invitees or trespassers.

(B) "Environmental Claim" means any investigative, enforcement, cleanup, removal, containment, remedial or other private, governmental or regulatory action at any time threatened, instituted or completed pursuant to any applicable Environmental Requirement, against Lessee with respect to its operations at Miami International Airport or against or with respect to the Premises or any condition, use or activity on the Premises (including any such action against County), and any claim at any time threatened or made by any person against Lessee with respect to its operations at Miami International Airport or against or with respect to the Premises or any condition, use or activity on the Premises (including any such

claim against County), relating to damage, contribution, cost recovery, compensation, loss or injury resulting from or in any way arising in connection with any Hazardous Material or any applicable Environmental Requirement.

(C) “Environmental Law” means any applicable federal, state or local law, statute, ordinance, code, rule, or regulation, or license, authorization, decision, order, injunction, or decree, any of which may be issued by a judicial or regulatory body of competent jurisdiction, or rule of common law including, without limitation, actions in nuisance or trespass, and any judicial or agency interpretation of any of the foregoing, which pertains to health, safety, any Hazardous Material, or the environment (including but not limited to ground or air or water or noise pollution or contamination, and underground or aboveground tanks) and shall include without limitation, the Solid Waste Disposal Act, 42 U.S.C. § 6901 *et seq.*; the Comprehensive Environmental Response, Compensation and Liability Act of 1980, 42 U.S.C. § 9601 *et seq.* (“CERCLA”), as amended by the Superfund Amendments and Reauthorization Act of 1986 (“SARA”); the Hazardous Materials Transportation Act 49 U.S.C. § 1801 *et seq.*; the Federal Water Pollution Control Act, 33 U.S.C. § 1251 *et seq.*; the Clean Air Act 42 U.S.C. § 7401 *et seq.*; the Toxic Materials Control Act 15 U.S.C. § 2601 *et seq.*; the Safe Drinking Water Act, 42 U.S.C. § 300f *et seq.*; Chapters 403, 376 and 373, Florida Statutes; Chapters 24 and 25 of Miami-Dade County Code, and any other applicable local, state or federal environmental statutes, codes, or ordinances, and all rules, regulations, orders and decrees now or hereafter promulgated under any of the foregoing, as any of the foregoing now exist or may be changed or amended or come into effect in the future.

(D) “Environmental Requirement” means any Environmental Law, or any agreement or restriction entered into or applicable by law (including but not limited to any condition or requirement imposed by any insurance or surety company), as the same now exists or may be changed or amended or come into effect in the future, which pertains to health, safety, any Hazardous Material, or the environment, including but not limited to ground or air or water or noise pollution or contamination, and underground or aboveground tanks.

With regard to any environmental agreements or restrictions entered into by MDAD, MDAD agrees to use reasonable efforts to apprise the Miami Airport Affairs Committee (the “MAAC”), which represents the interests of the airlines at the Airport, of any such agreements or restrictions and to obtain the MAAC’s input into such items.

(E) “Hazardous Material” means any substance, whether solid, liquid or gaseous, which is listed, defined or regulated as a hazardous substance, a hazardous waste or pesticide, or otherwise classified as hazardous or toxic, in or pursuant to any applicable Environmental Requirement; or which is or contains asbestos, radon, any polychlorinated biphenyl, urea formaldehyde foam insulation, explosive or radioactive material, or motor fuel or other petroleum hydrocarbons; or which causes or poses a threat to cause contamination or a nuisance on the Premises, any adjacent Premises or a hazard to the environment or to the health or safety of persons on the Premises or Other Airport Property.

(F) “Initial Construction Period” means for any lease which contemplates construction or renovation for Premises not previously occupied in whole or in part by Lessee under this Agreement and/or any previous Agreement, a period of time not to exceed six (6) months commencing with the date on which Lessee breaks ground on the Premises for construction of foundations or commences such renovation.

(G) “Occupancy Date” means the date Lessee first entered, occupied or took possession of the Premises under any written or verbal agreement.

(H) “On” or “in” when used with respect to the Premises or any premises adjacent to the Premises, means “on, in, under, above or about.”

(I) “Other Airport Property” means property on the Airport occupied or used by Lessee, or upon which Lessee performs operations, but which is not subject to a lease, sublease or other legal agreement governing the terms of Lessee’s occupation, use or operations at such property.

(J) “Recognized Environmental Condition” shall have the meaning set forth in ASTM E 1527-05, Section 1.1.1, as such provision may be amended or superseded from time to time.

(K) “Release” means any spilling, leaking, pumping, pouring, emitting, emptying, discharging, injecting, escaping, leaching, dumping or disposing into the environment.

(L) “Remediation” means any investigation, clean-up, removal action, remedial action, restoration, repair, response action, corrective action, monitoring, sampling and analysis, installation, reclamation, closure, or post-closure in connection with the suspected, threatened or actual release of Hazardous Materials.

(M) “Trespassers” means third parties who have entered the Premises and whose actions while on the Premises have resulted in Release of Hazardous Materials directly onto the Premises. Notwithstanding the foregoing, for purposes of this Agreement, Trespassers shall not include those third parties whose actions took place off of the Premises and which resulted in the presence of Hazardous Materials on the Premises due to the migration of Hazardous Materials from that off-Premises location.

8.02 Lessee’s Industrial Classification: Lessee represents and warrants to County that Lessee’s Standard Industrial Classification (“**SIC**”) code number, as published in the most recent SIC Manual from the United States Office of Management and Budget, and as used on Lessee’s Federal Tax Return shall be made available to Lessor upon request.

8.03 Lessee’s Acceptance of the Risks and Condition of Premises As-Is: Lessee agrees that the Premises shall be leased and delivered to Lessee in its current “as-is/with all faults” condition (but it is not intended by this provision that County be relieved from its duties expressly set forth in this Agreement or any other applicable agreement). Lessee hereby, warrants, covenants, agrees, and acknowledges that:

(A) Hazardous Materials may be present on the Premises and Other Airport Property. The County is currently engaged in a significant environmental remediation program at MIA.

(B) Under Article 8.06 below, Lessee is provided the opportunity to conduct an independent investigation of the Premises and the physical condition thereof, including the potential presence of any Hazardous Materials on or about the Premises. Lessee's report on the investigation, if any such report has been prepared, has been provided to the County and is listed in Exhibit K-03 attached to this Agreement. Whether Lessee has conducted such an investigation or not, Lessee is willing to proceed with this Agreement notwithstanding the environmental conditions of the premises or the properties surrounding the premises, subject to Lessee's right to terminate this Agreement as otherwise provided herein.

(C) Because of the possible presence of environmental contaminants on the Premises or Other Airport property, County has made no express, implied, or other representations of any kind with respect to the suitability or usability of the Premises or Other Airport Property, or any improvements appurtenant thereto, including, without limitation, the suitability or usability of any building materials, building systems, soils or groundwater conditions (due to the presence of Hazardous Materials in, on, under, or about the Premises or other Airport property), for Lessee's proposed or intended use, and Lessee has relied solely on Lessee's own inspection and examination of such matters.

(D) Except as to County's obligations set forth in this Article or elsewhere in this Agreement, Lessee expressly assumes the risk that Hazardous Materials that are or may be present on the Premises at the commencement of this Agreement may affect the suitability or usability of the Premises for Lessee's proposed or intended use. Lessee agrees that, except to the extent of County's Remediation obligations provided in this Article 8, or any other discharge, disposal or release of Hazardous Materials or violation of Environmental Requirements, caused by County, its agents, employees or contractors and except with respect to Baseline Environmental Conditions, County shall have no responsibility or liability with respect to any Hazardous Materials on the Premises. Notwithstanding the foregoing, in no event shall County be liable to Lessee for damages relating to physical or personal injury, business interruptions relocation costs or any other cost (other than a cost for which County is liable under this Article 8) resulting from the presence of Hazardous Materials on the Premises at any time during this Agreement.

8.04 Responsibilities for Hazardous Materials:

(A) Unless the parties agree otherwise in writing, the County shall conduct response actions mandated by existing Environmental Requirements applicable to the County for (i) Hazardous Materials disclosed in the Lessee Audit to the extent required by Article 8.06 and (ii) Baseline Environmental Conditions, provided however that:

1) To the extent this Agreement covers Premises not previously occupied by Lessee and if this Agreement contemplates construction or renovation by the Lessee, any Hazardous Material discovered during the Initial Construction Period as defined in Article 8.01(F), shall be presumed to be a Baseline Environmental Condition under this Agreement except to the extent the Aviation Department demonstrates to the satisfaction of Lessee by written notice setting forth the Aviation Department's explanation as to why the Hazardous Material originated from a discharge, disposal or release that was caused by

Lessee, Lessee's agents, employees, contractors or invitees. Should Lessee determine that such a demonstration has not been made to Lessee's satisfaction, County may invoke the dispute resolution provision of 8.16. Until such time as the parties reach an agreement or such time as the dispute is otherwise resolved, responsibility for such Hazardous Material shall remain with the Aviation Department.

2) To the extent this Agreement covers premises previously occupied by Lessee, and except for Baseline Environmental Conditions, Remediation of any Hazardous Material discovered on the Premises shall be the responsibility of the Lessee, except to the extent that Lessee demonstrates to the satisfaction of Aviation Department Management by written notice setting forth Lessee's explanation as to why the Hazardous Material originated from (1) a discharge, disposal or release outside of the Premises, unless such discharge, disposal or release was caused by Lessee, Lessee's agents, employees, contractors or invitees (2) a discharge, disposal or release of Hazardous Material on the Premises prior to the date upon which Lessee first occupied the Premises and not caused by Lessee or Lessee's agents, employees, contractors or invitees; or (3) a discharge, disposal or release caused by the County, its agents, employees, contractors or any third party. Should the Aviation Department determine that such a demonstration has not been made to Aviation Department's satisfaction, Lessee may invoke the dispute resolution provision of 8.16. Until such time as the parties reach an agreement or such time as the dispute is otherwise resolved, responsibility for such Hazardous Material shall remain with Lessee.

(B) County's responsibility for Remediation under this Article 8.04 shall be limited to the Recognized Environmental Conditions required to be remediated under applicable Environmental Requirements. If County is permitted to leave any Hazardous Material in place under applicable Environmental Requirements, County shall have the option of so doing, unless a governmental authority requires at any time the removal of Hazardous Materials for Lessee to be able to continue with construction or occupancy of the Premises. The County shall notify Lessee of any such decision to leave Hazardous Material in place.

(C) (1) To the extent they exist, the County has made available to Lessee a listing of contamination assessment reports and remedial action plans regarding any soil and groundwater contamination at the Premises. Such list is found on Exhibit K-03 to this Agreement. The County may have already installed or may have plans to install remediation systems to clean up the contamination described in such reports to the extent they exist. Lessee agrees that during the term of the Agreement, County's authorized representatives shall have the right to enter the Premises in order to operate, inspect, maintain, relocate and replace any such installed systems. Without limiting the generality of the foregoing, the County shall have the right to: (a) install, use, monitor, remove (or, in connection with monitoring wells, abandon in place in accordance with applicable governmental regulations) soil borings, treatment systems, pumps, monitoring wells, and associated equipment; (b) construct, maintain, and ultimately remove various mechanical devices designed to aid in the monitoring and remediating effort; and (c) undertake such related activities as the Aviation Department or other governmental authorities may require or recommend, utilizing such methods as the Aviation Department or the applicable governmental authorities may elect in order to remediate the contamination described in any such reports.

(2) County shall utilize reasonable efforts to minimize any disturbance of the Lessee's use of the Premises caused by any Remediation it undertakes and shall provide Lessee prior written notice of such Remediation. Lessee agrees that it shall not unreasonably interfere with or obstruct such Remediation. County and Lessee each agree to take such action as may be reasonable to coordinate their operations so as to minimize any interference with the other party. If vehicles, equipment, or materials belonging to the Lessee have to be temporarily relocated to permit the Remediation to be performed, the Lessee will effect such relocation at no expense to the County. Attached to Exhibit K-03 is a site sketch of the Premises describing any existing or currently planned Remediation equipment and depicting the current and proposed future location of such equipment.

(3) If Remediation equipment or materials need to be temporarily stored in a secure location on the Premises, the Lessee will provide reasonable storage inside the building on the Premises for such equipment and materials at no expense to the County, provided, however, that Lessee shall bear no liability and otherwise shall have no responsibility for any theft of and/or damage to such equipment or materials so stored, to the extent Lessee took reasonable measures to prevent, such theft and/or damage and such theft and/or damage was not caused by Lessee or Lessee's employees. To the extent that water and electrical service within the Premises are not metered and the Lessee does not pay for such services directly, the Lessee will provide the County with water and electrical service from the Premises in connection with the Remediation, without charge. The Lessee acknowledges the Remediation may be conducted at the locations depicted on the site sketch attached to Exhibit K-03 at any time during the term of the Agreement and may continue until such time as a no further action letter is obtained from the appropriate regulatory authorities.

8.05 Intentionally Omitted

8.06 Intentionally Omitted

8.07 Environmental Maintenance of Premises: Except for the obligations of the County under this Article 8, Lessee shall, at its sole cost and expense, keep, maintain and use the Premises, and operate within the Premises at all times, in compliance with all applicable Environmental Laws, and shall maintain the Premises in good and sanitary order, condition, and repair.

8.08 Lessee's Use of Hazardous Materials: Exhibit K-08 is a complete list of all Hazardous Materials which Lessee currently intends to use on the Premises or Other Airport Property during the term of the Agreement which have been approved by the County, and the use, storage and transportation of which on or about the Premises shall not be subject to County's approval or objections. Except for those Hazardous Materials listed on Exhibit Z, Lessee shall not use, store, generate, treat, transport, or dispose of any Hazardous Material on the Premises or Other Airport Property without first providing the County thirty (30) days written notice prior to bringing such Hazardous Material upon the premises. To the extent certain Hazardous Materials are needed to be used by Lessee on a non-routine basis, such as for emergency repairs, Lessee may provide such notice within twenty-four (24) hours of bringing such Hazardous Material upon the premises. Notwithstanding the foregoing, County may object to the use of any previously approved Hazardous Material should County reasonably determine that the continued use of the Hazardous Material by Lessee presents a material increased risk of site contamination, damage or injury to persons, Premises, resources on or near the Premises or

Other Airport Property, or noncompliance due to a change in regulation of such Hazardous Material under applicable Environmental Law. Upon County's objection, Lessee shall immediately remove the Hazardous Material from the site. This section 8.08 shall not apply to Hazardous Materials which are not used, generated, treated or disposed of by Lessee but which are otherwise transported by Lessee solely in the course of Lessee's business, such as cargo operations, and for which Lessee has no knowledge as to the identity of such hazardous materials prior to such transport. County's objection or failure to object to the use, storage, generation, treatment, transportation, or disposal of Hazardous Material under this paragraph, or the exclusion of certain Hazardous Materials under this paragraph, shall not limit or affect Lessee's obligations under this Agreement, including Lessee's duty to remedy or remove releases or threatened releases; to comply with applicable Environmental Law and/or Environmental Requirements relating to the use, storage, generation, treatment, transportation, and/or disposal of any such Hazardous Materials; or to indemnify County against any harm or damage caused thereby. Lessee shall promptly and completely answer periodic questionnaires from the County concerning Lessee's practices regarding the generation, use, storage, and disposal of Hazardous Materials under this Agreement.

8.09 Entry by County:

(A) Notwithstanding any other right of entry granted to County under this Agreement, and subject to the requirements set forth in Article 8.09(B), MDAD shall have the right, at its own expense and upon reasonable notice, to enter the Premises or to have consultants enter the Premises throughout the Term of this Agreement for the purposes of: (1) determining whether the Premises are in conformity with applicable Environmental Law; (2) conducting an environmental review or investigation of the Premises; (3) determining whether Lessee has complied with the applicable environmental requirements of this Agreement; (4) determining the corrective measures, if any, required of Lessee to ensure the safe use, storage, and disposal of Hazardous Materials; or (5) removing Hazardous Materials (except to the extent used, stored, generated, treated, transported, or disposed of by Lessee in compliance with applicable Environmental Requirements and the terms of this Agreement). Lessee agrees to provide access and reasonable assistance for such inspections. MDAD shall use its best efforts to reasonably minimize interruptions of business operations on the Premises.

(B) Such inspections may include, but are not limited to, entering the Premises or adjacent property with drill rigs or other machinery for the purpose of obtaining laboratory samples of environmental conditions or soil or groundwater conditions. Lessee shall have the right to collect split samples of any samples collected by MDAD, MDAD shall not be limited in the number of such inspections during the Term of this Agreement MDAD will conduct such inspections during Lessee's normal business hours, but MDAD may conduct such inspections in other than normal business hours if the circumstances so require. For inspections conducted by MDAD, MDAD agrees to provide Lessee with reasonable notice (not less than twenty four (24) hours) prior to inspecting the Premises; provided however, that such notice period shall not apply under circumstances in which MDAD reasonably determines that there exists an immediate threat to the health, safety, or welfare of any persons. Based on the results of such inspections, should MDAD reasonably determine that Hazardous Materials have been released, discharged, stored, or used on the Premises in violation of the terms of this Agreement, Lessee shall, in a timely manner, at its expense, remove such Hazardous Materials in a manner not inconsistent

with applicable Environmental Law and otherwise comply with the reasonable recommendations of MDAD and any regulatory authorities related to the results of such inspections. The right granted to MDAD herein to inspect the Premises shall not create a duty on MDAD's part to inspect the Premises, nor liability of MDAD for Lessee's use, storage, or disposal of Hazardous Materials, it being understood that Lessee shall be solely responsible for all liability in connection therewith. MDAD shall provide the results of such inspections to the Lessee in a timely manner if requested to do so in writing. Nothing herein shall be construed to limit, restrain, impair or interfere with County's regulatory authority to conduct inspections and/or the manner in which it conducts such inspections. Lessee shall not be liable or otherwise responsible for any property damage to the Premises or injury to any person caused by County, its agents or consultants during County's inspection under this Section 8.09.

8.10 Permits and Licenses: The Lessee warrants that it will secure at the times required by issuing authorities all applicable permits or approvals that are required by any governmental authority having lawful jurisdiction to enable Lessee to conduct its obligations under this Agreement. Upon written request, Lessee shall provide to County copies of all permits, licenses, certificates of occupancy, approvals, consent orders, or other authorizations issued to Lessee under applicable Environmental Requirements, as they pertain to the Lessee's operations on or use of the Premises or Other Airport Property.

8.11 Notice of Discharge to County:

(A) In the event of: (i) the happening of any material event involving the spill, release, leak, seepage, discharge or clean up of any Hazardous Material on the Premises or Other Airport Property in connection with Lessee's operation thereon; or (ii) any written Environmental Claim affecting Lessee from any person or entity resulting from Lessee's use of the Premises or Other Airport Property, then Lessee shall immediately notify County orally within twenty-four (24) hours and in writing within three (3) business days of said notice. If County is reasonably satisfied that Lessee is not promptly commencing the response to either of such events. County shall have the right but not the obligation to enter onto the Premises or to take such other actions as it shall deem reasonably necessary or advisable to clean up, remove, resolve or minimize the impact of or otherwise deal with any such Hazardous Material or Environmental Claim following receipt of any notice from any person or any entity having jurisdiction asserting the existence of any Hazardous Material or an Environmental Claim pertaining to the Premises, which if true, could result in an order, suit or other action against the County. If Lessee is unable to resolve such action in a manner which results in no liability on the part of County, all reasonable costs and expenses incurred by County shall be deemed additional rent due County under this Agreement and shall be payable by Lessee upon demand, except to the extent they relate to a Baseline Environmental Condition.

(B) With regard to any reporting obligation arising out of Lessee's operations or during the Agreement, Lessee shall timely notify the State of Florida Department of Environmental Protection, Miami-Dade County Department of Environmental Resources Management, and the United States Environmental Protection Agency, as appropriate, with regard to any and all applicable reporting obligations while simultaneously providing written notice to County.

(C) Within sixty (60) days of execution of this Agreement, Lessee shall submit to County an emergency action plan/contingency plan setting forth in detail Lessee's procedures for responding to spills, releases, or discharges of Hazardous Materials. The emergency action plan/contingency plan shall identify Lessee's emergency response coordinator and Lessee's emergency response contractor.

8.12 Reports to County: For any year in which any Hazardous Materials have been used, generated, treated, stored, transported or otherwise been present on or in the Premises, (or on or in other Airport property for purposes related to Lessee's operations on the Premises), Lessee shall provide County with a written report listing: the Hazardous Materials which were present on the Premises or other Airport property; all releases of Hazardous Material that occurred or were discovered on the Premises or other Airport property and which were required to be reported to regulatory authorities under applicable Environmental Laws; all enforcement actions related to such Hazardous Materials, including all, consent agreements or other non-privileged documents relating to such enforcement actions during that time period. In addition, Lessee shall provide County with copies of any reports filed in accordance with the Emergency Planning and Community Right to Know Act (EPCRA) and shall make available for review upon request by County copies of all manifests for hazardous wastes generated from operations on the Premises. Lessee shall provide the report required under this section to the County by April 1 of each year for the preceding calendar year.

8.13 Periodic Environmental Audits: Lessee shall establish and maintain, at its sole expense, a system to assure and monitor its continued compliance on the Premises with all applicable Environmental Laws, which system shall include, no less than once each year a detailed review of such compliance (the "Environmental Audit") by such consultant or consultants as County may approve, which approval shall not be unreasonably withheld, delayed or conditioned. Alternatively, if the Aviation Department approves, which approval shall not be unreasonably withheld, delayed, or conditioned, such Environmental Audit may be conducted by Lessee's personnel but in either case Lessee shall provide County with a copy or summary of its report of its annual Environmental Audit, which shall be consistent with ASTM's "Practice for Environmental Regulatory Compliance Audits" which shall include in its scope the items listed in Exhibit K-13 hereto or other recognized format approved by County. If the Environmental Audit indicates any unresolved violation of any applicable Environmental Law and/or Environmental Requirements, Lessee shall, at the request of County, provide a detailed review of the status of any such violation within thirty (30) days of the County's request.

8.14 Remediation of Hazardous Material Releases: If Lessee or Lessee's agents, employees, contractors or invitees cause any Hazardous Materials to be released, discharged, or otherwise located on or about the Premises or Other Airport Property during the term of this Agreement ("Hazardous Material Release"), Lessee shall promptly take all actions, at its sole expense and without abatement of rent, as are reasonable and necessary to return the affected portion of the Premises or Other Airport Property and any other affected soil or groundwater to their condition existing prior to the Hazardous Material Release in a manner not inconsistent with applicable Environmental Law. County shall have the right to approve all such remedial work, including, without limitation: (i) the selection of any contractor or consultant Lessee proposes to retain to investigate the nature or extent of such Hazardous Material Release or to perform any

such remedial work; (ii) any reports or disclosure statements to be submitted to any governmental authorities prior to the submission of such materials; and (iii) any proposed remediation plan or any material revision thereto prior to submission to any governmental authorities. The County's approvals shall not be unreasonably withheld, conditioned or delayed. Notwithstanding the foregoing, County's prior consent shall not be necessary if a Hazardous Material Release poses an immediate threat to the health, safety, or welfare of any persons and, despite Lessee's best efforts, it is not practicable to obtain County's consent before taking remedial action to abate such immediate threat, provided that: (a) Lessee shall notify County as soon as possible and shall thereafter obtain County's consent as otherwise provided in this paragraph; and (b) Lessee shall take only such action as may be necessary or appropriate to abate such immediate threat and shall otherwise comply with the provisions of this paragraph. In addition to any rights reserved by County in this Agreement, County shall have the right, but not the obligation, to participate with Lessee, Lessee's consultants and Lessee's contractors in any meetings with representatives of the governmental authorities and Lessee shall provide County reasonable notice of any such meetings. All remedial work shall be performed in compliance with all applicable Environmental Laws. The County's consent to any remedial activities undertaken by Lessee shall not be withheld so long as County reasonably determines that such activities will not cause any material adverse long-term or short-term effect on the Premises, or other adjoining property owned by County. Lessee's obligations in this section do not apply to Baseline Environmental Conditions.

8.15 Indemnity: Lessee shall indemnify, defend (with counsel reasonably satisfactory to County), and hold County, its directors, officers, employees, agents, assigns, and any successors to County's interest in the Premises, harmless from and against any and all loss, cost, damage, expense (including reasonable attorneys' fees), claim, cause of action, judgment, penalty, fine, or liability, directly or indirectly, relating to or arising from the use, storage, release, discharge, handling, or presence of Hazardous Materials on, under, or about the Premises or Other Airport Property and caused by Lessee, Lessee's agents, employees, contractors or invitees. This indemnification shall include without limitation: (a) personal injury claims; (b) the payment of liens; (c) diminution in the value of the Premises or Other Airport Property; (d) damages for the loss or restriction on use of the Premises or Other Airport Property; (e) sums paid in settlement of claims; (f) reasonable attorneys' fees, consulting fees, and expert fees, (g) the cost of any investigation of site conditions, and (h) the cost of any repair, cleanup, remedial, removal, or restoration work or detoxification if required by any governmental authorities or deemed necessary in County's reasonable judgment, but shall not extend to such claims, payment, diminution, damages, sums, fees or costs to the extent caused (i) solely by an act of God or (ii) by the negligent or willful misconduct of the County, its officers, employees, contractors or agents. For any legal proceedings or actions initiated in connection with the Hazardous Materials Release, County shall have the right at its expense but not the obligation to join and participate in such proceedings or actions in which the County is a named party, and control that portion of the proceedings in which it is a named party. County may also negotiate, defend, approve, and appeal any action in which County is named as a party taken or issued by any applicable governmental authorities with regard to a Hazardous Materials Release; provided, however, claims for which Lessee may be liable pursuant to this Article 8.15 shall not be settled without Lessee's consent. Any costs or expenses incurred by County for which Lessee is responsible under this paragraph or for which Lessee has indemnified County: (i) shall be paid to County on demand, during the term of this Agreement as additional rent; and (ii) from and after the expiration or

earlier termination of the Agreement shall be reimbursed by Lessee on demand. Lessee's obligations pursuant to the foregoing indemnity shall survive the expiration or termination of this Agreement and shall bind Lessee's successors and assignees and inure to the benefit of County's successors and assignees. Notwithstanding any other provision of this Agreement, this section 8.15 does not apply to Baseline Environmental Conditions or a discharge, disposal or release caused by the County, its officers, employees, contractors or agents.

(A) This indemnity specifically includes the direct obligation of Lessee to perform, at its sole cost and expense, any remedial or other activities required or ordered by court or agency having competent jurisdiction over the subject matter, or otherwise necessary to avoid or minimize injury or liability to any person, or to prevent the spread of Hazardous Materials.

(B) In addition, because costs of Hazardous Materials discharges are passed on to airlines through the residual rate charging mechanism at Miami International Airport and the charges to Lessee will be increased to offset such costs. Lessee agrees in order to minimize its obligations in this regard to use best efforts to assist the Aviation Department in responding to Hazardous Materials spills in or Airport property reasonably close the Premises used by Lessee by making Lessee's remediation equipment and personnel available for such emergency remediation activity. However, Lessee may provide such assistance only at the direct request of the Aviation Department and only if Lessee's remediation equipment is intended to be utilized for the Hazardous Material spill at issue and only if Lessee's personnel have been trained to respond to the Hazardous Material spill at issue. If Lessee is directed to perform any remedial work under this Article 8.15(B) for which it is later determined that Lessee is not responsible, the Aviation Department shall reimburse Lessee for all costs associated with or arising out of Lessee's performance of such remedial work. Lessee shall cooperate with the Aviation Department in any subsequent effort by the Aviation Department to recover from the responsible parties all costs involved with the remediation effort that utilized Lessee's equipment and personnel. Lessee shall perform all such work in its own name in accordance with applicable laws. Lessee acknowledges that the County's regulatory power in this regard is independent of the County's contractual undertakings herein, and nothing herein shall affect the County's right in its regulatory capacity to impose its environmental rules, regulations, and authorities upon the Lessee in accordance with the law.

(C) In the event Lessee fails to perform its obligations in Article 8.15(A) above, and without waiving its rights hereunder, County may, at its option, perform such remedial work as described in Article 8.15(A) above, and thereafter seek reimbursement for the costs thereof. In accordance with this Article 8, Lessee shall permit County or its designated representative access to the Premises areas to perform such remedial activities.

(D) Whenever County has incurred costs described in this section as a result of the failure of Lessee to perform its obligations hereunder, Lessee shall, within thirty (30) days of receipt of notice thereof, reimburse County for all such expenses together with interest at the rate of 1 ½ % per month on the outstanding balance commencing on the thirty-first date following Lessee's receipt of such notice until the date of payment.

(E) To the extent of Lessee's responsibility under this Article and without limiting its obligations under any other paragraph of this Agreement, and except to the extent of County's responsibility for environmental conditions set forth in this Article 8, Lessee shall

be solely and completely responsible for responding to and complying with any administrative notice, order, request or demand, or any third party claim or demand relating to potential or actual Hazardous Materials contamination on the Premise. Lessee's responsibility under this paragraph includes but is not limited to responding to such orders on behalf of County and defending against any assertion of County's financial responsibility or individual duty to perform under such orders. Lessee shall assume, pursuant to the indemnity provision set forth in this Article 8, any liabilities or responsibilities which are assessed against County in any action described under this paragraph.

8.16 Dispute Resolution: County and Lessee agree that any dispute between them relating to this Article 8 will first be submitted, by written notice, to a designated representative of both County and Lessee who will meet at County's place of business or other mutually agreeable location, or by teleconference, and confer in an effort to resolve such dispute. Any decision of the representatives will be final and binding on the parties. In the event the representatives are unable to resolve any dispute within ten (10) days after submission to them, either party may refer the dispute to mediation, or institute any other available legal or equitable proceeding in order to resolve the dispute.

8.17 Waiver and Release: Lessee, on behalf of itself and its heirs, successors and assigns, hereby waives, releases, acquits and forever discharges County, its principals, officers, directors, employees, agents, representatives and any other person acting on behalf of the County, and the successors and assigns of any of the preceding, of and from any and all claims, actions, causes of action, demands, rights, damages, costs, expenses or compensation whatsoever, direct or indirect, known or unknown, foreseen or unforeseen, which Lessee or any of its heirs, successors, or assigns now has or which may arise in the future on account of or in any way related to or in connection with any past, present or future physical characteristic or condition of the Premises, including, without limitation, any Hazardous Material in, at, on, under or related to the Premises, or any violation or potential violation of any Environmental Law applicable thereto; provided, however, this Article 8.17 shall not constitute a waiver or release of any obligation of County under this Article 8. Lessee acknowledges that County would not enter into this Agreement without Lessee's agreement to the waiver and release provided herein.

8.18 No Waiver of Rights Causes of Actions or Defenses. Notwithstanding any language in this Agreement, including without limitation Articles 8.03, 8.04, 8.05, 8.06, 8.14, 8.15 and 8.16, Lessee does not agree to waive or release any rights, causes of action or defenses it may have against Miami-Dade County or any other party related to allegations made by the County in (i) Case No. 01-8758 CA 25 which has been filed by the County in the Florida Circuit Court of the Eleventh Judicial Circuit, and (ii) a letter dated April 9, 2001, to Lessee and others (who are referred to as "responsible parties" or "RPs"). Nothing herein shall be construed to limit or expand upon any releases previously granted to or exchanged between the parties as a result of judgments or settlements obtained in proceedings between the parties, including, without limitation, settlements in bankruptcy or settlements entered under Case No. 01-8758 CA 25 which has been filed by the County in the Florida Circuit Court of the Eleventh Judicial Circuit.

8.19 Surrender of Premises: Lessee shall surrender the Premises used by Lessee to County upon the expiration or earlier termination of this Agreement free of debris, waste, and Hazardous Materials used, stored, or disposed of by Lessee or its agents, employees, contractors, invitees or Trespassers, or otherwise discharged on the Premises or Other Airport Property for which Lessee is responsible during the term of this

Agreement. The Premises shall be surrendered in a condition that complies with all applicable Environmental Requirements, and such other reasonable environmental requirements as may be imposed by County. Lessee shall not be responsible under this section 8.19 to the extent of County's obligations under this Article 8.

8.20 Breach: Any breach by Lessee of any provision of this Article 8 shall, after notice and a reasonable opportunity for Lessee to cure, constitute a default of the Agreement and shall entitle County to exercise any and all remedies provided in the Agreement, or as otherwise permitted by law.

8.21 Survivability of Terms: the terms and conditions of this Article 8, including the indemnity, waiver, and release, shall survive the termination of this Agreement.

8.22 Right to Regulate: As provided for in Article 20.12 of this Agreement, nothing within this Article 8 shall be construed to waive or limit, restrain, impair or interfere with the County's regulatory authority.

ARTICLE 9

Indemnification and Hold Harmless

Lessee shall indemnify and hold harmless the County and its officers, employees, agents and instrumentalities from any and all liability, losses or damages, including attorneys' fees and costs of defense, which the County or its officers, employees, agents or instrumentalities may incur as a result of claims, demands, suits, causes of actions or proceedings of any kind or nature arising out of, relating to or resulting from the performance of this Agreement by the Lessee or its employees, agents, servants, partners, principals, contractors or subcontractors, except to the extent attributable to the gross negligence or willful misconduct of the County or its agents and trespassers. Lessee shall pay all claims and losses in connection therewith and shall investigate and defend all claims, suits or actions of any kind or nature in the name of the County, where applicable, including appellate proceedings, and shall pay costs, judgments and attorney's fees which may issue thereon. Lessee expressly understands and agrees that any insurance protection required by this Agreement or otherwise provided by Lessee shall in no way limit the responsibility to indemnify, keep and save harmless and defend the County or its officers, employees, agents and instrumentalities as herein provided.

ARTICLE 10

Assignment and Subletting

The Lessee shall not assign, transfer, pledge, or otherwise encumber this Agreement, nor shall the Lessee sublet all or any portion of the Premises, or allow parties other than DHL Express (USA), Inc., its parent or subsidiary entities, any entity that acquires a controlling interest in DHL Express (USA), Inc. and any persons or entities then under contract with Lessee or DHL Express (USA), Inc. who are accessing and using the Premises for the sole purpose of transporting and handling materials for the foregoing DHL entities, to use the Premises without the express prior written consent of the Department. If any such person or entity desires to provide cargo or ground handling services for any party other than Lessee or DHL Express (USA), Inc., or if Lessee desires to provide cargo or ground handling services for any such party or any other unrelated carrier, the cargo handling and ground handling policies of the Lessor must be complied with.

ARTICLE 11

Insurance

11.01 Insurance Required: In addition to such insurance as may be required by law, the Lessee shall maintain, without lapse or material change, for so long as it occupies the Premises, the following insurance:

(A) Commercial General Liability Insurance on a comprehensive basis, including Contractual Liability, to cover the Lessee's Premises and operations, in an amount not less than \$5,000,000 combined single limit per occurrence for bodily injury and property damage. The County must be shown as an additional insured with respect to this coverage.

(B) Automobile Liability Insurance covering all owned, non-owned and hired vehicles used by the Lessee in connection with its operations under this Agreement in an amount not less than:

(1) \$5,000,000 combined single limit per occurrence for bodily injury and property damage.

(2) \$300,000 combined single limit per occurrence for bodily injury and property damage covering vehicles when being used by the Lessee off of the AOA.

(C) Pollution Legal Liability Insurance for Lessee's Premises and other airport property in an amount not less than \$2,000,000 per occurrence covering site assessment, site clean-up, third party claims, including, but not limited to governmental claims, legal defense costs, charges and expenses arising from any on-site and off-site loss, damage, expense or claim related to the release or any threatened release of Hazardous Material.

(D) Workers' Compensation as required by Chapter 440, Florida Statutes.

The insurance coverages required shall include those classifications, as listed in standard liability insurance manuals, which most nearly reflect the operations of the Lessee under this Agreement. All insurance policies required pursuant to the terms of this Agreement shall be issued in companies approved to do business under the laws of the State of Florida. Such companies must be rated no less than "A-" as to management, and no less than "VII" as to strength in accordance with the latest edition of "Best's Insurance Guide", published by A.M. Best Company, Inc., or its equivalent, subject to approval of the County Risk Management Division.

11.02 Insurance Certificates Required: Prior to the commencement of operations hereunder and annually thereafter, the Lessee shall furnish or cause to be furnished certificates of insurance to the Department which certificates shall clearly indicate that:

(A) The Lessee has obtained insurance in the types, amounts and classifications as required for strict compliance with this Article;

(B) The policy cancellation notification provisions specify at least 30 days advance written notice of cancellation to the County, except with respect to war and allied perils coverage which shall be 7 days or such lesser period as is customarily available; and

(C) The County is named as an additional insured with respect to the Lessee's commercial general liability policies.

On said insurance certificates, unless specifically shown to be excluded thereon, comprehensive public liability coverage shall include contractual liability, and notification of cancellation shall include notification of material changes in the policies.

The County reserves the right to require the Lessee to provide such reasonably amended insurance coverage as it deems necessary or desirable, upon issuance of notice in writing to the Lessee, which notice shall automatically amend this Agreement effective 30 days after such notice.

11.03 Compliance: Compliance with the requirements of this Article 11 (Insurance) shall not relieve the Lessee of its liability under any other portion of this Agreement or any other agreement between the County and the Lessee.

11.04 Right to Examine: The Department reserves the right, upon reasonable notice, to examine the original or true copies of policies of insurance (including but not limited to binders, amendments, exclusions, riders and applications) to determine the true extent of coverage. The Lessee agrees to permit such inspection at the offices of the Department.

11.05 Personal Property: Any personal property of the Lessee or of others placed in the Premises and Airport shall be at the sole risk of the Lessee or the owners thereof, and the County shall not be liable for any loss or damage, except to the extent such loss or damage was caused by the sole active negligence of the County, as limited by Section 768.28, Florida Statutes.

ARTICLE 12

Use of Public Facilities

The County grants to the Lessee, in common with all others desiring to use the Airport, and only to the extent necessary or reasonably desirable, so long as such use does not conflict with the County's operation of the Airport, to carry out the rights granted the Lessee hereunder, the nonexclusive privilege to use the runways, taxiways, roads of egress and ingress, service roads and such other facilities and improvements as may be now in existence or hereafter constructed for the use of persons lawfully using the Airport; provided, however, that such usage shall, to the extent not included as part of the Rent, be subject to the payment of nondiscriminatory fees and other charges established by the County. Nothing herein contained shall grant to the Lessee the right to use any leasable space or area improved or unimproved which is leased to a third party, or which the County has not leased herein.

ARTICLE 13

Termination

13.01 Payment Defaults: Failure of the Lessee to make all payments of rentals, fees and charges required to be paid herein when due shall constitute a default, and the County may, at its option terminate this Agreement after seven calendar days' notice in writing to the Lessee of said default unless the default be cured within the seven-day notice period.

13.02 Insurance Defaults: The County shall have the right, upon seven calendar days written notice to the Lessee, to terminate this Agreement if the Lessee fails to provide evidence of insurance coverage in strict compliance with Article 11 hereof prior to commencement of operations, or fails to provide a renewal of said evidence upon its expiration; provided, however, that such termination shall not be effective if the Lessee provides the required evidence of insurance coverage within the notice period.

13.03 Other Defaults: The County shall have the right, upon 30 calendar days written notice to the Lessee, to terminate this Agreement upon the occurrence of any one or more of the following, unless the same shall have been corrected within such period, or, if correction cannot reasonably be completed within such 30 day period, in the reasonable discretion of the Department, the Lessee has commenced substantial corrective steps within such 30 day period and diligently pursues same to completion:

(A) Failure of the Lessee to comply with any covenants of this Agreement, other than the covenants to pay rentals, fees and charges when due, and the covenants to provide required evidence of insurance coverage.

(B) The conduct of any business, the performance of any service, or the merchandising of any product or service not specifically authorized herein, by the Lessee.

(C) Failure of the Lessee to comply with any Environmental Law or Environmental Requirement as those terms are defined in Article 8.01 of this Agreement.

13.04 Habitual Default: Notwithstanding the foregoing, in the event that the Lessee has frequently, regularly or repetitively defaulted in the performance of or breached any of the terms, covenants and conditions required herein to be kept and performed by the Lessee, in the reasonable opinion of the County and regardless of whether the Lessee has cured each individual condition of breach or default as provided in Articles 13.01 Payment Defaults), 13.02 (Insurance Defaults) and 13.03 (Other Defaults) hereinabove, the Lessee shall be determined by the Director to be an "habitual violator." At the time that such determination is made, the Department shall issue to the Lessee a written notice advising of such determination and citing the circumstances therefor. Such notice shall also advise Lessee that there shall be no further notice or grace periods to correct any subsequent breach (es) or default(s) and that any subsequent breach (es) or default(s), of whatever nature, taken with all previous breaches and defaults, shall be considered cumulative and, collectively, shall constitute a condition of noncurable default and grounds for immediate termination of this Agreement. In the event of any such subsequent breach or default, the County may cancel this Agreement upon the giving of written notice of termination to the Lessee, such termination to be effective upon the tenth day following the date of receipt thereof and all payments due hereunder shall be payable to said date, and the Lessee shall have no further rights hereunder.

13.05 Termination by Abandonment: This Agreement shall be automatically terminated upon the abandonment by the Lessee of the Premises or the voluntary discontinuance of operations at the Airport for any period of time exceeding 15 consecutive calendar days, unless such abandonment or discontinuance has been caused by strike, labor disturbance, acts of God, civil disturbance, unforeseen pandemic or that which is not currently underway, governmental order or any other unforeseen event that physically

or legally prevents the Lessee's use of the Premises for the purposes authorized in Article 2 (Use of Premises) hereof. Such termination shall not relieve the Lessee of its rental payment obligation for the remaining term of the agreement nor does it constitute a waiver by the Lessor of its rights to recover damages for rental payments for the remaining term of the agreement and loss of future rentals.

13.06 Actions at Termination:

(A) The Lessee shall vacate, quit, surrender up and deliver the Premises to the County on or before the termination date of this Agreement, whether by lapse of time or otherwise. The Lessee shall surrender the Premises in the condition required under Article 4.03 (Maintenance and Repairs) herein, reasonable wear and tear excepted. All repairs for which the Lessee is responsible shall be completed prior to surrender. The Lessee shall deliver to the Department all keys to the Premises upon surrender. On or before the termination date of this Agreement, except in the instance of termination pursuant to Article 13.05 (Termination for Abandonment), in which event the Lessee shall be allowed up to five calendar days from date of termination, and provided that the Lessee is not in default in the payment of any rentals, fees or charges required to be paid herein, the Lessee shall remove all of its personal property from the Premises. Any personal property of the Lessee not removed in accordance with this Article may be removed by the Department for storage at the cost of the Lessee. Failure on the part of the Lessee to reclaim its personal property within 30 days from the date of termination shall constitute a gratuitous transfer of title thereof to the County for whatever disposition is deemed to be in the best interest of the County.

(B) The Lessee shall, at its expense, take all actions required by Federal, State and local laws, regulations or codes to remove from the Premises any hazardous substance or environmental contaminant, whether stored in drums, or found in vats, containers, distribution pipe lines, or the like. All such substances and contaminants shall be removed by the Lessee in a manner approved and authorized by such Federal, State or local laws, regulations or codes.

(C) If the County advises the Lessee that it has reasonable grounds to believe that any hazardous substance or environmental contaminant has been released within the Premises or into the ground under the Premises, during the term of this Agreement or during the terms of any prior leases between the Lessee and the County for the same or substantially the same Premises, then the Lessee at its expense shall retain an approved environmental consultant to perform whatever environmental assessment may be required to determine the extent of such release. The Lessee shall comply with the recommendations and conclusions, contingent upon County approval, of such consultant regarding environmental cleanup efforts that may be required, and shall comply with any other clean up requirements imposed on the Lessee by Federal, State or local law, regulations or codes.

13.07 Lien Upon Personal Property: In the event of termination for default or upon termination of this Agreement by its term, the County shall have a lien upon all personal property of the Lessee to secure the payment of any unpaid rentals, fees and charges accruing under the terms of this Agreement.

13.08 Right to Show Premises: At any time after the Lessee has been given

notice of termination or default, pursuant to this Article 13 (Termination) or other applicable provisions of this Agreement, the County shall have the right to enter on the Premises for the purpose of showing the Premises to prospective tenants or users.

13.09 County Defaults: This Agreement shall be subject to termination by the Lessee in the event of a default by the County in the performance of any covenant or agreement herein required to be performed by the County and the failure of the County to remedy same within a reasonable period of time following receipt of written notice from the Lessee of such default.

13.10 Other Terminations: This Agreement shall be subject to termination by the County or the Lessee in the event of any one or more of the following:

(A) The permanent abandonment of the Airport.

(B) The lawful assumption by the United States Government or any authorized agency thereof, of the operation, control or use of the Airport, or any substantial part or parts thereof, in such a manner as to substantially restrict the Lessee from operating therefrom for a period in excess of 90 consecutive days, provided that nothing contained herein shall be deemed to constitute a waiver by the Lessee of any right it may have against the United States to just compensation in the event of any such assumption.

(C) The issuance by any court of competent jurisdiction of any injunction in any way substantially preventing or restraining the use of the Airport, and the remaining in force of such injunction for a period in excess of 90 days.

ARTICLE 14

Special Conditions

14.01 Quality of Services: The Lessee shall furnish the services required and authorized, pursuant to Article 2 (Use of Premises) hereof, on a good, prompt and efficient basis and on a fair, equal and not unjustly discriminatory basis to all users thereof.

14.02 Nondiscriminatory Prices: The Lessee shall charge fair, reasonable, customary and not unjustly discriminatory prices for each unit of sale or service; provided, however, that the Lessee may make reasonable, customary and nondiscriminatory discounts, rebates or similar types of price reductions to volume purchasers of the Lessee's services.

14.03 County's Obligations: The Lessee, in recognition of the County's obligation, pursuant to Section 22 of Part V of the Federal Aviation Administration's standard grant assurances, to enforce the provisions of Articles 14.01 (Quality of Service) and 14.02 (Nondiscriminatory Prices) above, agrees that the Department may, from time to time, promulgate standards, methods and procedures for and monitor and test the provision of services hereunder and may require the Lessee to provide copies of schedules of service charges and the bases for discounts, rebates and similar types of price reductions. Should the Department determine that the Lessee is not in compliance with the provisions of Articles 14.01 (Quality of Service) and 14.02 (Nondiscriminatory Prices) above, the first such occurrence shall be considered a curable default, pursuant to Article 13.03 (Other Defaults) hereof, and subsequent occurrence(s) shall be considered a material breach of

this Agreement, entitling the County to the remedies provided in this Agreement or by law.

ARTICLE 15

Equal Employment Opportunity, Nondiscrimination and Affirmative Action

15.01 Equal Employment Opportunity: In accordance with Title 14 Code of Federal Regulation (CFR) Part 152 (Affirmative Action Employment Program), the Lessee shall not discriminate against any employee or applicant for employment because of age, sex, race, color, religion, marital status, place of birth or national origin, ancestry, in accordance with the Americans with Disabilities Act, discriminate against any otherwise qualified employees or applicants for employment with disabilities who can perform the essential functions of the job with or without reasonable accommodation. The Lessee shall take affirmative actions to ensure that applicants are employed and that employees are treated during their employment without regard to age, sex, race, color, religion, marital status, place of birth or national origin, ancestry, or disability. Such actions include, but not limited to, the following: Employment, upgrading, transfer or demotion, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, selection for training including apprenticeship.

The Lessee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the County setting forth the provisions of this Equal Employment Opportunity clause. The Lessee shall comply with all applicable provisions of the Civil Rights Act of 1964; Executive Order 11246 issued September 24, 1965, as amended by Executive Order 113155, revised order No. 4 issued December 1, 1951, as amended, and the Americans with Disabilities Act. The Age Discrimination in Employment Act effective June 12, 1968, Executive Order 13166 issued August 11, 2000, Improving Access to Services for persons with Limited English Proficient (LEP), the rules, regulations and relevant orders of the Secretary of Labor, Florida Statutes §112.041, §112.042, §112.043 and the Miami-Dade County Code Section 11A1 through 13A1, Articles 3 and 4.

The Lessee shall assign responsibility to one of its officials to develop procedures that will assure that the policies of Equal Employment Opportunity and Affirmative Action are understood and implemented.

15.02 Nondiscriminatory Access to Premises: The Lessee, for itself, its sublessees, successors in interest, assigns, and contractors (herein collectively for this Section 15.02 the "Lessee"), as part of the consideration hereof, does hereby covenant and agree that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subject to discrimination, in, the use of the Premises and improvements hereunder, (2) that in the construction of any improvements on, over, or under the Premises hereunder, and the furnishing of services herein or thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, and (3) that the Lessee will use the Premises and improvements in compliance with all other requirements imposed by or pursuant to the List of Nondiscrimination Acts and Authorities attached hereto as Exhibit R-02.

15.03 Breach of Nondiscrimination Covenants: In the event it has been determined that the Lessee has breached any enforceable nondiscrimination covenants contained in Section 15.01 Equal Employment Opportunity and Section 15.02 Nondiscriminatory Access to Premises above, pursuant to the complaint procedures contained in the applicable Federal Regulations, and the Lessee fails to comply with the sanctions and/or remedies which have been prescribed, the County shall have the right to terminate this Agreement pursuant to the Termination of the Agreement section hereof.

15.04 Nondiscrimination: During the performance of this Agreement, the Lessee agrees as follows: The Lessee shall, in all solicitations or advertisements for employees placed by or on behalf of the Lessee, state that all qualified applicants will receive consideration for employment without regard to age, sex, race, color, religion, marital status, place of birth or national origin, ancestry, physical handicap or disability. The Lessee shall furnish all information and reports required by Executive Order 11246 issued September 24, 1965, as amended by Executive Order 113155, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to the Lessee books, records, accounts by the County and Compliance Review Agencies for purposes of investigation to ascertain by the compliance with such rules, regulations, and orders. In the event of the Lessee's noncompliance with the nondiscrimination clauses of this Agreement or with any of the said rules, regulations, and orders, this Agreement may be canceled, terminated, or suspended in whole or in part in accordance with the Termination of Agreement section hereof and the Lessee may be declared ineligible for further contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, as amended by Executive Order 113155 and such sanctions as may be imposed and remedies invoked as provided in Executive Order 113155 and such sanctions as may be imposed and remedies invoked as provided in Executive Order 11246 as amended or by rules, regulations, and orders of the Secretary of Labor, or as otherwise provided by law.

The Lessee will include Section 15.01 Equal Employment Opportunity and Section 15.02 Nondiscriminatory Access to Premises of this Article in the Lessee sub- contracts in excess of \$10,000.00, unless exempted by rules, regulations or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order 11246 issued September 24, 1965, as amended by Executive Order 113155, so that such provisions will be binding upon each sub-consultant. The Lessee shall take such action with respect to any sub-contract as the County may direct as a means of enforcing such provisions, including sanctions for noncompliance; provided, however, that in the event the Lessee becomes involved in, or is threatened with, litigation with a sub-consultant as the result of such direction by the County or by the United States, the Lessee may request the United States to enter into such litigation to protect the interests of the United States.

15.05 Disability Nondiscrimination Affidavit: By entering into this Agreement with the County and signing the Disability Nondiscrimination Affidavit, the Lessee attests that this is not in violation of the Americans with Disabilities Act of 1990 (and related Acts) or Miami-Dade County Resolution No. R-385-95. If the Lessee or any owner, subsidiary or other firm affiliated with or related to the Lessee is found by the responsible enforcement officer of the Courts or the County to be in violation of the Act or the Resolution, such violation shall render this Contract terminable in accordance with the Termination of

Agreement section hereof. This Contract shall be void if the Lessee submits a false affidavit pursuant to this Resolution or the Lessee violated the Act or the Resolution during the term of this Contract, even if the Lessee was not in violation at the time it submitted its affidavit.

15.06 Affirmative Action/Nondiscrimination of Employment Promotion and Procurement Practices: (County Code Section 2-8.1.5): In accordance with the requirements of County Code Section 2-8.1.5, all firms with annual gross revenues in excess of \$5 million seeking to contract with Miami-Dade County shall, as a condition of award, have a written Affirmative Action Plan and Procurement Policy on file with the County's Department of Procurement Management. Said firms must also submit, as a part of their Lease to be filed with the Clerk of the Board, an appropriately completed and signed Affirmative Action Plan/Procurement Policy Affidavit.

Firms whose Boards of Directors are representative of the population make-up of the nation are exempt from this requirement and must submit, in writing, a detailed listing of their Boards of Directors, showing the race or ethnicity of each board member, to the County's Department of Procurement Management. Firms claiming exemption must submit, as part of their Lease to be filed with the Clerk of the Board, an appropriately completed and signed Exemption Affidavit in accordance with County Code Section 28.1.5. These submittals shall be subject to periodic reviews to assure that the entities do not discriminate in their employment and procurement practices against minorities and women/owned businesses.

It will be the responsibility of each firm to provide verification of their gross annual revenues to determine the requirement for compliance with the County Code Section. Those firms that do not exceed \$5 million annual gross revenues must clearly state so in their Lease.

ARTICLE 16

Security and Special Provisions

16.01 Security: The Lessee acknowledges and accepts full responsibility for (i) the security and protection of the Premises, any improvements thereon, its equipment and property on the Airport and (ii) all breaches of federal and Lessor security requirements by Lessee's employees or those persons for whom Lessee has responsibility under Article 16.02, and (iii) control of access to the AOA through the Premises by persons and vehicles. The Lessee fully understands and acknowledges that any security measures deemed necessary by the Lessee for the protection of said Premises, equipment and property shall be the sole responsibility of the Lessee and shall involve no cost to the County. Lessee is responsible for compliance by its employees and all others for whom it is responsible with applicable security requirements relating to access, through Lessee's Premises or otherwise, to the AOA or any Security Identification Display Area ("SIDA"). All such security measures by the Lessee shall be in accordance with FAR 107, 49 CFR Part 1542 and the Airport Security Plan.

16.02 Security Identification Display Areas Access - Identification Badges: The Lessee shall be responsible for (i) assuring that all of Lessee's employees, and all employees and persons of entities using the Premises or a SIDA on behalf of Lessee (col-

lectively herein, the "SIDA Users"), have appropriate SIDA Identification Badges and comply with all federal and Lessor security requirements applicable to the Premises and SIDAs, (ii) immediately reporting to MDAD all lost or stolen ID badges of a SIDA User, and (iii) immediately returning the ID badges of any SIDA User that is transferred from the Airport or terminated from the employ of the Lessee or upon termination of this Agreement. Each employee must complete the SIDA training program conducted by the Department, before an ID badge is issued. The Lessee shall pay, or cause to be paid, to the Department any fines or penalties imposed on Lessor for a violation of the security requirements by a SIDA User as well as such nondiscriminatory charges, as may be established from time to time, for lost or stolen ID badges and those not returned to the Department in accordance with this Article. The Department shall have the right to require the Lessee to conduct background investigations and to furnish certain data on such employees before the issuance of ID badges, which data may include the fingerprinting of employee applicants for the badges.

16.03 AOA - Driver Training: Before the Lessee shall permit any employee to operate a motor vehicle of any kind or type on the AOA, the Lessee shall require such employee to attend and successfully complete the AOA Driver Training Course conducted from time to time by the Department. The privilege of a person to operate a motor vehicle on the AOA may be withdrawn by the Department for any violation of AOA driving rules. Notwithstanding the above, the Lessee shall be responsible for ensuring that all such vehicle operators possess current, valid, appropriate Florida driver's licenses.

16.04 Alcohol and Drug Testing: The Lessee acknowledges that the County, as a public agency sponsor under the provisions of the Airport and Airway Improvement Act of 1982, as amended (the "Act"), has the obligation to establish a drug free workplace and to establish policies and programs to ensure airport safety and security. The Lessee acknowledges that the Department, on behalf of the County, has the right to require users of the Airport (Lessees, Permittees, Licensees, etc.) to establish reasonable programs to further the achievement of the objectives described herein. Accordingly, the Lessee shall establish programs for pre-employment alcohol and drug screening for all candidates for employment at the Airport who will as a part of their duties (a) be present on the AOA; (b) operate a motor vehicle of any type on the AOA; or (c) operate any equipment, motorized or not, on the AOA and for the same or similar screening based upon a reasonable suspicion that an employee, while on duty on the AOA, may be under the influence of alcohol or drugs. Notwithstanding the above, the Lessee specifically acknowledges that the County, acting through the Department, has the right and obligation to deny access to the AOA and to withdraw AOA driving privileges from any person who it has a reasonable suspicion to believe is under the influence of alcohol or drugs.

16.05 Drug-Free Workplace Default: The Lessee acknowledges it has provided to the County a Drug-Free Workplace Affidavit certifying that it is providing a drug-free workplace for its employees, as required by County Ordinance No. 92-15, adopted on March 17, 1992 as amended from time to time ("Ordinance"). Based on the provisions of said Ordinance, the County shall have the right, upon 30 days written notice to the Lessee, to terminate this Agreement in the event the Lessee fails to provide, as of each anniversary of the effective date of this Agreement, the annual re-certification affidavit as required by the Ordinance; provided, however, that such termination shall not be effective if the Lessee submits the required Affidavit within the notice period.

Further, this Agreement shall be terminated upon not less than fifteen calendar days written notice to the Lessee and without liability to the County, if the Department or the County Manager determines any of the following:

- (A) That the Lessee has made a false certification in its execution of the Affidavit submitted or in its annual re-certification as required by the Ordinance;
- (B) That the Lessee has violated its original or renewal certification by failing to carry out any of the specific requirements of the Ordinance, other than the annual re-certification; or
- (C) That such a number of employees of the Lessee have been convicted of violations occurring in its workplace(s) as to indicate that the Lessee has failed to make a good faith effort to provide a drug-free workplace as required by the Ordinance.

16.06 Special Programs: The Lessee shall ensure that all employees so required participate in such safety, security and other training and instructional programs, as the Department or appropriate Federal agencies may from time to time require.

16.07 Vehicle Permit and Company Identification: Motor vehicles and equipment of the Lessee operating on the AOA must have an official motor vehicle identification permit issued pursuant to Operational Directives of the Department. In addition, company identification must be conspicuously displayed thereon.

16.08 Federal Agencies Right to Consent: The Lessee understands and agrees that all persons entering and working in or around arriving international aircraft and facilities used by the various Federal Inspection Services agencies may be subject to the consent and approval of such agencies. Persons not approved or consented to by the Federal Inspection Services agencies shall not be employed by the Lessee in areas under the jurisdiction or control of such federal inspection agencies.

16.09 AOA - Right to Search: The Lessee agrees that its vehicles, cargo, goods and other personal property are subject to being searched when attempting to enter or leave and while on the AOA. The Lessee further agrees that it shall not authorize any employee or agent to enter the AOA unless and until such employee or agent has executed a written consent-to-search form acceptable to the Department. Persons not executing such consent-to-search form shall not be employed by the Lessee at the Airport, in any job requiring access to the AOA.

It is further agreed that the Department has the right to prohibit an individual, agent or employee of the Lessee from entering the AOA based upon facts which would lead a person of reasonable prudence to believe that such individual might be inclined to engage in theft, cargo tampering, aircraft sabotage or other unlawful activities. Any person denied access to the AOA or whose prior authorization has been revoked or suspended on such grounds shall be entitled to a hearing before the Director of the Department or his authorized designee within a reasonable time. Prior to such hearing, the person denied access to the AOA shall be advised, in writing, of the reasons for such denial.

The Lessee acknowledges and understands that these provisions are for the protection of all users of the AOA and are intended to reduce the incidence of thefts, cargo tampering, aircraft sabotage and other unlawful activities at the Airport.

16.10 Right of Flight: There is hereby reserved to the County, its successors and assigns, for the use and benefit of the County and the public, a right of flight for the passage of aircraft in the air space above the surface of the premises herein leased, together with the right to cause in said air space such noise as may be inherent in the operation of aircraft, now known or hereafter used for navigation of or flight in the air, using said air space for landing at, taking off from or operating on Miami International Airport.

16.11 Height Restrictions: The Lessee expressly agrees for itself, its successors and assigns, to restrict the height of structures, objects of natural growth and other obstructions on the leased premises to such a height so as to comply with Federal Aviation Regulations, Part 77 and with the Code of Miami-Dade County, whichever is more restrictive.

ARTICLE 17

Control of Employees

17.01 Control of Employees: Lessee shall properly control the actions of its employees at all times that said employees are working on the Airport, ensuring that they present a neat appearance and discharge their duties in a courteous and efficient manner and that they maintain a high standard of service to the public.

17.02 Lessee's Responsibility for Employee's Violations: In the event the Lessee is in default of the covenants of Article 17.01 (Control of Employees) for failure to properly control its employees or by permitting its employees to improperly use the facilities by the County, the Department shall have the right to require the Lessee to conduct an investigation into any claimed violation of the covenants; if such investigation substantiates a violation, Lessee agrees to administer the appropriate discipline up to and including discharge of the offending employee.

ARTICLE 18

Civil Actions

18.01 Governing Law; Venue: This Agreement shall be governed and construed in accordance with the laws of the State of Florida. The venue of any action on this Agreement shall be laid in Miami-Dade County, Florida, and any action to determine the rights or obligations of the parties hereto shall be brought in the courts of the State of Florida.

18.02 Notice of Commencement of Civil Action: In the event that the County or the Lessee commence a civil action where such action is based in whole or in part on an alleged breach of this Agreement, the County and the Lessee agree the service of process shall be made pursuant to the rules of Civil Procedure in the court in which the action has been filed.

18.03 Registered Office/Agent; Jurisdiction: Notwithstanding the provisions of Article 18.02 (Notice of Commencement of Civil Action), and in addition thereto, the Lessee, if a corporation, shall designate a registered office and a registered agent, as required by

Section 48.091, Florida Statutes, such designations to be filed with the Florida Department of State in accordance with Section 607.0501, Florida Statutes. If the Lessee is a natural person, he and his personal representative hereby submit themselves to the jurisdiction of the Courts of this State for any cause of action based in whole or in part on an alleged breach of this Agreement.

ARTICLE 19

Trust Agreement

19.01 Incorporation of Trust Agreement by Reference: Notwithstanding any of the terms, provisions and conditions of this Agreement, it is understood and agreed by the parties hereto that, to the extent of any inconsistency with or ambiguity relating to the terms and conditions of this Agreement, and the level of rents, fees or charges required hereunder and their periodic modification or adjustment as may be required by the Amended and Restated Trust Agreement dated as of December 15, 2002, by and among the County and the JP Morgan Chase Bank as Trustee and the Wachovia Bank, National Association as Co-trustee (the "Trust Agreement"), shall prevail and govern at all times during the term of this Agreement. Copies of the Trust Agreement are available for inspection in the offices of the Department during normal working hours.

19.02 Adjustment of Terms and Conditions: If, at any time during the term of this Agreement, a Federal agency or court of competent jurisdiction shall determine that any of the terms and conditions of this Agreement, including the rentals, fees and charges required to be paid hereunder to the County by the Lessee or by other Lessees under other Agreements of the County for the lease or use of facilities used for similar purposes, are unjustly discriminatory, the County shall have the right to modify such terms and conditions and to increase or otherwise adjust the rentals, fees and charges required to be paid under this Agreement in such a manner as the County shall determine is necessary and reasonable so that the rentals, fees and charges payable by the Lessee and others shall not thereafter be unjustly discriminatory to any user of like facilities and shall not result in any violation of the Trust Agreement or in any deficiency in revenues necessary to comply with the covenants of the Trust Agreement. In the event the County has modified the terms and conditions of this Agreement, including any adjustment of the rentals, fees and charges required to be paid to the County pursuant to this provision, this Agreement shall be amended to incorporate such modification of the terms and conditions including the adjustment of rentals, fees and charges upon the issuance of written notice from the Department to the Lessee.

19.03 Lessee Right to Terminate: In the event the terms and conditions of this Agreement, including the rentals, fees and charges payable hereunder, have been substantially modified pursuant to Article 19.02 (Adjustment of Terms and Conditions) above, the Lessee, at any time within one year following the effective date of such modification may terminate this Agreement by giving ninety days written notice to the County, without liability by any party to any other party.

ARTICLE 20

Other Provisions

20.01 **No Representation**: The County makes no representation, warranty, guarantee, or averment of any nature whatsoever concerning the physical condition of the Premises, and it is agreed that the County will not be responsible for any loss, damage or costs which may be incurred by the Lessee by reason of any such physical condition, except as to costs agreed to be reimbursed by County under Article 5.03.

20.02 **Headings**: Any headings preceding the text of any articles, paragraphs or sections of this Agreement shall be solely for convenience of reference and shall not constitute a part of this Agreement, nor shall they affect its meaning, construction or effect.

20.03 **Interference**: The Lessee further expressly agrees to prevent any use of the Premises which would interfere with or adversely affect the operation or maintenance of the Airport or otherwise constitute an airport hazard.

20.04 **Authorized Uses Only**: The Lessee shall not use or permit the use of the Airport for any illegal or unauthorized purpose or for any purpose which would increase the premium rates paid by the County on, or invalidate, any insurance policies of the County or any policies of insurance written on behalf of the Lessee under this Agreement.

20.05 **Binding Effect**: The terms, conditions and covenants of this Agreement shall inure to the benefit of and be binding upon the parties hereto and their successors and assigns. This provision shall not constitute a waiver of any conditions prohibiting assignment or subletting.

20.06 **Federal Subordination**: This Agreement shall be subordinate to the provisions of any existing or future agreements between the County and the United States of America relative to the operation and maintenance of the Airport, the execution of which has been or may be required as a condition precedent to the expenditure of Federal funds for the development of the Airport. All provisions of this Agreement shall be subordinate to the right of the United States of America to lease or otherwise assume control over the Airport, or any part thereof, during time of war or national emergency for military or naval use and any provisions of this Agreement inconsistent with the provisions of such lease to, or assumption of control by, the United States of America shall be suspended.

20.07 **Notices**: All notices required or permitted to be given under the terms and provisions of this Agreement by either party to the other shall be in writing and shall be hand delivered or sent by registered or certified mail, return receipt requested, to the parties as follows:

As to the County or Aviation Department:

Director
Miami-Dade County Aviation Department
Post Office Box 025504
Miami, Florida 33152-5504

As to the Lessee:

DHL Aero Expreso, S.A.
c/o DHL Global Business Services
1210 South Pine Island Rd., Suite 100
Plantation, FL 33324
Attn: Legal Dept.

or to such other address as may hereafter be provided by the parties in writing. Notices by registered or certified mail shall be deemed received on the delivery date indicated by the U.S. Postal Service on the return receipt. Hand delivered notices shall be deemed received by the Lessee when presented to the local management representative of the Lessee.

20.08 Rights Reserved: Rights not specifically granted the Lessee by this Agreement are reserved to the County.

20.09 Rights of County at Airport: The County shall have the absolute right, without limitation, to make any repairs, alterations and additions to any structures and facilities at the Airport. The County shall, in the exercise of such right, be free from any and all liability to the Lessee for business damages occasioned during the making of such repairs, alterations and additions, except those occasioned by the sole active negligence of the County, its employees, or agents.

20.10 Rights to be Exercised by Department: Wherever in this Agreement rights are reserved to the County, such rights may be exercised by the Department.

20.11 No Waiver: There shall be no waiver of the right of either party to demand strict performance of any of the provisions, terms and covenants of this Agreement nor shall there be any waiver of any breach, default or non-performance hereof by either party, unless such waiver is explicitly made in writing by the other party. Any previous waiver or course of dealing shall not affect the right of either party to demand strict performance of the provisions, terms and covenants of this Agreement with respect to any subsequent event or occurrence of any subsequent breach, default or non-performance hereof by the other party.

20.12 Right to Regulate: Nothing in this Agreement shall be construed to waive or limit the governmental authority of the County, as a political subdivision of the State of Florida, to regulate the Lessee or its operations. Notwithstanding any provision of this Agreement, nothing herein shall bind or obligate the County, the Zoning Appeals Board, the Building and Zoning Department (as it may be renamed from time to time), the Planning Department, or any department, board or agency of the County, to agree to any specific request of the Lessee that is related in any way to the regulatory or quasi-judicial power of the County; and the County shall be released and held harmless by the Lessee from any liability, responsibility, claims, consequential damages or other damages, or losses resulting from the denial or withholding of such requests; provided, however, that this provision shall not preclude any appeal from County action wherein the sole remedy sought is reversible of the County's action or injunctive relief; nor shall it preclude any action based on the County's bad faith, capricious behavior or arbitrary action.

20.13 Severability: If any provision of this Agreement or the application thereof to either party to this Agreement is held invalid by a court of competent jurisdiction, such invalidity shall not affect other provisions of this Agreement which can be given effect without the invalid provision, and to this end, the provisions of this Agreement are severable.

20.14 Inspections: The authorized employees and representatives of the County and of any applicable Federal or State agency having jurisdiction hereof shall have the right of access to the Premises at all reasonable times for the purposes of inspection and testing to determine compliance with the provisions of this Agreement. This right of inspection and testing shall impose no duty on the County to inspect and shall impart no liability upon the County should it not make any such inspections.

20.15 Payment of Taxes: The Lessee shall pay all taxes and other costs lawfully assessed against its leasehold interests in the Premises, its improvements and its operations under this Agreement; provided, however, the Lessee shall not be deemed to be in default of its obligations hereunder for failure to pay such taxes pending the outcome of any legal proceedings instituted to determine the validity of such taxes. Failure to pay the taxes upon the adverse ultimate conclusion of such legal proceedings against the Lessee shall constitute a default pursuant to Article 13.03 (Other Defaults).

20.16 Quiet Enjoyment: The Lessee shall control the actions of its employees, agents, invitees and those doing business with it, so as to not annoy, disturb or be offensive to others and to provide the service hereunder so as to not unreasonably create a nuisance or thing which may disturb the quiet enjoyment of any other users of the Airport.

20.17 Radon Disclosure: In accordance with Section 404.056, Florida Statutes, the following disclosure is hereby made:

Radon Gas: Radon is a naturally occurring radioactive gas that, when it has accumulated in a building in sufficient quantities, may present health risks to persons who are exposed to it over time. Levels of radon that exceed federal and state guidelines have been found in buildings in Florida. Additional information regarding radon and radon testing may be obtained from your county public health unit.

20.18 Force Majeure: The terms and conditions of the Agreement (with the exception of the obligation of the Lessee to pay the amounts required by the terms of this Agreement) shall be subject to "Force Majeure". Neither the County nor the Lessee shall be considered in default in the performance of its obligations hereunder, if such performance is prevented or delayed because of war, hostilities, revolution, civil commotion, strike, lock-out, epidemic, fire, wind, flood, hurricane, tornado, lightning, wind damage, or because of any law, order, proclamation, regulation or ordinance of any government or of any subdivision thereof because of any act of god or any other cause whether of similar or dissimilar nature beyond the reasonable control of the party affected, provided that notice of such force majeure is given by the affected party to the other within ten (10) days of the beginning of said force majeure. Should one or both of the parties be prevented from fulfilling their contractual obligation by a state of force majeure lasting continuously for a period of six (6) months, the parties shall consult with each other regarding

the implementation of the Agreement. Notwithstanding the foregoing, the prevention or delay of performance caused by the coronavirus disease 2019 (COVID-19) shall in no way be deemed by Lessee as a condition subject to Force Majeure.

20.19 Destruction of Premises: In the event the Premises shall be destroyed or so damaged or injured by fire, windstorm, flood or other casualty (and in each such event the Lessee was not at fault in whole or in part) during the life of this Agreement that the Premises or any portion thereof are rendered untenable, the County shall have the right, but not the obligation, to render said Premises or damaged portion thereof tenantable by repairs completed within a reasonable period of time.

- (A) Total Destruction: In the event the County elects not to render the Premises tenantable, if destroyed or damaged in their entirety, the Lessee shall be so notified in writing by the Department, and this Agreement shall be deemed terminated as of the date of the casualty, with the Lessee being liable only for payment of rentals on a pro rata basis as to whatever portion(s) of the Premises which were tenantable and used by the Lessee following the casualty. In such event, the Department shall endeavor to find adequate replacement premises for the Lessee in existing facilities on the Airport.
- (B) If the damaged portion of the Premises is not rendered tenantable by the County within a reasonable period of time, and the Lessee shall determine that: 1) the loss of the damaged portion of the Premises shall have a materially adverse impact on the ability of the Lessee to utilize the Premises for the purposes described in Article 2; or 2) would require the Lessee to obtain other space off the Premises in order to substantially conduct the operations of the Lessee originally conducted within the Premises, then, in either such event, upon written notice to the County, the Lessee may cancel this Agreement as of a date which shall be not later than one year from the giving of such notice, if the repairs are not completed within 90 days following such written notice of intent to cancel, or if the repairs cannot be reasonably completed within such 90-day period the County has not commenced repairs within such time. In the event of cancellation, the rent for the untenable portion of the Premises shall be paid only to the date of such fire, windstorm, flood, or other casualty. If the Agreement is not canceled following any such casualty, the rent shall be abated as to the portion of the Premises rendered untenable. If the casualty was caused in whole or in part by the Lessee, its officers, employees, agents, contractors or Trespassers, then the Lessee shall not have the right to terminate this Agreement and shall be responsible under other provisions of this Agreement for payment to the County of all damage to the Premises, plus the loss of rentals attributable to the damaged or destroyed premises.

20.20 Quiet Enjoyment: Subject to the terms of this Agreement, specifically including, but not limited to, environmental remediation steps to be taken under Article 8, the County's right and obligation to make certain repairs, alterations, and additions under Articles 5 (Maintenance by County) and 20.09 (Rights of County at Airport), which, for purposes of this clause, includes any and all demolition, in whole or in part, of buildings and runways, and roadway systems on or off the Airport, and the reservation of easement rights to the airspace under Article 16.10 (Right of Flight), all of which provisions and

others in this Agreement, the Lessee acknowledges may cause disruption and disturbance to the Lessee, and upon the observance by the Lessee of all the terms, provisions, covenants, and conditions imposed upon the Lessee hereunder, the Lessee shall peaceably and quietly hold and enjoy the Premises for the term of this Agreement; provided, however, that the County shall not be liable for any violation of this clause or for any disturbance or disruption in or to the Lessee's business, for acts or omissions of tenants, users of the Airport, third parties or when any department or agency of the County is acting in its governmental capacity or by Acts of God.

20.21 Interpretation of Agreement: This Agreement is the result of negotiation between the parties hereto and has been typed/printed by one party for the convenience of both parties, and the parties covenant that this Agreement shall not be construed in favor of or against any of the parties hereto.

20.22 Entirety of Agreement: The parties hereto agree that this Agreement sets forth the entire agreement between the parties, and there are no promises or understandings other than those stated herein. None of the provisions, terms and conditions contained in this Agreement may be added to, modified, superseded or otherwise altered, except as may be specifically authorized herein or by written instrument executed by the parties hereto.

* * *

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their appropriate officials as of the date first above written.

**BOARD OF COUNTY COMMISSIONERS
OF MIAMI-DADE COUNTY, FLORIDA**

By: _____
Deputy Aviation Director

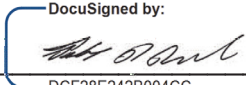
Date: _____

ATTEST: Harvey Ruvlin, Clerk

By: _____
Deputy Clerk

(COUNTY SEAL)

LESSEE: DHL AERO EXPRESO, S.A.

By:  DocuSigned by:
DCF28E242B004CC...

Title: President

Felix Picardi

Print Name

Date: 9/20/2021 | 11:32 AM EDT

ATTEST:

 DocuSigned by:
91EA08F7B1B5483...

Corporate Secretary

Augusto Alizo

Print Name

(CORP. SEAL)

EXHIBIT R-02

FAA List of non-discrimination federal statutes



Title VI List of Pertinent Nondiscrimination Acts and Authorities

During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "Contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 USC § 2000d *et seq.*, 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR part 21 (Non-discrimination in Federally-assisted programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964);
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 USC § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Section 504 of the Rehabilitation Act of 1973 (29 USC § 794 *et seq.*), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27;
- The Age Discrimination Act of 1975, as amended (42 USC § 6101 *et seq.*) (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982 (49 USC § 471, Section 47123), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987 (PL 100-209) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 USC §§ 12131 – 12189) as implemented by U.S. Department of Transportation regulations at 49 CFR parts 37 and 38;
- The Federal Aviation Administration's Nondiscrimination statute (49 USC § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures nondiscrimination against minority populations by discouraging programs, policies, and activities

with disproportionately high and adverse human health or environmental effects on minority and low-income populations;

Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);

Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 USC 1681 et seq).

Guidelines for Contract Provisions for Obligated Sponsors and Airport Improvement Program Projects

Issued on June 19, 2018

Page 55

EXHIBIT K-08
Listing of Hazardous Materials Usage
(ARTICLE 8.08)

Pursuant to Section 8.08, the tenant intends to use the following hazardous materials in the operations within their leasehold, which are subject to approval from the Miami-Dade Aviation Department (MDAD). Note this exhibit, including MDAD's approval, shall be part of the final Lease Agreement documentation.

MDAD APPROVAL (CIVIL ENVIRONMENTAL ENGINEERING DIVISION)

EXHIBIT – K-13

(ARTICLE 8.13: Periodic Environmental Audits)

Miami-Dade Aviation Department Civil Environmental Engineering Division

TENANT AUDIT SUMMARY MINIMUM REQUIREMENTS

Environmental Compliance Audit:

The audits shall conform with the most current ASTM standard E-2107. At a minimum the audit scope shall include the areas listed below, detailed visual inspection of the tenant leasehold and operations; a review of documents made available by the facility; interviews with knowledgeable site representatives; the completion of a detailed compliance audit questionnaire; photographic documentation of selected site conditions; and any follow-up visits.

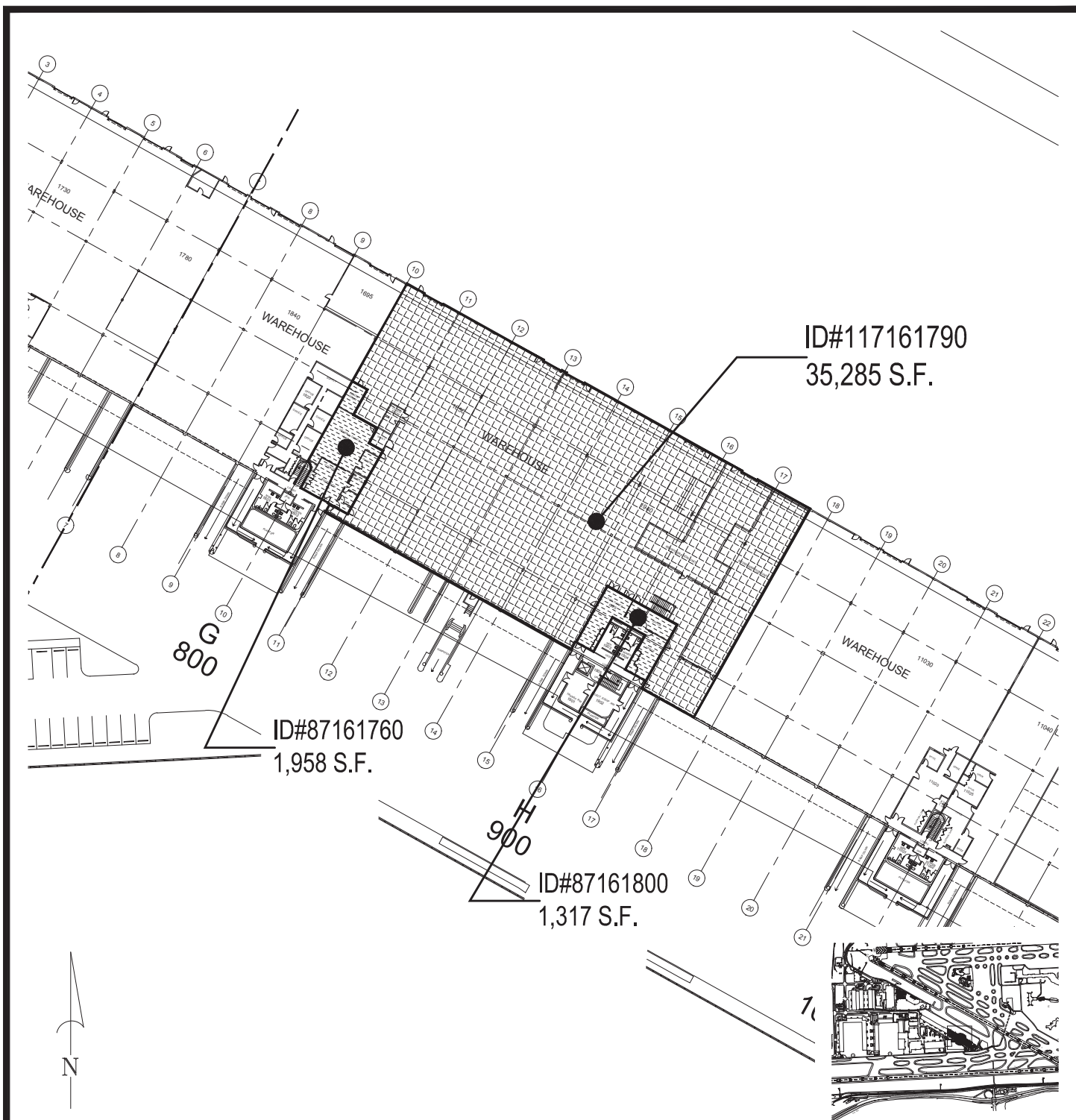
[DHL TO REVIEW ITEMS BELOW THAT DIFFER FROM EXISTING LEASE AND DISCUSS WITH MDAD IF THERE ARE ANY QUESTIONS.]

Areas of Concern:

- Environmental Management Systems
- Air Emissions
- Asbestos and Polychlorinated Biphenyls (PCBs)
- Hazardous Materials and Waste
- Oil Pollution Management
- Pesticides
- Solid Waste
- Storage Tanks
- Water Supply and Wastewater

Documentation:

- Permits, Licenses, Certifications, etc.
- All regulatory activities by any environmental agency.
- Standard Operating Procedures (SOPs)
- Best Management Practices (BMPs)
- Emergency Response (spills, etc.)
- SPCC Plan, if required
- Dangerous Goods
- Employees Training Programs and Records.



BLDG.# 716 - First Floor

KEY MAP

CODE:

SPACE CLASS

SQ. FT.



A/C Office space

3,275

Warehouse space

35,285

38,560

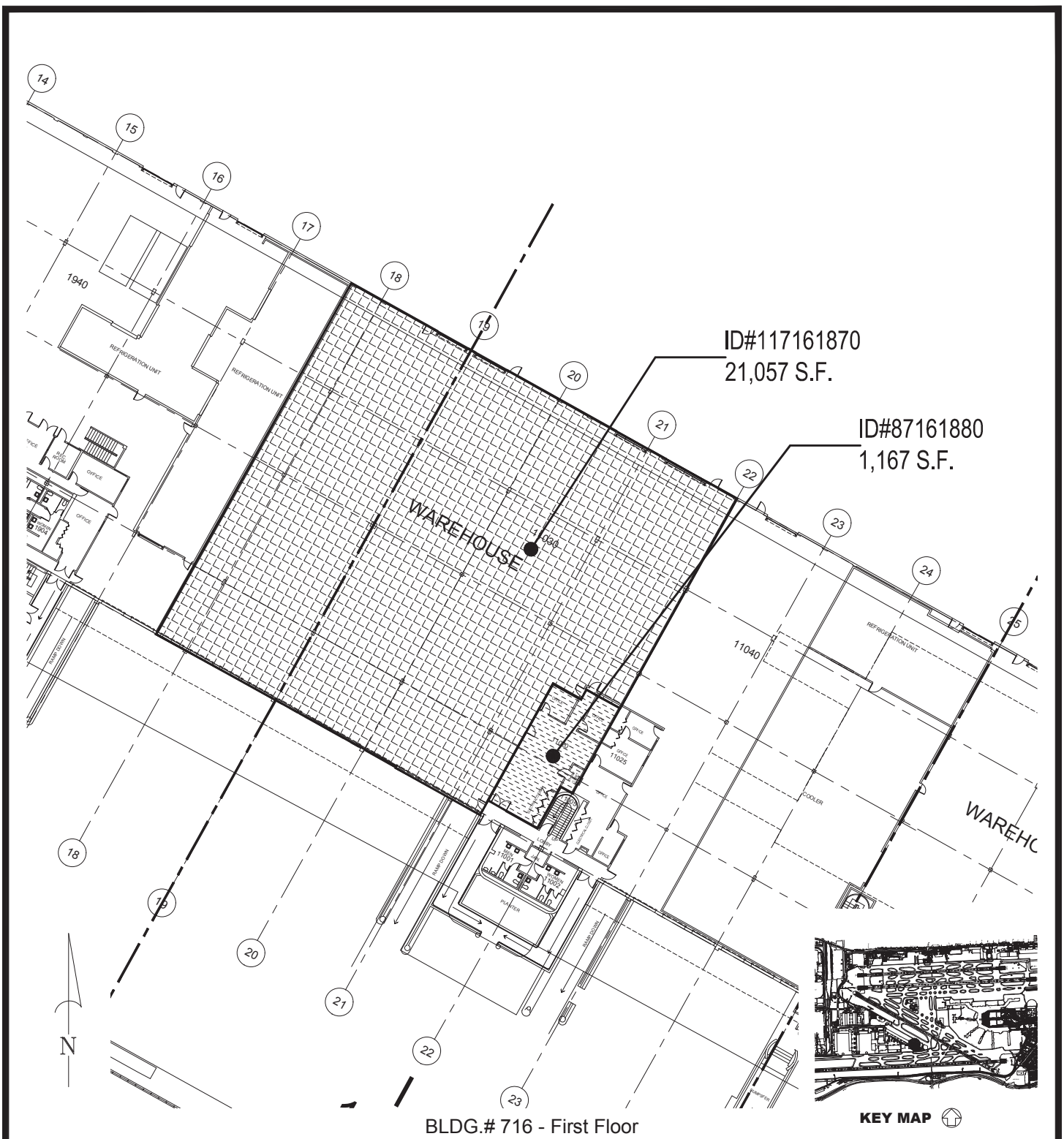
MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

EXHIBIT A-1
DHL AERO EXPRESO

SCALE: N.T.S

FILE #: 3626

DATE: 10/01/2020



CODE:



SPACE CLASS

A/C Office space
Warehouse space

SQ. FT.

1,167
21,057

22,224

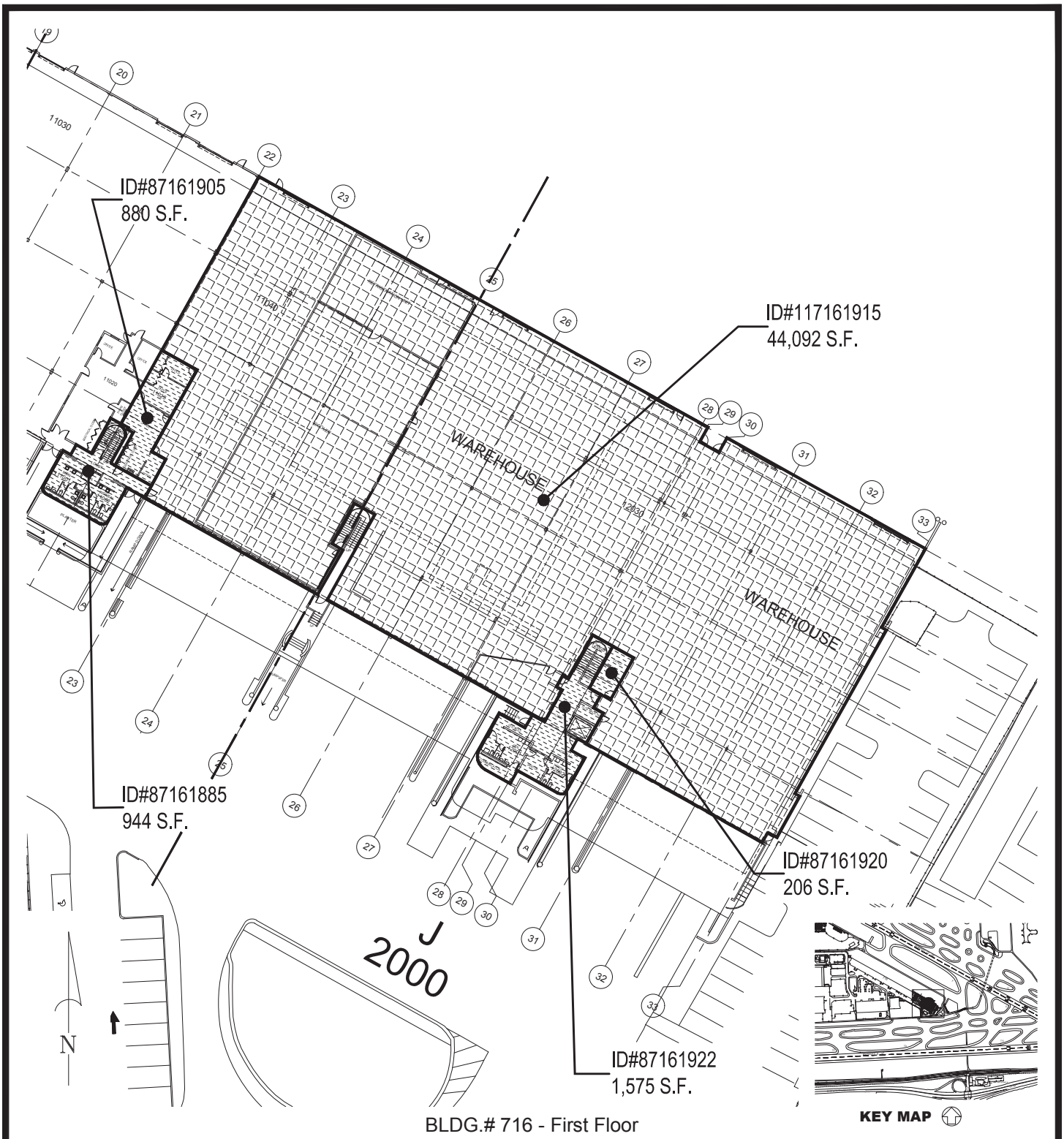
MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

EXHIBIT A-2
DHL AERO EXPRESO

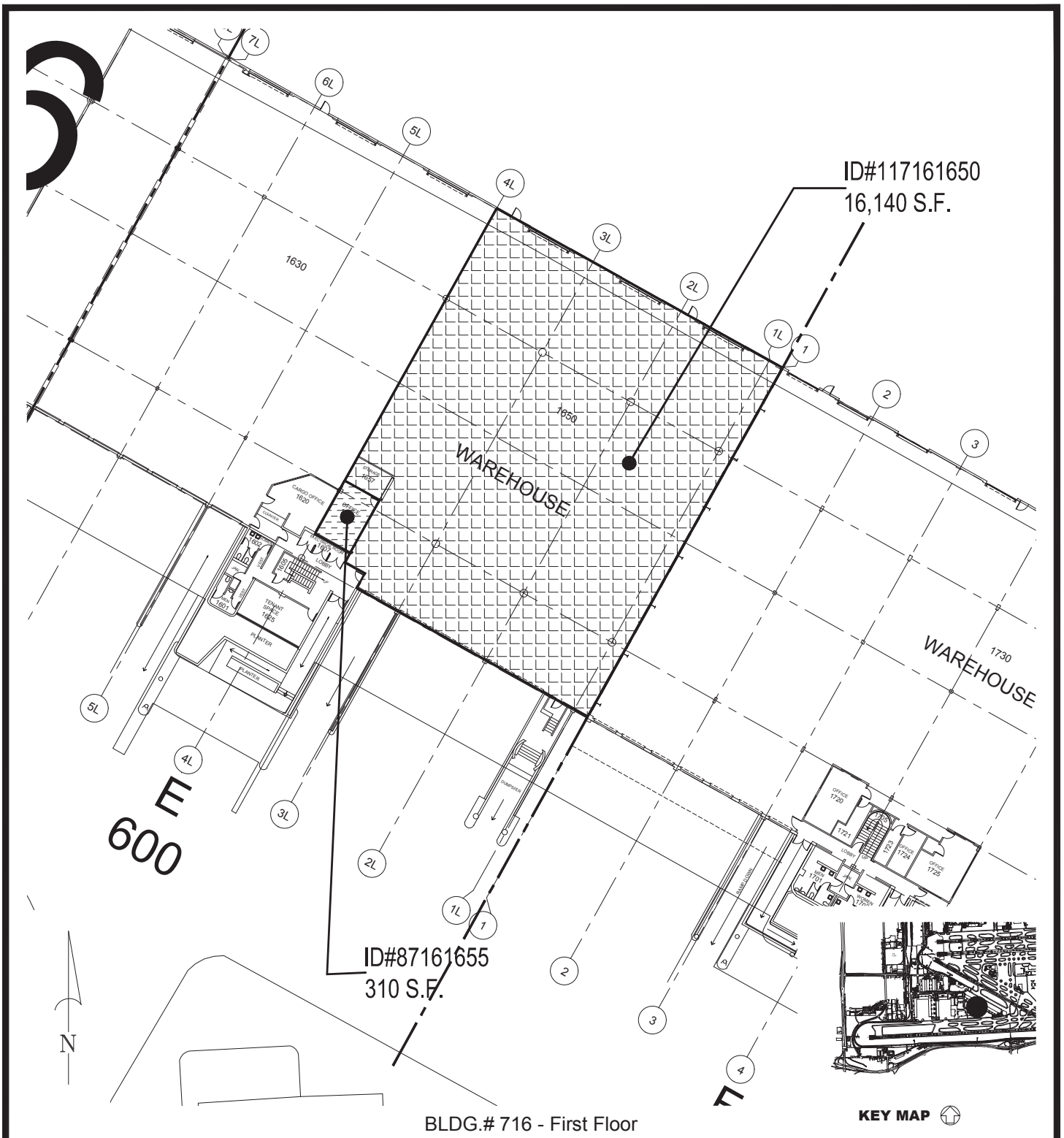
SCALE: 1" = 50'

FILE #: 3628

DATE: 10/01/2020



CODE:	SPACE CLASS	SQ. FT.	MIAMI DADE AVIATION DEPARTMENT MIAMI INTERNATIONAL AIRPORT EXHIBIT A-3 DHL AERO EXPRESO	
	Warehouse space	44,127		
	A/C Office space	3,604		
		47,731		
SCALE: 1" = 50'	FILE #: 2991	DATE: 10/01/2020		



BLDG.# 716 - First Floor

KEY MAP

CODE:

SPACE CLASS

SQ. FT.



A/C Office space

310

Warehouse space

16,140

16,449

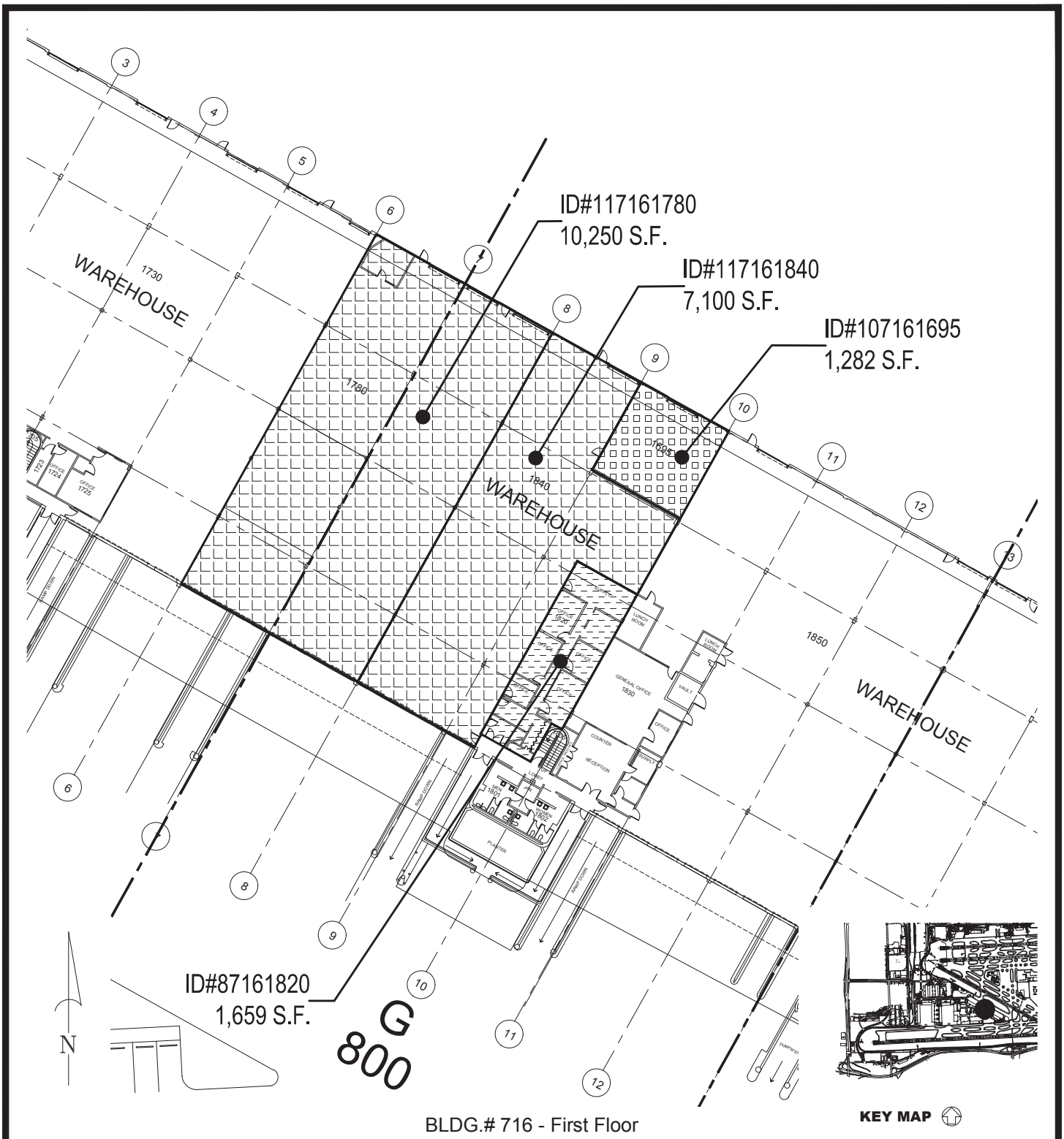
MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

EXHIBIT A-4
DHL AERO EXPRESO

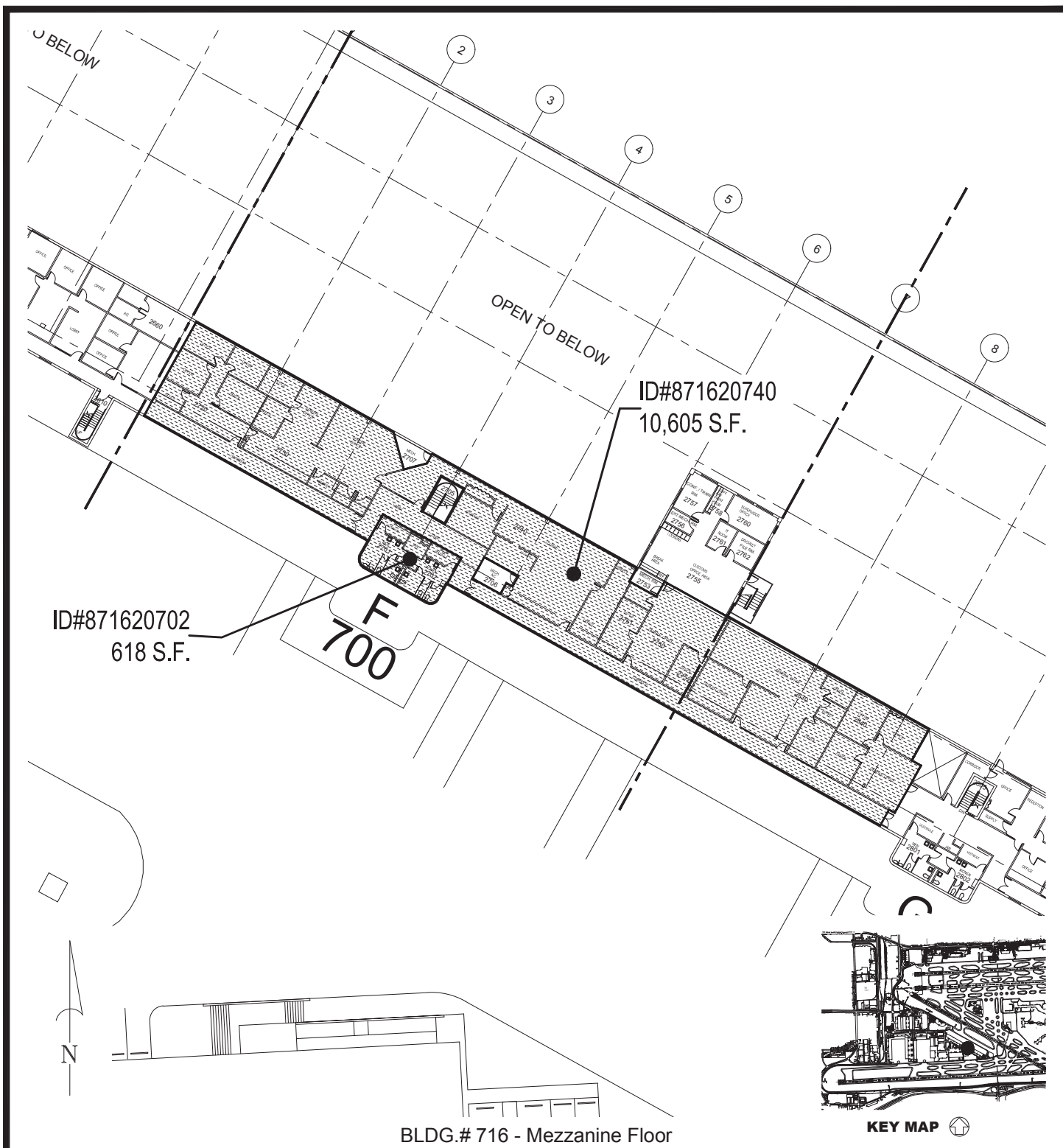
SCALE: 1" = 50'

FILE #: 9337

DATE: 10/01/2020



CODE:	SPACE CLASS	SQ. FT.	MIAMI DADE AVIATION DEPARTMENT MIAMI INTERNATIONAL AIRPORT
	NON A/C Storage	1,282	
	A/C Office space	1,659	EXHIBIT A-6 DHL AERO EXPRESO
	Warehouse space	17,350	
		20,291	
SCALE: 1" = 50'	FILE #: 9339	DATE: 10/01/2020	



CODE:

SPACE CLASS

SQ. FT.



A/C Office space

11,223

11,223

MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

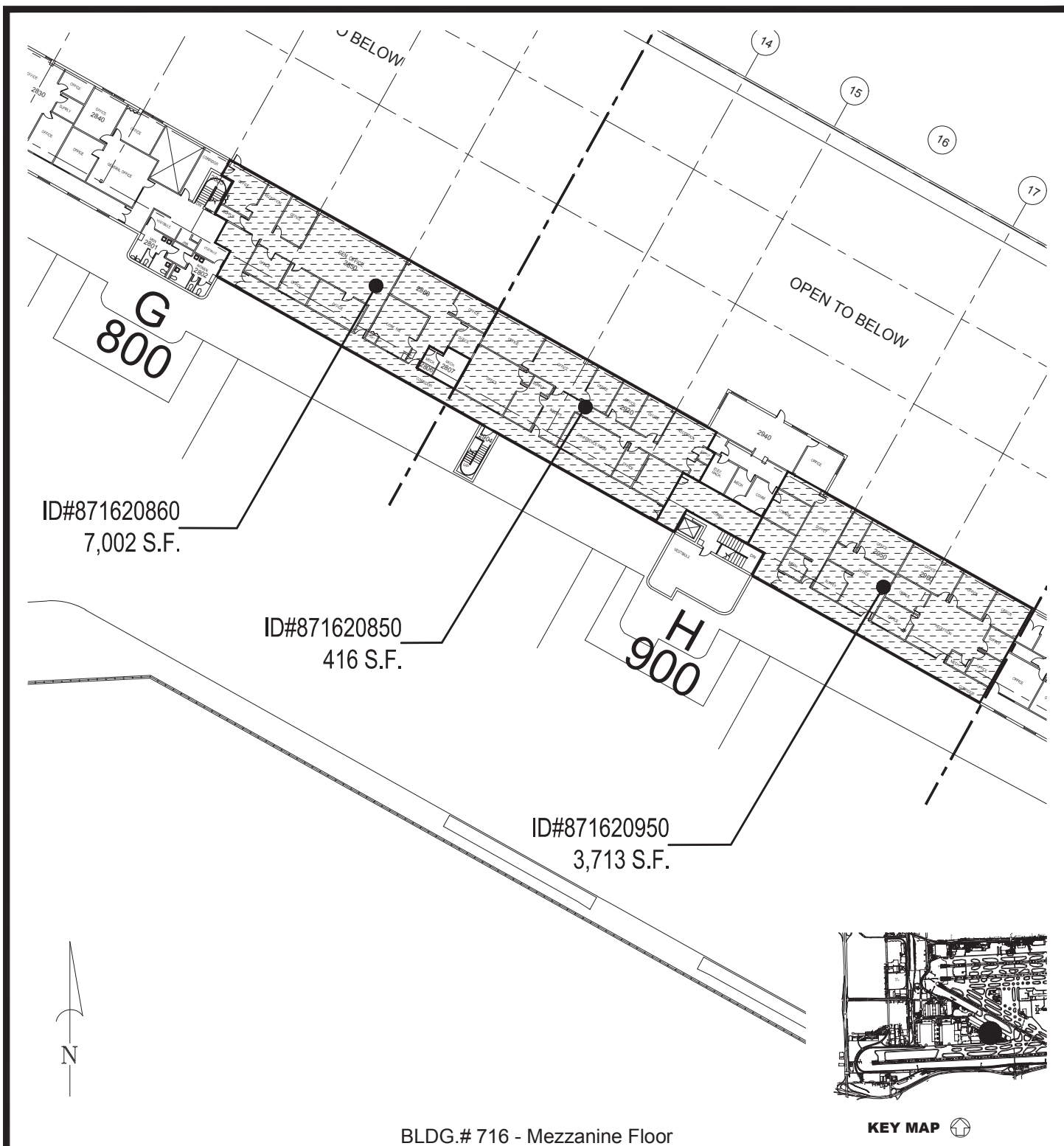
EXHIBIT B

DHL AERO EXPRESO

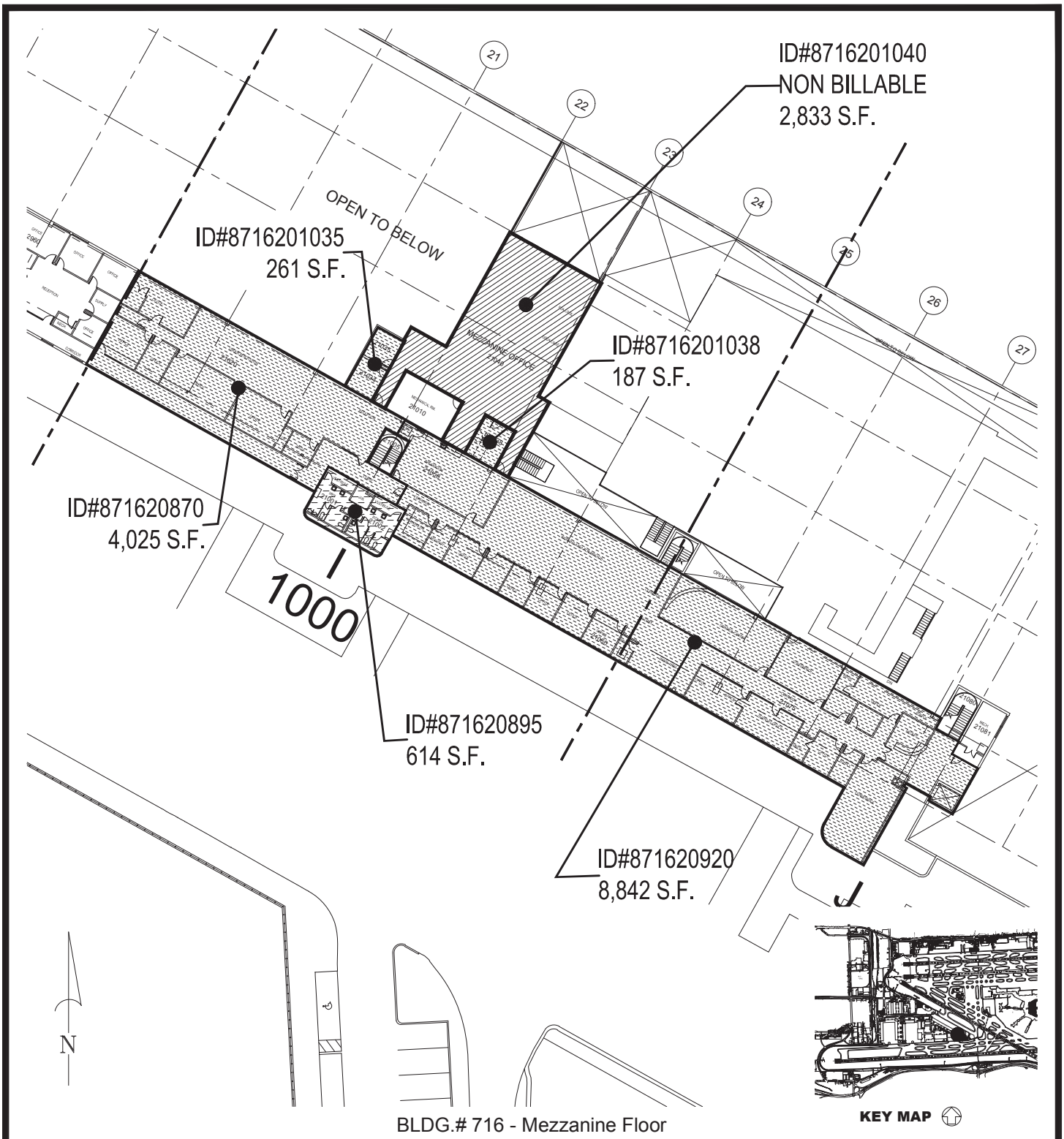
SCALE: 1" = 50'

FILE #: 3964

DATE: 10/01/2020



CODE:	SPACE CLASS	SQ. FT.	MIAMI DADE AVIATION DEPARTMENT MIAMI INTERNATIONAL AIRPORT
	A/C Office space	11,131	
11,131			EXHIBIT B-1 DHL AERO EXPRESO
SCALE: 1" = 50'	FILE #: 3627	DATE: 10/01/2020	



CODE:	SPACE CLASS	SQ. FT.
	A/C Office space	13,929
	Non Billable space	2,833
		16,762

MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

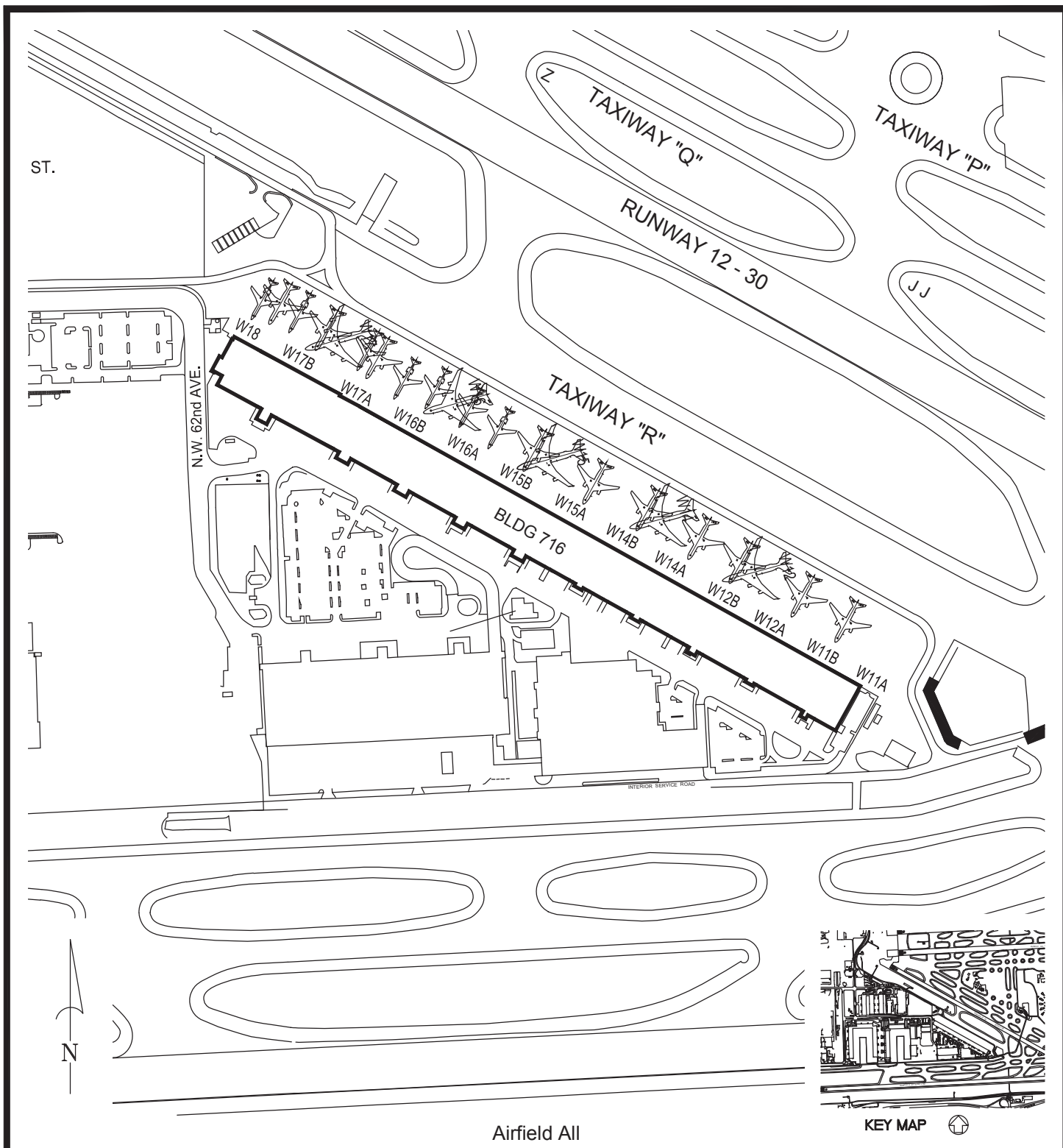
EXHIBIT B-2

DHL AERO EXPRESO

SCALE: 1" = 50'

FILE #: 2986

DATE: 10/01/2020



Airfield All

KEY MAP

CODE:	SPACE CLASS	SQ. FT.
AIRCRAFT PARKING		
(As assigned by Airside Operations)		

MIAMI DADE
AVIATION DEPARTMENT
MIAMI INTERNATIONAL AIRPORT

EXHIBIT P
DHL AERO EXPRESO

SCALE: N.T.S.	EFIS #: 3470	DATE: 10/01/2020
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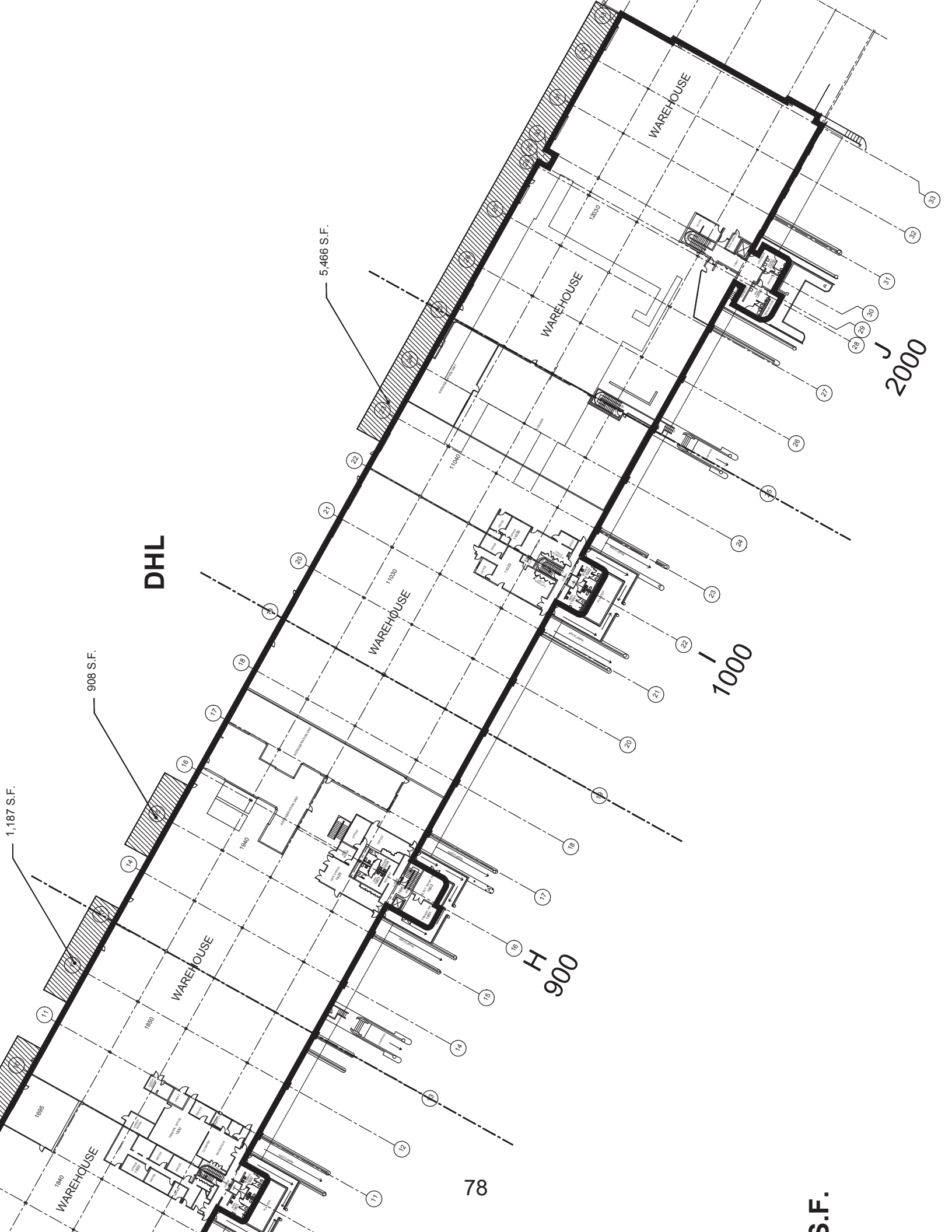


EXHIBIT C



Internal Services Department Small Business Development

111 NW 1 Street, 19th Floor
Miami, Florida 33128
T 305-375-3111 F 305-375-3160

September 3, 2021

Mr Mitchell A Bierman
Weiss, Serota, Helfman, Cole & Bierman
2525 Ponce de Leon
Coral Gables, FL 33134

Via E-Mail

mbierman@wsh-law.com

Mr Augusto Alizo, Vice President Transaction Management
DHL Express, Inc
1210 South Pine Island Road
Plantation, FL 33324

augusto.alizo@dhl.com

Re. Project No. AA-037A – MIA Building 716 Expansion Project

Dear Messrs. Bierman and Alizo:

Small Business Development (SBD) is responsible for monitoring contracts for compliance with the Responsible Wages and Benefits, §2-11.16, Code of Miami-Dade County, and its implementing documents Implementing Order No 3-24 and the Supplemental General Conditions to Bidders included in the wage schedule, hereinafter referred to as the "Code." The Code applies to all leases and contracts which provide for privately funded construction, alteration or repair of buildings or improvements located on County owned land with an overall improvement value over \$5 million dollars. Project No. AA-037A – MIA Building 716 Expansion Project at Miami International Airport had an overall project cost estimate of over \$35 million dollars and as such is subject to the requirements of the Code.

To verify compliance with the Code, SBD reviewed project documents to confirm the work performed, the contractors that performed it and the wages paid to employees. Based on a review of the project documents and certified payrolls for work performed from January 28, 2020 to December 31, 2020, it was determined that 437 employees received hourly wages that were less than those required by the Code and are due a total of \$1,649,368.73. Attached is a wage analysis for the amount due to each employee. This letter will rescind and supersede the previous Notice issued on April 5, 2021. DHL Express, Inc (DHL) was provided with the calculation of the back wages due and has subsequently submitted proof of payment of \$965,254.16 in back wages to employees resulting in an **outstanding balance due of \$684,114.57**.

Additionally, Miami-Dade Aviation Department (MDAD) requested SBD calculate the increase made to employee wages by DHL subcontractors to comply with the wages required by the Code from January 28, 2020 through December 31, 2020. SBD determined DHL subcontractors increased the wage of 133 employees for a total of \$852,689.47. Attached is a wage analysis that reflects the regular rate paid to each employee plus the additional wages paid to comply with the Code.

To satisfy the outstanding wages and achieve compliance with the Code requirements, DHL agrees to the following:

1. DHL must compel each of its subcontractors to compensate the identified employees with the appropriate back wages.

2021-09-03 10:00 AM

2. Provide proof of payment of all back wages paid in the form of a front and back copy of the cancelled check issued and a signed and notarized affidavit from each employee which states the amount of payment received
3. DHL will place **\$684,114.57** for wages due to workers in a Trust/Escrow, approved by the County, to pay them as they are located for a period of one (1) year. DHL shall provide the information about the Trust/Escrow, in addition to monthly updates to SBD as to the: (i) number of employees paid; (ii) the total amount of the payments made, and (iii) the balance remaining in the Trust/Escrow. DHL shall provide all the documentation pertaining to the creation and operation of the Trust/Escrow to SBD within fifteen (15) days of receipt of this letter agreement.

DHL has informed SBD that its subcontractors have already begun paying its workers. DHL shall agree to provide a monthly "Reimbursement Submission" to SBD with the following information: (a) a list of all workers paid during the prior month, (b) a copy of the completed Back Wage Affidavits for each employee paid, (c) the front and back copies of the cancelled check issued to the worker, (d) number of employees paid; and (e) the total amount of the payments made. SBD shall review the Reimbursement Submission and shall, in writing, either approve, deny, or modify DHL's Reimbursement Submission. DHL shall utilize SBD's approval of the Reimbursement Submission to draw down on the Trust/Escrow account of such approved amount. DHL may only draw down on the Trust/Escrow Account by presenting an approved Reimbursement Submission.

4. If employees are unable to be located, DHL will send certified letters with a copy also via regular mail to all workers listed as not being paid responsible wages and benefits, notifying them of the amount currently being withheld on their behalf in the Trust/Escrow Account, and the contact at DHL to collect the wages due within one (1) year from the date of the certified letter.
5. For workers located, DHL will issue a check for payment of the wages identified as due, and have the employees complete a certified Back Wage Affidavit (form provided by SBD) wherein they will confirm receipt of wages.
6. After one (1) year, DHL shall submit the remaining uncollected wages remaining in the Trust/Escrow Account to the State of Florida Bureau of Unclaimed Property. Chapter 717, Florida Statutes, requires the unclaimed property assets be held by businesses or government entities for a set period of time. If the holder is unable to locate, re-establish contact with the owner and return the asset, it is reported and remitted to the Florida Department of Financial Services, Division of Unclaimed Property. Citizens have the right to claim their property, at no cost, any time, regardless of the amount. More information about this process can be found at <https://www.fltreasurehunt.gov/UP-Web/sitePages/ReportUnclaimedPropertyHR.jsf>.
7. DHL must provide SBD with the following within one (1) year of the acceptance of this letter agreement: (a) a list of all workers paid within the year, (b) a copy of the completed Back Wage Affidavit for each employee paid, (c) the front and back copies of the cancelled check issued to each worker, and (d) a copy of the Unclaimed Property Report submitted to the State of Florida with a copy of the cancelled checks transmitting the workers' wages and a list of the employees covered with amounts due.

Once the Trust/Escrow Account is established, SBD will issue a letter confirming DHL has complied with the initial terms of this letter agreement.

Please acknowledge and agree with the terms of this Notice below and return to SBD **within 30 days**. Should you have any questions, please contact Alice Hidalgo-Gato, SBD Section Chief at (305) 375-3153 Documents should be sent to Dayron Perez, SBD Section Manager by email at Dayron.Perez@miamidade.gov

Sincerely,

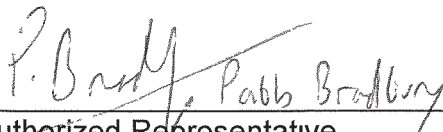


Gary T. Hartfield, Director
Small Business Development Division

Enclosures Summary of wages due, Wage Analysis (Back Wages and Front Wages), Back Wage Affidavit, 4/16/21 correspondence

- c. Jason Harris, DHL Program Director (J.Harris@dhl.com)
Ralph Cutie, Director, MDAD
Cynji Lee, Asst. County Attorney, CAO
David Hope, Asst. County Attorney, CAO
Altanese Phenelus, Asst. County Attorney, CAO
Arlyn Rull, Chief of Staff, MDAD
Ken Pyatt, Deputy Director, MDAD
Sergio San Miguel, Chief Financial Officer, MDAD
Barbara Jimenez, Assistant Director, MDAD
Sylvia Novela, Strategic Procurement Director, MDAD
Andre T. Ragin, Small Business Strategic Advisor, MDAD
Enrique Perez, Chief of Construction, MDAD
Alice Hidalgo-Gato, SBD Section Chief, ISD
Violation File

AGREED TO BY DHL EXPRESS, INC. AS INDICATED BELOW



Authorized Representative
DHL Express, Inc.

9/16/21

Date

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

Contract: AA-037A		Number of Employees Underpaid	Underpayment
1	DHL Express, Inc.	19	\$ 283,520.02
2	Arco/Murray National Construction Co., Inc.	306	\$ 891,866.08
2	MHS, Inc.	61	\$ 281,737.34
2	Thermal Dynamics, Inc.	28	\$ 52,839.93
2	Rapiscan Systems, Inc.	4	\$ 7,105.65
2	Beumer Corporation	19	\$ 132,299.71
Total Underpayment			\$ 1,649,368.73
Number of Employees			437

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

A. DHL Direct Subcontractors		Number of Employees Underpaid	Underpayment
1	DHL Express, Inc.	0	\$ -
2	Zimy Electronics, Inc.	5	\$ 165,798.79
3	Insurex Corp	1	\$ 21,317.13
2	McCormick Equipment Co., Inc.	5	\$ 4,500.26
2	Vision One	8	\$ 91,903.84
Total Underpayment			\$ 283,520.02
Number of Employees			19

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

B. Building Renovation		Number of Employees Underpaid	Underpayment
1	Arco/Murray National Construction Co., Inc.	0	\$ -
2	AA Advance Air, Inc.	28	\$ 104,150.62
2	Acousti Engineering Company Of Florida	19	\$ 34,492.20
3	Jorin Construction Management Company	65	\$ 133,526.83
2	All Rack & Shelving, Inc.	2	\$ 1,230.24
2	American Structural Corporate, Inc.	6	\$ 14,630.67
2	Cayman National Mfg & Installation, Inc.	3	\$ 336.80
2	Central Fire Sprinkler System Inc.	5	\$ 26,246.50
2	Dato Electric Inc	26	\$ 464,307.16
2	Diverzify Llc	0	\$ -
3	JBC Carpet Install	1	\$ 1,098.00
3	JJ Ramirezz Floring Inc.	4	\$ 2,921.20
3	RS Tile and Flooring Corp.	1	\$ 430.05
3	Direct Maintenance, Inc.	1	\$ 66.40
3	C&G Floor Covering, LLC.	3	\$ 439.20
3	Imperial Cleaning & Floor Covering	5	\$ 2,244.00
2	Fence Masters, Inc.	12	\$ 1,389.53
2	Glass Impact, Llc	8	\$ 3,873.90
2	Hi-Tech Concrete, Inc.	3	\$ 9,666.24
2	Hufcor Inc	1	\$ 112.08
2	Labor Finders Of Miami Inc	29	\$ 15,483.73
2	Southwest Plumbing Services, Inc	5	\$ 11,681.62
2	Sunshine Roofing & Sheet Metal Corp.	0	\$ -
2	Tarpon Concrete Finishing Llc	4	\$ 3,203.73
2	The Bg Group, Llc.	24	\$ 13,404.74
3	Reliable Concrete Cutting, Llc	2	\$ 100.94
3	Vene Floors Master, Llc	26	\$ 4,321.53
2	Vico Painting Contractors Llc	23	\$ 42,508.17
Total Underpayment		\$	891,866.08
Number of Employees			306

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

C. Conveyor Belt System		Number of Employees Underpaid	Underpayment
1	MHS, Inc.	8	\$ 31,082.10
2	Central Fire Sprinkler System Inc.	5	\$ 49,314.00
2	Contractor Resource Inc.	15	\$ 51,848.77
2	Control Wiring & Solutions Services Group Inc.	1	\$ 16,846.36
2	Platinum Electrical Services, Inc.	6	\$ 33,346.66
3	Bannister Electric of West Monroe	6	\$ 13,168.54
3	Tradesmen International Holdings, LLC	0	\$ -
2	Ram Electric Co.	6	\$ 77,860.25
2	Ruben Electric Technology, Inc.	0	\$ -
2	Tarpon Concrete Finishing Llc	6	\$ 8,270.66
2	W.L. Installers, Inc.	0	\$ -
Total Underpayment			\$ 281,737.34
Number of Employees			61

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

D. Walk-In Cooler		Number of Employees Underpaid	Underpayment
1	Thermal Dynamics, Inc.	13	\$ 31,185.13
2	Dato Electric, Inc.	12	\$ 19,500.24
2	Firematic Sprinklers, Inc.	3	\$ 2,154.56
Total Underpayment			\$ 52,839.93
Number of Employees			28

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

E. Rapiscan X-Ray Equipment		Number of Employees Underpaid	Underpayment
1	Rapiscan Systems, Inc.	4	\$ 7,105.65
Total Underpayment			\$ 7,105.65
Number of Employees			4

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

F. Sorting Equipment		Number of Employees Underpaid	Underpayment
1	Beumer Corporation	0	\$ -
2	Datalogic USA	4	\$ 19,256.15
2	Spark Power Corp	3	\$ 43,015.49
3	Trillium Construction Services	7	\$ 54,116.87
2	Western Industrial Contractors, Inc.	5	\$ 15,911.20
Total Underpayment			\$ 132,299.71
Number of Employees			19

Project No: #AA037A

PRIME CONTRACTOR: DHL

FIRM IN VIOLATION: Zimv Electronics, Inc

SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Wilhelm Zimmerman												
	Low Voltage	Electrician	3/30/2020	12/31/2020	1,266.00		\$25.00		\$50.79		\$31,650.00	\$64,300.14	\$32,650.14
					1,266.00	0.00					\$31,650.00	\$64,300.14	\$32,650.14
	David Lomboa												
	Low Voltage	Electrician - Foreman	3/30/2020	12/31/2020	1,385.00	167.75	\$20.00	\$30.00	\$46.73	\$64.41	\$32,732.50	\$75,525.83	\$42,793.33
					1,385.00	167.75					\$32,732.50	\$75,525.83	\$42,793.33
	Abner Tamarez												
	Low Voltage	Electrician	5/11/2020	12/31/2020	1,202.50	119.50	\$20.00	\$30.00	\$46.73	\$64.41	\$27,635.00	\$63,889.82	\$36,254.82
					1,202.50	119.50					\$27,635.00	\$63,889.82	\$36,254.82
	Abmed Martinez												
	Low Voltage	Electrician	4/27/2020	12/31/2020	1,413.00	280.00	\$18.00	\$27.00	\$46.73	\$64.41	\$32,994.00	\$84,064.29	\$51,070.29
					1,413.00	280.00					\$32,994.00	\$84,064.29	\$51,070.29
006	Julio Chirino												
	Low Voltage	Electrician	5/2/520	06/08/2020	95.50		\$15.00		\$46.73	\$64.41	\$1,432.50	\$4,462.72	\$3,030.22
					95.50	0.00					\$1,432.50	\$4,462.72	\$3,030.22
											TOTAL ADD'L WAGES:		\$165,798.79

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Insurex Corp. (Subcontractor to Zimy Electronics, Inc.)										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages Owed
	Eric Zimmerman									
	Low Voltage	Electrician	5/18/2020	12/31/2020	981.00		\$25.00	\$46.73	\$24,525.00	\$21,317.13
					981.00	0.00			\$24,525.00	\$21,317.13
									TOTAL ADD'L WAGES:	\$21,317.13

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Vision One													
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Aaron Combs												
	Low Voltage	Electrician	5/26/2020	12/23/2020	199.00	57.98	\$16.00	\$24.00	\$46.73	\$64.41	\$4,575.52	\$13,033.76	\$8,458.24
					199.00	57.98					\$4,575.52	\$13,033.76	\$8,458.24
	Aaron Meehan												
	Low Voltage	Electrician	5/4/2020	10/02/2020	282.50	87.00	\$30.00	\$45.00	\$46.73	\$64.41	\$12,390.00	\$18,804.90	\$6,414.90
					282.50	87.00					\$12,390.00	\$18,804.90	\$6,414.90
	Cody Groves												
	Low Voltage	Electrician	5/26/2020	12/11/2020	507.00	136.00	\$21.00	\$31.50	\$46.73	\$64.41	\$14,931.00	\$32,451.87	\$17,520.87
					507.00	136.00					\$14,931.00	\$32,451.87	\$17,520.87
	Justin Auvil												
	Low Voltage	Electrician	5/4/2020	06/05/2020	163.00	35.50	\$30.00	\$45.00	\$46.73	\$64.41	\$6,487.50	\$9,903.55	\$3,416.05
					163.00	35.50					\$6,487.50	\$9,903.55	\$3,416.05
101	Keigan Isley												
	Low Voltage	Electrician	5/4/2020	10/23/2020	391.00	94.50	\$21.00	\$31.50	\$46.73	\$64.41	\$11,187.75	\$24,358.18	\$13,170.43
					391.00	94.50					\$11,187.75	\$24,358.18	\$13,170.43
	Noah Sexton												
	Low Voltage	Electrician	5/4/2020	12/23/2020	783.00	193.50	\$25.00	\$37.50	\$46.73	\$64.41	\$26,831.25	\$49,052.93	\$22,221.68
					783.00	193.50					\$26,831.25	\$49,052.93	\$22,221.68
	Robert Guy												
	Low Voltage	Electrician	5/4/2020	06/27/2020	160.00	59.00	\$30.00	\$45.00	\$46.73	\$64.41	\$7,455.00	\$11,276.99	\$3,821.99
					160.00	59.00					\$7,455.00	\$11,276.99	\$3,821.99
	Sage Day												
	Low Voltage	Electrician	8/31/2020	12/23/2020	406.50	95.00	\$15.00	\$22.50	\$46.73	\$64.41	\$8,235.00	\$25,114.70	\$16,879.70
					406.50	95.00					\$8,235.00	\$25,114.70	\$16,879.70
											TOTAL ADD'L WAGES:		\$91,903.84

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: McCormick Equipment										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Carlos Polonia									
	Installers	Millwrights & Machinery Erectors	7/21/2020	07/21/2020	4.00	\$20.00	\$47.11	\$80.00	\$188.44	\$108.44
					4.00			\$80.00	\$188.44	\$108.44
	Jason Nobles									
	Installers	Millwrights & Machinery Erectors	6/30/2020	07/17/2020	120.00	\$20.00	\$47.11	\$2,400.00	\$5,653.20	\$3,253.20
					120.00			\$2,400.00	\$5,653.20	\$3,253.20
	Bradley Flint									
	Installers	Millwrights & Machinery Erectors	7/23/2020	07/23/2020	21.00	\$20.00	\$47.11	\$420.00	\$989.31	\$569.31
					21.00			\$420.00	\$989.31	\$569.31
	Allison Herring									
	Installers	Millwrights & Machinery Erectors	7/23/2020	07/23/2020	5.00	\$20.00	\$47.11	\$100.00	\$235.55	\$135.55
					5.00			\$100.00	\$235.55	\$135.55
	Charles Rice									
	Installers	Millwrights & Machinery Erectors	7/30/2020	07/30/2020	16.00	\$20.00	\$47.11	\$320.00	\$753.76	\$433.76
					16.00			\$320.00	\$753.76	\$433.76
								TOTAL ADD'L WAGES:		\$4,500.26

Project No: #AA037A												
PRIME CONTRACTOR: DHL												
FIRM IN VIOLATION: AA Advance Air, Inc.												
SS#	Current Classification	Correct Classification	Starting Week	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Backwages Owed
Antonio Quintero												
	Sheet Metal	Sheet metal	6/18/2020	06/22/2020	14.00	8.50	\$23.50	\$35.25	\$39.31	\$52.64	\$628.63	\$369.16
	R3-Pipefitter	R3-Pipefitter	6/18/2020	06/22/2020	2.00		\$23.50		\$36.07		\$47.00	\$25.14
					16.00	8.50					\$675.63	\$394.30
Michael Miles Branden												
	Sheet Metal	Sheet Metal	4/15/2020	06/13/2020	325.00	8.00	\$16.00	\$24.00	\$39.31	\$52.64	\$5,392.00	\$7,804.87
	R3-Pipefitter	R3-Pipefitter	4/15/2020	06/13/2020	3.50		\$16.00		\$36.07		\$56.00	\$70.25
					328.50	8.00					\$5,448.00	\$7,875.12
Carey Cole												
	R3-Pipefitter	R3-Pipefitter	7/22/2020	07/22/2020	5.75		\$17.00		\$36.07		\$97.75	\$109.65
					5.75	0.00					\$97.75	\$109.65
Damille Lawson												
	R3-Pipefitter	R3-Pipefitter	7/20/2020	07/22/2020	4.50	1.00	\$17.00	\$21.75	\$36.07		\$98.25	\$85.82
					4.50	1.00					\$98.25	\$85.82
Dan Mcmillan II												
	Sheet Metal	Sheet Metal	2/12/2020	07/31/2020	454.75	11.00	\$21.00	\$31.50	\$39.31	\$52.64	\$9,896.25	\$8,559.01
	R3-Pipefitter	R3-Pipefitter	2/12/2020	07/31/2020	99.00		\$21.00	\$21.75	\$36.07		\$2,079.00	\$1,491.93
					553.75	11.00					\$11,975.25	\$10,050.94
David C Manas												
	R3-Pipefitter	R3-Pipefitter	5/30/2020	07/22/2020	17.50	5.00	\$18.50	\$27.75	\$36.07	\$47.35	\$462.50	\$405.48
					17.50	5.00					462.50	\$405.48
Devanand Mathura												
	R3-Pipefitter	R3-Pipefitter	3/10/2020	03/27/2020	11.50		\$28.00		\$36.07		\$322.00	\$92.81
					11.50	0.00					\$322.00	\$92.81
Dillon Burdi												
	R3-Pipefitter	R3-Pipefitter	6/18/2020	06/20/2020	7.00		\$14.50	\$21.75	\$36.07	\$47.35	\$101.50	\$150.99
	Sheet Metal	Sheet Metal	6/18/2020	06/20/2020	7.00	1.00	\$14.50	\$21.75	\$39.31	\$52.64	\$123.25	\$204.56
					14.00	1.00					\$224.75	\$355.55

SS#	Current Classification	Correct Classification	Starting Week	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Dewayne Holmes												
	R3-Pipefitter	R3-Pipefitter	4/14/2020	07/22/2020	8.00		\$15.00	\$22.50	\$36.07		\$120.00	\$288.56	\$168.56
	Sheet Metal	Sheet Metal	4/14/2020	07/22/2020	362.75	10.00	\$15.00	\$22.50	\$39.31	\$52.64	\$5,666.25	\$14,786.10	\$9,119.85
					<u>370.75</u>	<u>10.00</u>					<u>\$5,786.25</u>	<u>\$15,074.66</u>	<u>\$9,288.41</u>
	Edgardo Cora												
	Sheet Metal	Sheet Metal	4/17/2020	04/17/2020	1.00		\$20.00		\$39.31		\$20.00	\$39.31	\$19.31
					<u>1.00</u>	<u>0.00</u>					<u>\$20.00</u>	<u>\$39.31</u>	<u>\$19.31</u>
	Garod Hodge												
	Sheet Metal	Sheet Metal	4/15/2020	04/16/2020	16.00		\$14.50		\$39.31		\$232.00	\$628.96	\$396.96
	Sheet Metal	Sheet Metal	4/17/2020	07/02/2020	307.00	2.00	\$15.50	\$23.25	\$39.31	\$52.64	\$4,805.00	\$12,173.45	\$7,368.45
	R3-Pipefitter	R3-Pipefitter	4/15/2020	07/02/2020	7.00		\$15.50		\$36.07		\$108.50	\$252.49	\$143.99
					<u>330.00</u>	<u>2.00</u>					<u>\$5,145.50</u>	<u>\$13,054.90</u>	<u>\$7,909.40</u>
	Howard Bonnick												
	Sheet Metal	Sheet Metal	7/15/2020	07/31/2020	69.00		\$17.75		\$39.31		\$1,224.75	\$2,712.39	\$1,487.64
	R3-Pipefitter	R3-Pipefitter	7/15/2020	07/31/2020	1.00		\$17.75		\$36.07		\$17.75	\$36.07	\$18.32
					<u>70.00</u>	<u>0.00</u>					<u>\$1,242.50</u>	<u>\$2,748.46</u>	<u>\$1,505.96</u>
	Jeffrey Reed												
	R3-Pipefitter	R3-Pipefitter	5/6/2020	06/16/2020	25.50	1.00	\$28.00	\$42.00	\$36.07	\$52.64	\$756.00	\$972.43	\$216.43
					<u>25.50</u>	<u>1.00</u>					<u>\$756.00</u>	<u>\$972.43</u>	<u>\$216.43</u>
	Jeremya Young Jr												
	Sheet Metal	Sheet Metal	3/2/2020	03/02/2020	8.00		\$18.00		\$39.31		\$144.00	\$314.48	\$170.48
					<u>8.00</u>	<u>0.00</u>					<u>\$144.00</u>	<u>\$314.48</u>	<u>\$170.48</u>
	John Chery												
	R3-Pipefitter	R3-Pipefitter	3/2/2020	03/02/2020	11.50		\$12.50		\$36.07		\$143.75	\$414.81	\$271.06
					<u>11.50</u>	<u>0.00</u>					<u>\$143.75</u>	<u>\$414.81</u>	<u>\$271.06</u>
	Marquise Williams												
	R3-Pipefitter	R3-Pipefitter	2/2/2020	07/31/2020	12.00		\$13.00		\$36.07		\$156.00	\$432.84	\$276.84
	Sheet Metal	Sheet Metal	2/2/2020	07/31/2020	552.50	8.00	\$13.00	\$19.50	\$39.31	\$52.64	\$7,338.50	\$22,139.90	\$14,801.40
					<u>564.50</u>	<u>8.00</u>					<u>\$7,494.50</u>	<u>\$22,572.74</u>	<u>\$15,078.24</u>
	Michael Donague												
	Sheet Metal	Sheet Metal	2/24/2020	04/09/2020	92.00		\$19.00		\$39.31		\$1,748.00	\$3,616.52	\$1,868.52
					<u>92.00</u>	<u>0.00</u>					<u>\$1,748.00</u>	<u>\$3,616.52</u>	<u>\$1,868.52</u>



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 8/9/2020 To : 1/03/2021

Contractor: AA Advance Air, Inc.														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC. B2G1438403														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
1	8/9/2020	BONNICK, HOWARD	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 24 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$517.44 \$0.00 \$0.00
2	8/16/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 32 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$689.92 \$0.00 \$0.00
3	8/23/2020	BONNICK, HOWARD	1	0	LABORER/Laborer	ST 2 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$43.12 \$0.00 \$0.00
3	8/23/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 30 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$646.80 \$0.00 \$0.00
4	8/30/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 30.5 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$657.58 \$0.00 \$0.00
5	9/6/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 29 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$625.24 \$0.00 \$0.00
6	9/13/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 32 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$689.92 \$0.00 \$0.00
7	9/20/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 33 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$711.48 \$0.00 \$0.00
13	11/1/2020	BONNICK, HOWARD	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 32 OT 0 DT 0	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$689.92 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
14	11/8/2020	BONNICK, HOWARD	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$517.44 \$0.00 \$0.00
16	11/22/2020	BONNICK, HOWARD	2	1	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$39.31 \$58.96 \$0.00	\$0.00	\$39.31 \$58.96 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$0.00 \$0.00 \$0.00
17	11/29/2020	BONNICK, HOWARD	2	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$36.07 \$0.00 \$0.00	\$0.00	\$36.07 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$0.00 \$0.00 \$0.00
18	12/6/2020	BONNICK, HOWARD	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$862.40 \$0.00 \$0.00
19	12/13/2020	BONNICK, HOWARD	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$571.34 \$0.00 \$0.00
20	12/20/2020	BONNICK, HOWARD	3	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$439.68 \$0.00 \$0.00
21	12/27/2020	BONNICK, HOWARD	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$517.44 \$0.00 \$0.00
22	1/3/2021	BONNICK, HOWARD	4	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$17.75 \$0.00 \$0.00	\$0.00	\$17.75 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$577.08 \$0.00 \$0.00
Employee Underpayment Subtotal: \$8,756.80														
7	9/20/2020	DAVILA, ALBERTO	1	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$146.48 \$0.00 \$0.00
Employee Underpayment Subtotal: \$146.48														
1	8/9/2020	MCMILLAN II, DAN	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$375.36 \$0.00 \$0.00
1	8/9/2020	MCMILLAN II, DAN	1	0	LABORER/Laborer	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$18.31 \$0.00 \$0.00
2	8/16/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$512.68 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
3	8/23/2020	MCMILLAN II, DAN	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$595.08 \$0.00 \$0.00
4	8/30/2020	MCMILLAN II, DAN	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$476.06 \$0.00 \$0.00
5	9/6/2020	MCMILLAN II, DAN	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	PIPEFITTER / R-3 3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$15.07 \$0.00 \$0.00
5	9/6/2020	MCMILLAN II, DAN	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$421.13 \$0.00 \$0.00
6	9/13/2020	MCMILLAN II, DAN	0	1	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$146.48 \$0.00 \$0.00
6	9/13/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Comm ercial - Foremen (4 - 10 workers)	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Foremen (4 - 10	\$29.33 \$43.99 \$58.65	\$12.65	\$41.98 \$56.64 \$71.30	\$440.58 \$0.00 \$0.00
7	9/20/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$622.54 \$0.00 \$0.00
8	9/27/2020	MCMILLAN II, DAN	5	1	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$668.32 \$42.28 \$0.00
9	10/4/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$567.61 \$0.00 \$0.00
10	10/11/2020	MCMILLAN II, DAN	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$714.09 \$0.00 \$0.00
11	10/18/2020	MCMILLAN II, DAN	5	1	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$732.40 \$21.14 \$0.00
12	10/25/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$530.99 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
13	11/1/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Commercial - Foremen (4 -10 workers)	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Commercial - Foremen (4 -10)	\$29.33 \$43.99 \$58.65	\$12.65	\$41.98 \$56.64 \$71.30	\$692.34 \$0.00 \$0.00
14	11/8/2020	MCMILLAN II, DAN	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$549.30 \$0.00 \$0.00
15	11/15/2020	MCMILLAN II, DAN	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$238.03 \$0.00 \$0.00
16	11/22/2020	MCMILLAN II, DAN	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$36.07 \$0.00 \$0.00	\$0.00	\$36.07 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$0.00 \$0.00 \$0.00
16	11/22/2020	MCMILLAN II, DAN	3	1	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$39.31 \$58.96 \$0.00	\$0.00	\$39.31 \$58.96 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$0.00 \$0.00 \$0.00
17	11/29/2020	MCMILLAN II, DAN	2	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$36.07 \$0.00 \$0.00	\$0.00	\$36.07 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$0.00 \$0.00 \$0.00
18	12/6/2020	MCMILLAN II, DAN	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$567.61 \$0.00 \$0.00
19	12/13/2020	MCMILLAN II, DAN	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$233.45 \$0.00 \$0.00
20	12/20/2020	MCMILLAN II, DAN	4	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$357.91 \$0.00 \$0.00
21	12/27/2020	MCMILLAN II, DAN	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$338.74 \$0.00 \$0.00
22	1/3/2021	MCMILLAN II, DAN	4	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$361.68 \$0.00 \$0.00
Employee Underpayment Subtotal: \$10,239.17														
6	9/13/2020	RAMSARAT, RAMKUMAR	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$86.60 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
6	9/13/2020	RAMSARAT, RAMKUMAR	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$555.12 \$0.00 \$0.00
7	9/20/2020	RAMSARAT, RAMKUMAR	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$822.40 \$0.00 \$0.00
8	9/27/2020	RAMSARAT, RAMKUMAR	3	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$493.44 \$0.00 \$0.00
9	10/4/2020	RAMSARAT, RAMKUMAR	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$822.40 \$0.00 \$0.00
10	10/11/2020	RAMSARAT, RAMKUMAR	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$657.92 \$0.00 \$0.00
11	10/18/2020	RAMSARAT, RAMKUMAR	5	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$822.40 \$0.00 \$0.00
12	10/25/2020	RAMSARAT, RAMKUMAR	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$657.92 \$0.00 \$0.00
13	11/1/2020	RAMSARAT, RAMKUMAR	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$657.92 \$0.00 \$0.00
14	11/8/2020	RAMSARAT, RAMKUMAR	2	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$18.75 \$0.00 \$0.00	\$0.00	\$18.75 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$328.96 \$0.00 \$0.00
Employee Underpayment Subtotal: \$5,905.08														
2	8/16/2020	WILLIAMS, MARQUICE	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$841.92 \$0.00 \$0.00
3	8/23/2020	WILLIAMS, MARQUICE	1	0	LABORER/Labore r	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$52.62 \$0.00 \$0.00
3	8/23/2020	WILLIAMS, MARQUICE	4	0	SHEET METAL WORKER/Comm ercial - Sheet Metal Worker	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SHEET METAL WORKER/Com mercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$789.30 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
4	8/30/2020	WILLIAMS, MARQUICE	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$841.92 \$0.00 \$0.00
5	9/6/2020	WILLIAMS, MARQUICE	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$841.92 \$0.00 \$0.00
6	9/13/2020	WILLIAMS, MARQUICE	1	1	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$14.00 \$21.00 \$0.00	\$0.00	\$14.00 \$21.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$176.56 \$108.24 \$0.00
6	9/13/2020	WILLIAMS, MARQUICE	3	1	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$21.00 \$0.00	\$0.00	\$14.00 \$21.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$607.44 \$94.92 \$0.00
7	9/20/2020	WILLIAMS, MARQUICE	4	0	LABORER/Laborer	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$847.88 \$0.00 \$0.00
8	9/27/2020	WILLIAMS, MARQUICE	5	0	LABORER/Laborer	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$772.45 \$0.00 \$0.00
9	10/4/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$1012.40 \$0.00 \$0.00
10	10/11/2020	WILLIAMS, MARQUICE	5	0	LABORER/Laborer	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$1012.40 \$0.00 \$0.00
11	10/18/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$1012.40 \$0.00 \$0.00
12	10/25/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$1012.40 \$0.00 \$0.00
13	11/1/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$987.09 \$0.00 \$0.00
14	11/8/2020	WILLIAMS, MARQUICE	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$607.44 \$0.00 \$0.00
15	11/15/2020	WILLIAMS, MARQUICE	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$809.92 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
16	11/22/2020	WILLIAMS, MARQUICE	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$39.31 \$0.00 \$0.00	\$0.00	\$39.31 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$0.00 \$0.00 \$0.00
17	11/29/2020	WILLIAMS, MARQUICE	2	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$36.07 \$0.00 \$0.00	\$0.00	\$36.07 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$0.00 \$0.00 \$0.00
18	12/6/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$1012.40 \$0.00 \$0.00
19	12/13/2020	WILLIAMS, MARQUICE	5	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$658.06 \$0.00 \$0.00
20	12/20/2020	WILLIAMS, MARQUICE	3	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$529.68 \$0.00 \$0.00
21	12/27/2020	WILLIAMS, MARQUICE	3	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$607.44 \$0.00 \$0.00
22	1/3/2021	WILLIAMS, MARQUICE	3	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$529.68 \$0.00 \$0.00
Employee Underpayment Subtotal: \$15,766.48														
3	8/23/2020	CARLOS LOPEZ, JOSE	1	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$22.00 \$0.00 \$0.00	\$0.00	\$22.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$103.86 \$0.00 \$0.00
4	8/30/2020	CARLOS LOPEZ, JOSE	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$22.00 \$0.00 \$0.00	\$0.00	\$22.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$105.53 \$0.00 \$0.00
9	10/4/2020	CARLOS LOPEZ, JOSE	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$22.00 \$0.00 \$0.00	\$0.00	\$22.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$112.56 \$0.00 \$0.00
Employee Underpayment Subtotal: \$321.95														
4	8/30/2020	DAVID, MANAS	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$18.50 \$0.00 \$0.00	\$0.00	\$18.50 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$140.56 \$0.00 \$0.00
6	9/13/2020	DAVID, MANAS	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$18.50 \$0.00 \$0.00	\$0.00	\$18.50 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$118.60 \$0.00 \$0.00
8	9/27/2020	DAVID, MANAS	2	1	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$18.50 \$27.75 \$0.00	\$0.00	\$18.50 \$27.75 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$83.46 \$60.90 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
12	10/25/2020	DAVID, MANAS	1	1	PIPEFITTER / R-3 Commercial A.C.	ST 8 OT 0.5 DT 0	\$18.50 \$27.76 \$0.00	\$0.00	\$18.50 \$27.76 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$140.56 \$10.15 \$0.00
14	11/8/2020	DAVID, MANAS	2	2	PIPEFITTER / R-3 Commercial A.C.	ST 10.25 OT 2.75 DT 0	\$18.50 \$27.76 \$0.00	\$0.00	\$18.50 \$27.76 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$180.09 \$55.82 \$0.00
Employee Underpayment Subtotal: \$790.14														
8	9/27/2020	CHANDRA SINGH, YOGA	1	0	LABORER/Laborer	ST 8 OT 0 DT 0	\$16.00 \$0.00 \$0.00	\$0.00	\$16.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$186.48 \$0.00 \$0.00
8	9/27/2020	BARNES, DANNIE	2	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 16 OT 0 DT 0	\$15.00 \$0.00 \$0.00	\$0.00	\$15.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$388.96 \$0.00 \$0.00
Employee Underpayment Subtotal: \$388.96														
8	9/27/2020	CORA, CRISTOBAL	1	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 8 OT 0 DT 0	\$17.00 \$0.00 \$0.00	\$0.00	\$17.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$178.48 \$0.00 \$0.00
11	10/18/2020	CORA, CRISTOBAL	2	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 16 OT 0 DT 0	\$17.00 \$0.00 \$0.00	\$0.00	\$17.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$356.96 \$0.00 \$0.00
12	10/25/2020	CORA, CRISTOBAL	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 32 OT 0 DT 0	\$17.00 \$0.00 \$0.00	\$0.00	\$17.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$713.92 \$0.00 \$0.00
13	11/1/2020	CORA, CRISTOBAL	2	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 16 OT 0 DT 0	\$17.00 \$0.00 \$0.00	\$0.00	\$17.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$356.96 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,606.32														
8	9/27/2020	COLE, CAREY	1	0	PIPEFITTER / R-3 Commercial A.C.	ST 1.25 OT 0 DT 0	\$17.00 \$0.00 \$0.00	\$0.00	\$17.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$23.84 \$0.00 \$0.00
8	9/27/2020	MULLER, JONATHAN	2	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST 16 OT 0 DT 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$308.96 \$0.00 \$0.00
Employee Underpayment Subtotal: \$308.96														
8	9/27/2020	SOPKIW, BOEDAN	1	0	PIPEFITTER / R-3 Commercial A.C.	ST 8 OT 0 DT 0	\$16.00 \$0.00 \$0.00	\$0.00	\$16.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$160.56 \$0.00 \$0.00
Employee Underpayment Subtotal: \$160.56														

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
9	10/4/2020	QUIJANO GALEANO, VLADIMIR	4	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$514.24 \$0.00 \$0.00
Employee Underpayment Subtotal: \$514.24														
9	10/4/2020	GONZALEZ, HENRY	4	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$514.24 \$0.00 \$0.00
10	10/11/2020	GONZALEZ, HENRY	1	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$128.56 \$0.00 \$0.00
Employee Underpayment Subtotal: \$642.80														
11	10/18/2020	HUSFELT, TYLER	2	0	PIPEFITTER / R-3 Commercial A.C.	ST OT DT	\$14.50 \$0.00 \$0.00	\$0.00	\$14.50 \$0.00 \$0.00	PIPEFITTER / R-3 Commercial A.C.	\$23.97 \$35.96 \$47.94	\$12.10	\$36.07 \$48.06 \$60.04	\$345.12 \$0.00 \$0.00
12	10/25/2020	HUSFELT, TYLER	4	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.50 \$0.00 \$0.00	\$0.00	\$14.50 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$793.92 \$0.00 \$0.00
13	11/1/2020	HUSFELT, TYLER	2	0	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$14.50 \$0.00 \$0.00	\$0.00	\$14.50 \$0.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$396.96 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,536.00														
11	10/18/2020	YOUNG, JEREMIAH	1	1	SHEET METAL WORKER/Commercial - Sheet Metal Worker	ST OT DT	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	SHEET METAL WORKER/Commercial - Sheet Metal Worker	\$26.66 \$39.99 \$53.32	\$12.65	\$39.31 \$52.64 \$65.97	\$170.48 \$38.46 \$0.00
Employee Underpayment Subtotal: \$208.94														
Contractor Underpayment Total: \$47,503.19 Number of Employees: 17														

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Acousti Engineering Company of Florida													
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Carlos E Hernandez												
	Framer	Carpenter	6/4/2020	11/26/2020	352.00	24.00	\$28.00	\$42.00	\$34.15	\$46.35	\$10,864.00	\$13,133.20	\$2,269.20
					352.00	24.00					\$10,864.00	\$13,133.20	\$2,269.20
	Raul Abrahantes												
	Framer	Carpenter	6/25/2020	07/02/2020	32.00	8.00	\$27.00	\$40.50	\$34.15	\$46.35	\$1,188.00	\$1,463.60	\$275.60
					32.00	8.00					\$1,188.00	\$1,463.60	\$275.60
	Vladimir Leyva Garcia												
	Framer	Carpenter	6/25/2020	07/02/2020	48.00	8.00	\$27.00	\$40.50	\$34.15	\$46.35	\$1,620.00	\$2,010.00	\$390.00
					48.00	8.00					\$1,620.00	\$2,010.00	\$390.00
	Rodolfo Romero												
	Finisher	Carpenter	7/2/2020	12/24/2020	368.00	32.00	\$22.00	\$33.00	\$34.15	\$46.35	\$9,152.00	\$14,050.40	\$4,898.40
					368.00	32.00					\$9,152.00	\$14,050.40	\$4,898.40
105	Alvaro Flores Bedolla												
	Framer	Carpenter	7/8/2020	07/09/2020	16.00	0.00	\$23.00	\$34.50	\$34.15	\$46.35	\$368.00	\$546.40	\$178.40
					16.00	0.00					\$368.00	\$546.40	\$178.40
	Sarold Jose Blanco												
	Ceiling Mechanic	Carpenter	5/21/2020	10/22/2020	204.00	40.00	\$28.00	\$42.00	\$34.15	\$46.35	\$7,392.00	\$8,820.60	\$1,428.60
					204.00	40.00					\$7,392.00	\$8,820.60	\$1,428.60
	Jose Bravo												
	Ceiling Helper	Carpenter	6/4/2020	10/29/2020	154.00	24.00	\$12.00	\$18.00	\$34.15	\$46.35	\$2,280.00	\$6,371.50	\$4,091.50
					154.00	24.00					\$2,280.00	\$6,371.50	\$4,091.50
	Julio Cesar Contreras												
	Ceiling Helper	Carpenter	5/21/2020	10/22/2020	62.00	24.00	\$20.00	\$30.00	\$34.15	\$46.35	\$1,960.00	\$3,229.70	\$1,269.70
					62.00	24.00					\$1,960.00	\$3,229.70	\$1,269.70
	Javier Gutierrez												
	Ceiling Mechanic	Carpenter	5/14/2020	10/22/2020	56.00	24.00	\$22.00	\$33.00	\$34.15	\$46.35	\$2,024.00	\$3,024.80	\$1,000.80
					56.00	24.00					\$2,024.00	\$3,024.80	\$1,000.80
	Hanoi Lam												
	Ceiling Mechanic	Carpenter	6/6/2020	12/10/2020	80.00	48.00	\$22.00	\$33.00	\$34.15	\$46.35	\$3,344.00	\$4,956.80	\$1,612.80
					80.00	48.00					\$3,344.00	\$4,956.80	\$1,612.80

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Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Jorrin Construction Management Company													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Alvaro Velazquez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	434.00	14.00	\$18.25	\$27.38	\$34.15	\$46.35	\$8,303.82	\$15,470.00	\$7,166.18
					434.00	14.00					\$8,303.82	\$15,470.00	\$7,166.18
	Araceli Suazo												
	Carpenter	Carpenter	03/12/2020	12/31/2020	352.00		\$18.25		\$34.15		\$6,424.00	\$12,020.80	\$5,596.80
					352.00	0.00					\$6,424.00	\$12,020.80	\$5,596.80
	Astrid Gabriela Cruz												
	Carpenter	Carpenter	03/12/2020	12/31/2020	10.00		\$18.25		\$34.15		\$182.50	\$341.50	\$159.00
					10.00	0.00					\$182.50	\$341.50	\$159.00
	Ayendy Felix												
	Carpenter	Carpenter	03/12/2020	12/31/2020	80.00		\$18.25		\$34.15		\$1,460.00	\$2,732.00	\$1,272.00
					80.00	0.00					\$1,460.00	\$2,732.00	\$1,272.00
	Blanca Fernandez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	20.00		\$18.25		\$34.15		\$365.00	\$683.00	\$318.00
					20.00	0.00					\$365.00	\$683.00	\$318.00
	Carlos Flores												
	Carpenter	Carpenter	03/12/2020	12/31/2020	104.00		\$18.25		\$34.15		\$1,898.00	\$3,551.60	\$1,653.60
					104.00	0.00					\$1,898.00	\$3,551.60	\$1,653.60
	Carlos Rodriguez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	24.00		\$18.25		\$34.15		\$438.00	\$819.60	\$381.60
					24.00	0.00					\$438.00	\$819.60	\$381.60
	David Ruiz												
	Carpenter	Carpenter	03/12/2020	12/31/2020	68.00		\$18.25		\$34.15		\$1,241.00	\$2,322.20	\$1,081.20
					68.00	0.00					\$1,241.00	\$2,322.20	\$1,081.20
	Diego Perez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	608.00	16.00	\$18.25	\$27.38	\$34.15	\$46.35	\$11,534.08	\$21,504.80	\$9,970.72
					608.00	16.00					\$11,534.08	\$21,504.80	\$9,970.72
	Dulce Perez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	32.00		\$20.00		\$34.15		\$640.00	\$1,092.80	\$452.80
					32.00	0.00					\$640.00	\$1,092.80	\$452.80

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Ebaristo Ramos	Carpenter	03/12/2020	12/31/2020	8.00		\$18.25		\$34.15		\$146.00	\$273.20	\$127.20
					8.00	0.00					\$146.00	\$273.20	\$127.20
	Edward Fonseca	Carpenter	03/12/2020	12/31/2020	24.00	20	\$18.25	\$27.38	\$34.15	\$46.35	\$985.60	\$1,746.60	\$761.00
					24.00	20.00					\$985.60	\$1,746.60	\$761.00
	Edwing Fernandez	Carpenter	03/12/2020	12/31/2020	8.00	20	\$18.25	\$27.38	\$34.15	\$46.35	\$693.60	\$1,200.20	\$506.60
					8.00	20.00					\$693.60	\$1,200.20	\$506.60
	Elsa Vanegas	Carpenter	03/12/2020	12/31/2020	8.00		\$18.25		\$34.15		\$146.00	\$273.20	\$127.20
					8.00	0.00					\$146.00	\$273.20	\$127.20
	Eugenio Erreguin	Carpenter	03/12/2020	12/31/2020	62.00	6.00	\$18.25	\$27.38	\$34.15	\$46.35	\$1,295.78	\$2,395.40	\$1,099.62
					62.00	6.00					\$1,295.78	\$2,395.40	\$1,099.62
	Evelin Gomez	Carpenter	03/12/2020	12/31/2020	8.00		\$18.25		\$34.15		\$146.00	\$273.20	\$127.20
					8.00	0.00					\$146.00	\$273.20	\$127.20
	Fidel Mendoza	Carpenter	03/12/2020	12/31/2020	311.00	24.00	\$18.25	\$27.38	\$34.15	\$46.35	\$6,332.87	\$11,733.05	\$5,400.18
					311.00	24.00					\$6,332.87	\$11,733.05	\$5,400.18
	Franklin Avila	Carpenter	03/12/2020	12/31/2020	99.00		\$18.25	\$27.38	\$34.15	\$46.35	\$1,806.75	\$3,380.85	\$1,574.10
					99.00	0.00					\$1,806.75	\$3,380.85	\$1,574.10
	Gasparito Allan	Carpenter	03/12/2020	12/31/2020	32.00		\$18.25		\$34.15		\$584.00	\$1,092.80	\$508.80
					32.00	0.00					\$584.00	\$1,092.80	\$508.80
	Gerardo Diaz	Carpenter	03/12/2020	12/31/2020	120.00		\$18.25		\$34.15		\$2,190.00	\$4,098.00	\$1,908.00
					120.00	0.00					\$2,190.00	\$4,098.00	\$1,908.00
	Guillermo Flores	Carpenter	03/12/2020	12/31/2020	368.00	24.00	\$18.25	\$27.38	\$34.15	\$46.35	\$7,373.12	\$13,679.60	\$6,306.48
					368.00	24.00					\$7,373.12	\$13,679.60	\$6,306.48

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Hector Maldonado												
	Carpenter	Carpenter	03/12/2020	12/31/2020	18.00		\$18.25		\$34.15		\$328.50	\$614.70	\$286.20
					18.00	0.00					\$328.50	\$614.70	\$286.20
	Henry Garcia												
	Carpenter	Carpenter	03/12/2020	12/31/2020	580.00		\$20.00		\$34.15		\$11,600.00	\$19,807.00	\$8,207.00
					580.00	0.00					\$11,600.00	\$19,807.00	\$8,207.00
	Iris Maradiaga												
	Carpenter	Carpenter	03/12/2020	12/31/2020	8.00		\$20.00		\$34.15		\$160.00	\$273.20	\$113.20
					8.00	0.00					\$160.00	\$273.20	\$113.20
	Israel Ereguin												
	Carpenter	Carpenter	03/12/2020	12/31/2020	40.00		\$18.00		\$34.15		\$720.00	\$1,366.00	\$646.00
					40.00	0.00					\$720.00	\$1,366.00	\$646.00
	Ivan Isidro												
	Carpenter	Carpenter	03/12/2020	12/31/2020	200.00		\$20.00		\$34.15		\$4,000.00	\$6,830.00	\$2,830.00
					200.00	0.00					\$4,000.00	\$6,830.00	\$2,830.00
	Ivan Lopez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	56.00		\$18.00		\$34.15		\$1,008.00	\$1,912.40	\$904.40
					56.00	0.00					\$1,008.00	\$1,912.40	\$904.40
	Jean Midi												
	Laborer	Laborer	03/12/2020	12/31/2020	8.00		\$15.00		\$22.27		\$120.00	\$178.16	\$58.16
					8.00	0.00					\$120.00	\$178.16	\$58.16
	Jenny Suazo												
	Carpenter	Carpenter	03/12/2020	12/31/2020	268.00		\$18.00		\$34.15		\$4,824.00	\$9,152.20	\$4,328.20
					268.00	0.00					\$4,824.00	\$9,152.20	\$4,328.20
	Jesus Lopez												
	Laborer	Laborer	03/12/2020	12/31/2020	146.00	10.00	\$16.00	\$24.00	\$22.27	\$30.27	\$2,576.00	\$3,554.12	\$978.12
					146.00	10.00					\$2,576.00	\$3,554.12	\$978.12
	Jose Morales												
	Carpenter	Carpenter	03/12/2020	12/31/2020	317.00	8.00	\$18.25	\$27.38	\$34.15	\$46.35	\$6,004.29	\$11,196.35	\$5,192.06
					317.00	8.00					\$6,004.29	\$11,196.35	\$5,192.06
	Jose Padilla												
	Carpenter	Carpenter	03/12/2020	12/31/2020	640.00	16.00	\$20.00	\$30.00	\$34.15	\$46.35	\$13,280.00	\$22,597.60	\$9,317.60
					640.00	16.00					\$13,280.00	\$22,597.60	\$9,317.60

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jose Vindel	Carpenter	03/12/2020	12/31/2020	24.00		\$18.00		\$34.15		\$432.00	\$819.60	\$387.60
					24.00	0.00					\$432.00	\$819.60	\$387.60
	Juan Castro	Carpenter	03/12/2020	12/31/2020	88.00		\$18.00		\$34.15		\$1,584.00	\$3,005.20	\$1,421.20
					88.00	0.00					\$1,584.00	\$3,005.20	\$1,421.20
	Juan Sanchez	Carpenter	03/12/2020	12/31/2020	8.00		\$18.00		\$34.15		\$144.00	\$273.20	\$129.20
					8.00	0.00					\$144.00	\$273.20	\$129.20
	Lennin Reyes	Carpenter	03/12/2020	12/31/2020	144.00		\$18.00		\$34.15		\$2,592.00	\$4,917.60	\$2,325.60
					144.00	0.00					\$2,592.00	\$4,917.60	\$2,325.60
	Leonel Mendoza	Carpenter	03/12/2020	12/31/2020	8.00		\$18.00		\$34.15		\$144.00	\$273.20	\$129.20
					8.00	0.00					\$144.00	\$273.20	\$129.20
	Levi Quintanilla	Carpenter	03/12/2020	12/31/2020	146.00	10.00	\$20.00	\$30.00	\$34.15	\$46.35	\$3,220.00	\$5,449.40	\$2,229.40
					146.00	10.00					\$3,220.00	\$5,449.40	\$2,229.40
	Luciano Morales	Carpenter	03/12/2020	12/31/2020	40.00		\$18.25		\$34.15		\$730.00	\$1,366.00	\$636.00
					40.00	0.00					\$730.00	\$1,366.00	\$636.00
	Maikel David	Carpenter	03/12/2020	12/31/2020	16.00		\$19.00		\$34.15		\$304.00	\$546.40	\$242.40
					16.00	0.00					\$304.00	\$546.40	\$242.40
	Marko Antonio Ruiz	Carpenter	03/12/2020	12/31/2020	144.00	2.00	\$19.00	\$28.50	\$34.15	\$46.35	\$2,793.00	\$5,010.30	\$2,217.30
					144.00	2.00					\$2,793.00	\$5,010.30	\$2,217.30
	Mario Morreno	Carpenter	03/12/2020	12/31/2020	47.00		\$19.00		\$34.15		\$893.00	\$1,605.05	\$712.05
					47.00	0.00					\$893.00	\$1,605.05	\$712.05
	Marlon Flores	Carpenter	03/12/2020	12/31/2020	16.00		\$19.00		\$34.15		\$304.00	\$546.40	\$242.40
					16.00	0.00					\$304.00	\$546.40	\$242.40

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Marlon Norton	Carpenter	03/12/2020	12/31/2020	8.00		\$20.00	\$34.15		\$160.00	\$273.20	\$113.20
					8.00	0.00				\$160.00	\$273.20	\$113.20
	Mauricio Pineda	Carpenter	03/12/2020	12/31/2020	142.00		\$18.00	\$34.15		\$2,556.00	\$4,849.30	\$2,293.30
					142.00	0.00				\$2,556.00	\$4,849.30	\$2,293.30
	Noel Valdez	Carpenter	03/12/2020	12/31/2020	72.00		\$18.00	\$34.15		\$1,296.00	\$2,458.80	\$1,162.80
					72.00	0.00				\$1,296.00	\$2,458.80	\$1,162.80
	Noella Jarguin	Carpenter	03/12/2020	12/31/2020	8.00		\$18.00	\$34.15		\$144.00	\$273.20	\$129.20
					8.00	0.00				\$144.00	\$273.20	\$129.20
	Omar Bedolla	Carpenter	03/12/2020	12/31/2020	32.00		\$18.00	\$34.15		\$576.00	\$1,092.80	\$516.80
					32.00	0.00				\$576.00	\$1,092.80	\$516.80
	Oscar Velasquez	Carpenter	03/12/2020	12/31/2020	15.00		\$20.00	\$34.15		\$300.00	\$512.25	\$212.25
					15.00	0.00				\$300.00	\$512.25	\$212.25
	Osny Caliny	Laborer	03/12/2020	12/31/2020	240.00		\$15.00	\$22.27		\$3,600.00	\$5,344.80	\$1,744.80
					240.00	0.00				\$3,600.00	\$5,344.80	\$1,744.80
	Otilio Tellez	Carpenter	03/12/2020	12/31/2020	24.00		\$18.25	\$34.15		\$438.00	\$819.60	\$381.60
					24.00	0.00				\$438.00	\$819.60	\$381.60
	Pedro Sanchez	Laborer	03/12/2020	12/31/2020	228.00		\$15.00	\$22.27		\$3,420.00	\$5,077.56	\$1,657.56
					228.00	0.00				\$3,420.00	\$5,077.56	\$1,657.56
	Rafael Ramirez	Carpenter	03/12/2020	12/31/2020	488.00		\$19.00	\$34.15		\$9,272.00	\$16,665.20	\$7,393.20
					488.00	0.00				\$9,272.00	\$16,665.20	\$7,393.20
	Ricard Alvarez	Carpenter	03/12/2020	12/31/2020	272.00		\$20.00	\$34.15	\$46.35	\$5,680.00	\$9,659.60	\$3,979.60
					272.00	8.00				\$5,680.00	\$9,659.60	\$3,979.60

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SS#	Current Classification	Correct Classification	Start Date	Ending Date	Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Rigoberto Ulloa	Carpenter	03/12/2020	12/31/2020	46.00	6.00	\$18.00	\$27.00	\$34.15	\$46.35	\$990.00	\$1,849.00	\$859.00
					46.00	6.00					\$990.00	\$1,849.00	\$859.00
	Samuel Lopez Lopez	Carpenter	03/12/2020	12/31/2020	470.00	22.00	\$19.00	\$28.50	\$34.15	\$46.35	\$9,557.00	\$17,070.20	\$7,513.20
					470.00	22.00					\$9,557.00	\$17,070.20	\$7,513.20
	Sonia Tablada	Carpenter	03/12/2020	12/31/2020	32.00		\$19.00		\$34.15		\$608.00	\$1,092.80	\$484.80
					32.00	0.00					\$608.00	\$1,092.80	\$484.80
	Sujei Lindo	Carpenter	03/12/2020	12/31/2020	32.00		\$19.00		\$34.15		\$608.00	\$1,092.80	\$484.80
					32.00	0.00					\$608.00	\$1,092.80	\$484.80
	Victor Castillo	Carpenter	03/12/2020	12/31/2020	328.00		\$19.00		\$34.15		\$6,232.00	\$11,201.20	\$4,969.20
					328.00	0.00					\$6,232.00	\$11,201.20	\$4,969.20
	Xiomara Ramos	Carpenter	03/12/2020	12/31/2020	24.00		\$19.00		\$34.15		\$456.00	\$819.60	\$363.60
					24.00	0.00					\$456.00	\$819.60	\$363.60
	Xochilt Rodriguez	Carpenter	03/12/2020	12/31/2020	18.00		\$20.00		\$34.15		\$360.00	\$614.70	\$254.70
					18.00	0.00					\$360.00	\$614.70	\$254.70
	Yesenia Zuleta	Carpenter	03/12/2020	12/31/2020	389.00	18.50	\$18.25	\$27.38	\$34.15	\$46.35	\$7,605.78	\$14,141.83	\$6,536.05
					389.00	18.50					\$7,605.78	\$14,141.83	\$6,536.05
	Zaimara Mendoza	Carpenter	03/12/2020	12/31/2020	60.00		\$18.25		\$34.15		\$1,095.00	\$2,049.00	\$954.00
					60.00	0.00					\$1,095.00	\$2,049.00	\$954.00
	Carlos Perez	Carpenter	03/12/2020	12/31/2020	40.00	8.00	\$22.00	\$33.00	\$34.15	\$46.35	\$1,144.00	\$1,736.80	\$592.80
					40.00	8.00					\$1,144.00	\$1,736.80	\$592.80

Project No: AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: All Rack & Shelving, Inc										
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Christian Perez									
	Installer/ Foreman	Millwright & Machinery Erectors	10/26/2020	10/28/2020	24.00	\$25.00	\$49.13	\$600.00	\$1,179.12	\$579.12
					24.00			\$600.00	\$1,179.12	\$579.12
	Omar Pomares									
	Installer	Millwright & Machinery Erectors	10/26/2020	10/28/2020	24.00	\$20.00	\$47.13	\$480.00	\$1,131.12	\$651.12
					24.00			\$480.00	\$1,131.12	\$651.12

Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 4/11/2020 To : 9/26/2020

Contractor: Cayman National MFG & Installation, Inc.														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC.														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
5	6/20/2020	ROJO, IGOR	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$57.20 \$0.00 \$0.00
7	7/18/2020	ROJO, IGOR	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$35.75 \$0.00 \$0.00
9	8/8/2020	ROJO, IGOR	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$21.45 \$0.00 \$0.00
Employee Underpayment Subtotal: \$114.40														
13	5/2/2020	GUILLOTTE, KEVIN	1	0	CARPENTER/Car penter	ST OT DT	\$34.00 \$51.00 \$68.00	\$0.00	\$34.00 \$51.00 \$68.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$0.75 \$0.00 \$0.00
Employee Underpayment Subtotal: \$0.75														
1	4/11/2020	KETZ, DANIEL	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$21.45 \$0.00 \$0.00
3	5/2/2020	KETZ, DANIEL	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$42.90 \$0.00 \$0.00
5	6/20/2020	KETZ, DANIEL	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$57.20 \$0.00 \$0.00
7	7/18/2020	KETZ, DANIEL	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$42.90 \$0.00 \$0.00
10	9/26/2020	KETZ, DANIEL	1	0	CARPENTER/Car penter	ST OT DT	\$27.00 \$40.50 \$54.00	\$0.00	\$27.00 \$40.50 \$54.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$57.20 \$0.00 \$0.00
Employee Underpayment Subtotal: \$221.65														
Contractor Underpayment Total: \$336.80 Number of Employees: 3														

Project No: #AA037A

PRIME CONTRACTOR: DHL

FIRM IN V IOLATION: Central Fire Sprinklers

SS#	Current Classification	Correct Classification	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
Lisbey Sanchez									
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	3/30/2020	32.00	\$25.00	\$48.86	\$963.44	\$1,726.96	\$763.52
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	4/6/2020	24.00	\$25.00	\$48.86	\$763.44	\$1,336.08	\$572.64
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	4/27/2020	16.00	\$25.00	\$48.86	\$563.44	\$945.20	\$381.76
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	5/11/2020	24.00	\$25.00	\$48.86	\$763.44	\$1,336.08	\$572.64
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	6/15/2020	16.00	\$25.00	\$48.86	\$563.44	\$945.20	\$381.76
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	6/22/2020	8.00	\$25.00	\$48.86	\$363.44	\$554.32	\$190.88
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	6/29/2020	24.00	\$25.00	\$48.86	\$763.44	\$1,336.08	\$572.64
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	7/6/2020	24.00	\$25.00	\$48.86	\$763.44	\$1,336.08	\$572.64
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	7/13/2020	8.00	\$25.00	\$48.86	\$363.44	\$554.32	\$190.88
				176.00			\$5,870.96	\$10,070.32	\$4,199.36
Lazaro Fuentes									
	Sprinkler Fitter	Sprinkler Fitter	3/30/2020	24.00	\$25.00	\$47.11	\$763.44	\$1,294.08	\$530.64
	Sprinkler Fitter	Sprinkler Fitter	4/6/2020	24.00	\$25.00	\$47.11	\$763.44	\$1,294.08	\$530.64
	Sprinkler Fitter	Sprinkler Fitter	4/27/2020	16.00	\$25.00	\$47.11	\$563.44	\$917.20	\$353.76
	Sprinkler Fitter	Sprinkler Fitter	5/11/2020	24.00	\$25.00	\$47.11	\$763.44	\$1,294.08	\$530.64
	Sprinkler Fitter	Sprinkler Fitter	6/15/2020	16.00	\$25.00	\$47.11	\$563.44	\$917.20	\$353.76
	Sprinkler Fitter	Sprinkler Fitter	6/29/2020	24.00	\$25.00	\$47.11	\$763.44	\$1,294.08	\$530.64
	Sprinkler Fitter	Sprinkler Fitter	7/6/2020	24.00	\$25.00	\$47.11	\$763.44	\$1,294.08	\$530.64
	Sprinkler Fitter	Sprinkler Fitter	7/13/2020	8.00	\$25.00	\$47.11	\$363.44	\$540.32	\$176.88
				160.00			\$5,307.52	\$8,845.12	\$3,537.60
Yuney Fernandez									
	Sprinkler Fitter	Sprinkler Fitter	3/30/2020	24.00	\$20.00	\$47.11	\$643.44	\$1,294.08	\$650.64
	Sprinkler Fitter	Sprinkler Fitter	4/6/2020	24.00	\$20.00	\$47.11	\$643.44	\$1,294.08	\$650.64
	Sprinkler Fitter	Sprinkler Fitter	4/27/2020	16.00	\$20.00	\$47.11	\$483.44	\$917.20	\$433.76
	Sprinkler Fitter	Sprinkler Fitter	5/11/2020	16.00	\$20.00	\$47.11	\$483.44	\$917.20	\$433.76
	Sprinkler Fitter	Sprinkler Fitter	6/15/2020	16.00	\$20.00	\$47.11	\$483.44	\$917.20	\$433.76
	Sprinkler Fitter	Sprinkler Fitter	6/29/2020	16.00	\$20.00	\$47.11	\$483.44	\$917.20	\$433.76

SS#	Current Classification	Correct Classification	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Sprinkler Fitter	Sprinkler Fitter	7/13/2020	8.00	\$20.00	\$47.11	\$323.44	\$540.32	\$216.88
				120.00			\$3,544.08	\$6,797.28	\$3,253.20
	Jaznier Gonzalez								
	Sprinkler Fitter	Sprinkler Fitter	3/30/2020	32.00	\$13.00	\$47.11	\$579.44	\$1,670.96	\$1,091.52
	Sprinkler Fitter	Sprinkler Fitter	4/6/2020	24.00	\$13.00	\$47.11	\$475.44	\$1,294.08	\$818.64
	Sprinkler Fitter	Sprinkler Fitter	4/27/2020	16.00	\$13.00	\$47.11	\$371.44	\$917.20	\$545.76
	Sprinkler Fitter	Sprinkler Fitter	5/11/2020	16.00	\$13.00	\$47.11	\$371.44	\$917.20	\$545.76
	Sprinkler Fitter	Sprinkler Fitter	6/15/2020	16.00	\$13.00	\$47.11	\$371.44	\$917.20	\$545.76
	Sprinkler Fitter	Sprinkler Fitter	6/22/2020	8.00	\$13.00	\$47.11	\$267.44	\$540.32	\$272.88
	Sprinkler Fitter	Sprinkler Fitter	6/29/2020	24.00	\$13.00	\$47.11	\$475.44	\$1,294.08	\$818.64
	Sprinkler Fitter	Sprinkler Fitter	7/6/2020	24.00	\$13.00	\$47.11	\$475.44	\$1,294.08	\$818.64
	Sprinkler Fitter	Sprinkler Fitter	7/13/2020	8.00	\$13.00	\$47.11	\$267.44	\$540.32	\$272.88
				168.00			\$3,654.96	\$9,385.44	\$5,730.48
	Raul Morffi Cruz								
	Sprinkler Fitter	Sprinkler Fitter	3/30/2020	16.00	\$19.00	\$47.11	\$467.44	\$917.20	\$449.76
	Sprinkler Fitter	Sprinkler Fitter	7/6/2020	24.00	\$19.00	\$47.11	\$619.44	\$1,294.08	\$674.64
				40.00			\$1,086.88	\$2,211.28	\$1,124.40
							TOTAL ADD'L WAGES:		\$17,845.04



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 8/24/2020 To : 12/14/2020

Contractor: CENTRAL FIRE SPRINKLER SYSTEM INC.														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC. B2G1393092														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
4	8/24/2020	SANCHEZ, LISBEY	1	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$190.88 \$0.00 \$0.00
7	9/14/2020	SANCHEZ, LISBEY	1	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$190.88 \$0.00 \$0.00
8	9/21/2020	SANCHEZ, LISBEY	4	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$572.64 \$0.00 \$0.00
11	9/28/2020	SANCHEZ, LISBEY	2	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$381.76 \$0.00 \$0.00
10	10/5/2020	SANCHEZ, LISBEY	2	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$310.18 \$0.00 \$0.00
11	10/12/2020	SANCHEZ, LISBEY	3	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$477.20 \$0.00 \$0.00
12	10/19/2020	SANCHEZ, LISBEY	2	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$286.32 \$0.00 \$0.00
19	12/7/2020	SANCHEZ, LISBEY	1	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$190.88 \$0.00 \$0.00
20	12/14/2020	SANCHEZ, LISBEY	2	0	SPRINKLER FITTER - Foremen	ST OT DT	\$25.00 \$0.00 \$0.00	\$0.00	\$25.00 \$0.00 \$0.00	SPRINKLER FITTER - Foremen	\$29.68 \$44.52 \$59.36	\$19.18	\$48.86 \$63.70 \$78.54	\$381.76 \$0.00 \$0.00
Employee Underpayment Subtotal: \$2,982.50														
4	8/24/2020	GONZALEZ, JAZNIER	1	0	SPRINKLER FITTER	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$272.88 \$0.00 \$0.00
7	9/14/2020	GONZALEZ, JAZNIER	1	0	SPRINKLER FITTER	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$272.88 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
8	9/21/2020	GONZALEZ, JAZNIER	3	0	SPRINKLER FITTER	ST OT DT	18 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$613.98 \$0.00 \$0.00
9	9/28/2020	GONZALEZ, JAZNIER	2	0	SPRINKLER FITTER	ST OT DT	16 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$545.76 \$0.00 \$0.00
10	10/5/2020	GONZALEZ, JAZNIER	2	0	SPRINKLER FITTER	ST OT DT	12 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$409.32 \$0.00 \$0.00
11	10/12/2020	GONZALEZ, JAZNIER	3	0	SPRINKLER FITTER	ST OT DT	20 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$682.20 \$0.00 \$0.00
12	10/19/2020	GONZALEZ, JAZNIER	2	0	SPRINKLER FITTER	ST OT DT	12 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$409.32 \$0.00 \$0.00
19	12/7/2020	GONZALEZ, JAZNIER	1	0	SPRINKLER FITTER	ST OT DT	8 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$272.88 \$0.00 \$0.00
20	12/14/2020	GONZALEZ, JAZNIER	2	0	SPRINKLER FITTER	ST OT DT	12 0 0	\$13.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$409.32 \$0.00 \$0.00
Employee Underpayment Subtotal: \$3,888.54														
9	9/28/2020	FERNANDEZ, YUNEY	1	0	SPRINKLER FITTER	ST OT DT	8 0 0	\$20.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$216.88 \$0.00 \$0.00
10	10/5/2020	FERNANDEZ, YUNEY	2	0	SPRINKLER FITTER	ST OT DT	13.5 0 0	\$20.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$365.98 \$0.00 \$0.00
12	10/19/2020	FERNANDEZ, YUNEY	1	0	SPRINKLER FITTER	ST OT DT	6 0 0	\$20.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$162.66 \$0.00 \$0.00
Employee Underpayment Subtotal: \$745.52														
9	9/28/2020	FUENTES, LAZARO	2	0	SPRINKLER FITTER	ST OT DT	16 0 0	\$25.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$353.76 \$0.00 \$0.00
10	10/5/2020	FUENTES, LAZARO	2	0	SPRINKLER FITTER	ST OT DT	13.5 0 0	\$25.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$298.48 \$0.00 \$0.00
12	10/19/2020	FUENTES, LAZARO	1	0	SPRINKLER FITTER	ST OT DT	6 0 0	\$25.00 \$0.00 \$0.00	\$0.00	SPRINKLER FITTER	\$27.93 \$41.90 \$55.86	\$19.18	\$47.11 \$61.08 \$75.04	\$132.66 \$0.00 \$0.00
Employee Underpayment Subtotal: \$784.90														
Contractor Underpayment Total: \$8,401.46 Number of Employees: 4														

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Dato Electric													
SS#	Current Classification	Correct Classification	Start Week	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Richard Battle												
	Electrician	Electrician	2/16/2020	08/02/2020	70.00		\$22.00		\$46.73		\$1,540.00	\$3,271.10	\$1,731.10
					70.00	0.00					\$1,540.00	\$3,271.10	\$1,731.10
	Robert Angel Carrillo												
	Electrician	Electrician	2/16/2020	08/02/2020	152.00		\$22.00		\$46.73		\$3,344.00	\$7,102.96	\$3,758.96
					152.00	0.00					\$3,344.00	\$7,102.96	\$3,758.96
	Michael Echevarria Quinonez												
	Electrician	Electrician	2/16/2020	08/02/2020	199.00		\$21.00		\$46.73		\$4,179.00	\$9,299.27	\$5,120.27
					199.00	0.00					\$4,179.00	\$9,299.27	\$5,120.27
	Victor Garcia Cata												
	Electrician	Electrician	2/16/2020	08/02/2020	198.00		\$28.00		\$46.73		\$5,544.00	\$9,252.54	\$3,708.54
					198.00	0.00					\$5,544.00	\$9,252.54	\$3,708.54
	Manuel Gomez Machado												
	Electrician	Electrician	2/16/2020	08/02/2020	234.00		\$20.00		\$46.73		\$4,680.00	\$10,934.82	\$6,254.82
					234.00	0.00					\$4,680.00	\$10,934.82	\$6,254.82
	David Gonzalez												
	Electrician	Electrician	2/16/2020	08/02/2020	748.00	40.00	\$16.00	\$24.00	\$46.73	\$64.41	\$12,928.00	\$37,530.44	\$24,602.44
	Electrician (N)	Electrician (N)	2/16/2020	08/02/2020		4.00		\$27.00		\$64.41	\$108.00	\$257.64	\$149.64
					748.00	44.00					\$13,036.00	\$37,788.08	\$24,752.08
	Reynaldo Gonzalez												
	Electrician/Foreman	Electrician/Foreman	2/16/2020	08/02/2020	952.50	42.50	\$25.00	\$37.50	\$50.79	\$70.23	\$25,406.25	\$51,362.25	\$25,956.00
	Electrician/Foreman (N)	Electrician/Foreman	2/16/2020	08/02/2020		4.00		\$40.50		\$70.23	\$162.00	\$280.92	\$118.92
					952.50	46.50					\$25,568.25	\$51,643.17	\$26,074.92
	Manuel Gonzalez Florez												
	Electrician	Electrician	2/16/2020	08/02/2020	717.00	38.50	\$21.00	\$31.50	\$46.73	\$64.41	\$16,269.75	\$35,985.20	\$19,715.45
					717.00	38.50					\$16,269.75	\$35,985.20	\$19,715.45
	OMAR MARTEN GUERRERO												
	Electrician	Electrician	2/16/2020	08/02/2020	939.00	39.00	\$18.00	\$27.00	\$46.73	\$64.41	\$17,955.00	\$46,391.46	\$28,436.46
	Electrician (N)	Electrician (N)	2/16/2020	08/02/2020	10.00		\$20.00		\$46.73		\$200.00	\$467.30	\$267.30
					949.00	39.00					\$18,155.00	\$46,858.76	\$28,703.76
	LENDY MARTEN GUERRERO												
	Electrician	Electrician	2/16/2020	08/02/2020	834.50	39.00	\$22.00	\$33.00	\$46.73	\$64.41	\$19,646.00	\$41,508.18	\$21,862.18
	Electrician (N)	Electrician (N)	2/16/2020	08/02/2020	10.00	4.00	\$24.00	\$36.00	\$46.73	\$64.41	\$384.00	\$724.94	\$340.94
					844.50	43.00					\$20,030.00	\$42,233.12	\$22,203.12

SS#	Current Classification	Correct Classification	Start Week	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Yendri Guerrero Caraballo												
	Electrician	Electrician	2/16/2020	08/02/2020	185.00		\$15.00		\$46.73		\$2,775.00	\$8,645.05	\$5,870.05
					185.00	0.00					\$2,775.00	\$8,645.05	\$5,870.05
	Juan Carlos Hernandez Perez												
	Electrician	Electrician	2/16/2020	08/02/2020	723.00	8.00	\$18.00	\$27.00	\$46.73	\$64.41	\$13,230.00	\$34,301.07	\$21,071.07
					723.00	8.00					\$13,230.00	\$34,301.07	\$21,071.07
	Michael Jacob Hoeveler												
	Electrician	Electrician	2/16/2020	08/02/2020	50.00		\$21.00		\$46.73		\$1,050.00	\$2,336.50	\$1,286.50
					50.00	0.00					\$1,050.00	\$2,336.50	\$1,286.50
	Ancil Knolly Hunter												
	Electrician	Electrician	2/16/2020	08/02/2020	810.50	25.50	\$18.00	\$27.00	\$46.73	\$64.41	\$15,277.50	\$39,517.12	\$24,239.62
					810.50	25.50					\$15,277.50	\$39,517.12	\$24,239.62
	Jereme Joseph												
	Electrician/Foreman	Electrician/Foreman	2/16/2020	08/02/2020	400.50	2.00	\$36.00	\$54.00	\$50.79	\$70.23	\$14,526.00	\$20,481.86	\$5,955.86
	Electrician/Foreman (N)	Electrician/Foreman (N)	2/16/2020	08/02/2020	8.00	5.00	\$38.00	\$57.00	\$50.79	\$70.23	\$589.00	\$757.47	\$168.47
					408.50	7.00					\$15,115.00	\$21,239.33	\$6,124.33
	Frank Jo Kester												
	Electrician	Electrician	2/16/2020	08/02/2020	576.00	17.50	\$20.00	\$30.00	\$46.73	\$64.41	\$12,045.00	\$28,043.66	\$15,998.66
					576.00	17.50					\$12,045.00	\$28,043.66	\$15,998.66
	Marc Elie Louis												
	Electrician	Electrician	2/16/2020	08/02/2020	131.50		\$20.00		\$46.73		\$2,630.00	\$6,145.00	\$3,515.00
					131.50	0.00					\$2,630.00	\$6,145.00	\$3,515.00
	Johan Madrigal Posada												
	Electrician	Electrician	2/16/2020	08/02/2020	30.00		\$18.00		\$46.73		\$540.00	\$1,401.90	\$861.90
					30.00	0.00					\$540.00	\$1,401.90	\$861.90
	Juan Para Valbuena												
	Electrician	Electrician	2/16/2020	08/02/2020	323.00	29.00	\$15.00	\$22.50	\$46.73	\$64.41	\$5,497.50	\$16,961.68	\$11,464.18
					323.00	29.00					\$5,497.50	\$16,961.68	\$11,464.18
	Santos Amable Rodriguez												
	Electrician	Electrician	2/16/2020	08/02/2020	9.00	1.50	\$35.00	\$52.50	\$46.73	\$64.41	\$393.75	\$517.19	\$123.44
					9.00	1.50					\$393.75	\$517.19	\$123.44
	Daniel Alexander Torres												
	Electrician	Electrician	2/16/2020	08/02/2020	126.50		\$30.00		\$46.73		\$3,795.00	\$5,911.35	\$2,116.35
					126.50	0.00					\$3,795.00	\$5,911.35	\$2,116.35
	Rafael Arthuro Valdez												
	Electrician	Electrician	2/16/2020	08/02/2020	8.00		\$20.00		\$46.73		\$160.00	\$373.84	\$213.84
					8.00	0.00					\$160.00	\$373.84	\$213.84

SS#	Current Classification	Correct Classification	Start Week	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Marcos Daniel Vittier												
	Electrician	Electrician	2/16/2020	08/02/2020	64.00		\$17.00		\$46.73		\$1,088.00	\$2,990.72	\$1,902.72
	Electrician	Electrician	2/16/2020	08/02/2020	80.00		\$18.00		\$46.73		\$1,440.00	\$3,738.40	\$2,298.40
					144.00	0.00					\$2,528.00	\$6,729.12	\$4,201.12
	Rafael Zamora Rosales												
	Electrician	Electrician	2/16/2020	08/02/2020	194.00	9.00	\$16.00	\$24.00	\$46.73	\$64.41	\$3,320.00	\$9,645.31	\$6,325.31
					194.00	9.00					\$3,320.00	\$9,645.31	\$6,325.31
											TOTAL ADD'L WAGES:		\$245,434.36



Wage Analysis Report

Project Type:Responsible Wage

Week End Date From: 8/9/2020 To : 1/3/2021

Contractor: DATO ELECTRIC INC														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC.														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &
1	8/9/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
2	8/16/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
3	8/23/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
4	8/30/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
5	9/6/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
6	9/13/2020	GONZALES FLORES, MANUEL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 27 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
7	9/20/2020	GONZALES FLORES, MANUEL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 32 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
8	9/27/2020	GONZALES FLORES, MANUEL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
9	10/4/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
10	10/11/2020	GONZALES FLORES, MANUEL	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
11	10/18/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
12	10/25/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
13	11/1/2020	GONZALES FLORES, MANUEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
14	11/8/2020	GONZALES FLORES, MANUEL	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09
15	11/15/2020	GONZALES FLORES, MANUEL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Hourly Rate Difference	Underpayment Amount Owed to Employee
16	11/22/2020	GONZALES FLORES, MANUEL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	33 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$816.09 \$0.00 \$0.00
17	11/29/2020	GONZALES FLORES, MANUEL	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$741.90 \$0.00 \$0.00
20	12/20/2020	GONZALES FLORES, MANUEL	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$0.00 \$0.00
21	12/27/2020	GONZALES FLORES, MANUEL	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	29 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$717.17 \$0.00 \$0.00
22	1/3/2021	GONZALES FLORES, MANUEL	0	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2021	\$36.36 \$54.54 \$72.72	\$11.42	\$47.78 \$65.96 \$84.14	\$25.78 \$32.96 \$84.14	\$0.00 \$0.00 \$0.00
22	1/3/2021	GONZALES FLORES, MANUEL	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$22.00 \$33.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$741.90 \$0.00 \$0.00
Employee Underpayment Subtotal: \$22,051.21																
1	8/9/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00
2	8/16/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00
4	8/30/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00
5	9/6/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 6 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$242.46 \$0.00
5	9/6/2020	GONZALEZ, DAVID	0	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 4 0	\$18.00 \$27.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$0.00 \$149.64 \$0.00
6	9/13/2020	GONZALEZ, DAVID	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$983.36 \$0.00 \$0.00
7	9/20/2020	GONZALEZ, DAVID	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 0 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$0.00 \$0.00
8	9/27/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00
9	10/4/2020	GONZALEZ, DAVID	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 18 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$727.38 \$0.00
10	10/11/2020	GONZALEZ, DAVID	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 18 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$727.38 \$0.00
11	10/18/2020	GONZALEZ, DAVID	4	3	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 19 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$921.90 \$767.79 \$0.00
12	10/25/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$16.00 \$24.00 \$0.00	\$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
13	11/1/2020	GONZALEZ, DAVID	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$404.10 \$0.00
14	11/8/2020	GONZALEZ, DAVID	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 32 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$983.36 \$0.00 \$0.00
15	11/15/2020	GONZALEZ, DAVID	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1229.20 \$0.00 \$0.00
16	11/22/2020	GONZALEZ, DAVID	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 34 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1044.82 \$0.00 \$0.00
17	11/29/2020	GONZALEZ, DAVID	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$921.90 \$0.00 \$0.00
18	12/6/2020	GONZALEZ, DAVID	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 38 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$1167.74 \$0.00 \$0.00
19	12/13/2020	GONZALEZ, DAVID	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 24 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$737.52 \$0.00 \$0.00
20	12/20/2020	GONZALEZ, DAVID	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 27 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$823.71 \$0.00 \$0.00
21	12/27/2020	GONZALEZ, DAVID	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$921.90 \$0.00 \$0.00
22	1/3/2021	GONZALEZ, DAVID	0	0	ELECTRICAL WORKER/Electrician - Wireman	ST 0 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2021	\$36.36 \$54.54 \$72.72	\$11.42	\$47.78 \$65.96 \$84.14	\$31.78 \$41.96 \$84.14	\$0.00 \$0.00 \$0.00
22	1/3/2021	GONZALEZ, DAVID	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$30.73 \$40.41 \$82.09	\$921.90 \$0.00 \$0.00
Employee Underpayment Subtotal: \$27,994.56																
1	8/9/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00
2	8/16/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00
4	8/30/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
5	9/6/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00
5	9/6/2020	GONZALEZ, REYNALDO	0	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 0 OT 4 DT 0	\$27.00 \$40.50 \$0.00	\$0.00	\$27.00 \$40.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$23.79 \$29.74 \$89.68	\$0.00 \$118.96 \$0.00
6	9/13/2020	GONZALEZ, REYNALDO	4	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 32 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$825.28 \$0.00 \$0.00
7	9/20/2020	GONZALEZ, REYNALDO	5	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$0.00 \$0.00
8	9/27/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00
9	10/4/2020	GONZALEZ, REYNALDO	4	2	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 18 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$589.32 \$0.00
10	10/11/2020	GONZALEZ, REYNALDO	4	2	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 18 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$589.32 \$0.00
11	10/18/2020	GONZALEZ, REYNALDO	4	3	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 30 OT 19 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$773.70 \$622.06 \$0.00
12	10/25/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
13	11/1/2020	GONZALEZ, REYNALDO	4	1	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 10 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$327.40 \$0.00
14	11/8/2020	GONZALEZ, REYNALDO	5	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$0.00 \$0.00
15	11/15/2020	GONZALEZ, REYNALDO	4	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$0.00 \$0.00
16	11/22/2020	GONZALEZ, REYNALDO	5	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 40 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$1031.60 \$0.00 \$0.00
17	11/29/2020	GONZALEZ, REYNALDO	3	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 30 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$773.70 \$0.00 \$0.00
18	12/6/2020	GONZALEZ, REYNALDO	5	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 18 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$464.22 \$0.00 \$0.00
19	12/13/2020	GONZALEZ, REYNALDO	5	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 25 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$644.75 \$0.00 \$0.00
20	12/20/2020	GONZALEZ, REYNALDO	4	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 32 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$825.28 \$0.00 \$0.00
21	12/27/2020	GONZALEZ, REYNALDO	3	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST 30 OT 0 DT 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$773.70 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
22	1/3/2021	GONZALEZ, REYNALDO	0	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST OT DT 0 0 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2021	\$40.00 \$60.00 \$80.00	\$11.97	\$51.97 \$71.97 \$91.97	\$26.97 \$34.47 \$91.97	\$0.00 \$0.00 \$0.00
22	1/3/2021	GONZALEZ, REYNALDO	3	0	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	ST OT DT 30 0 0	\$25.00 \$37.50 \$0.00	\$0.00	\$25.00 \$37.50 \$0.00	ELECTRICAL WORKER/Foreman (On any job where 3-9 electricians are employed)	1/1/2020	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$25.79 \$32.74 \$89.68	\$773.70 \$0.00 \$0.00
Employee Underpayment Subtotal: \$23,476.59																
1	8/9/2020	HERNANDEZ PEREZ, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
2	8/16/2020	HERNANDEZ PEREZ, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
3	8/23/2020	HERNANDEZ PEREZ, JUAN	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 30 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
6	9/13/2020	HERNANDEZ PEREZ, JUAN	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 32 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$919.36 \$0.00 \$0.00
7	9/20/2020	HERNANDEZ PEREZ, JUAN	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 38 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1091.74 \$0.00 \$0.00
129	9/27/2020	HERNANDEZ PEREZ, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
9	10/4/2020	HERNANDEZ PEREZ, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 18 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
10	10/11/2020	HERNANDEZ PEREZ, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 18 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
11	10/18/2020	HERNANDEZ PEREZ, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 18 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
12	10/25/2020	HERNANDEZ PEREZ, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
13	11/1/2020	HERNANDEZ PEREZ, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
14	11/8/2020	HERNANDEZ PEREZ, JUAN	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
15	11/15/2020	HERNANDEZ PEREZ, JUAN	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
16	11/22/2020	HERNANDEZ PEREZ, JUAN	1	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT 8 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$229.84 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee	
18	12/6/2020	HERNANDEZ PEREZ, JUAN	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	36 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1034.28 \$0.00 \$0.00
21	12/27/2020	HERNANDEZ PEREZ, JUAN	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
22	1/3/2021	HERNANDEZ PEREZ, JUAN	0	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2021	\$36.36 \$54.54 \$72.72	\$11.42	\$47.78 \$65.96 \$84.14	\$29.78 \$38.96 \$84.14	\$0.00 \$0.00 \$0.00
22	1/3/2021	HERNANDEZ PEREZ, JUAN	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
Employee Underpayment Subtotal: \$21,243.56																	
1	8/9/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
2	8/16/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
6	9/13/2020	HUNTER, ANCIL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$919.36 \$0.00 \$0.00
8	9/27/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	31 9 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$890.63 \$336.69 \$0.00
9	10/4/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
10	10/11/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
11	10/18/2020	HUNTER, ANCIL	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 18 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
12	10/25/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
13	11/1/2020	HUNTER, ANCIL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
14	11/8/2020	HUNTER, ANCIL	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$919.36 \$0.00 \$0.00
18	12/6/2020	HUNTER, ANCIL	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
19	12/13/2020	HUNTER, ANCIL	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
21	12/27/2020	HUNTER, ANCIL	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
22	1/3/2021	HUNTER, ANCIL	0	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2021	\$36.36 \$54.54 \$72.72	\$11.42	\$47.78 \$65.96 \$84.14	\$29.78 \$38.96 \$84.14	\$0.00 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Hourly Rate Difference	Underpayment Amount Owed to Employee	
22	1/3/2021	HUNTER, ANCIL	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
Employee Underpayment Subtotal: \$18,050.62																	
1	8/9/2020	KESTER, FRANK	2	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	18 0 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$64.41 \$82.09	\$481.14 \$0.00 \$0.00
2	8/16/2020	KESTER, FRANK	2	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	18 0 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$64.41 \$82.09	\$481.14 \$0.00 \$0.00
3	8/23/2020	KESTER, FRANK	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$64.41 \$82.09	\$801.90 \$0.00 \$0.00
6	9/13/2020	KESTER, FRANK	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	15.5 0 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$64.41 \$82.09	\$414.32 \$0.00 \$0.00
7	9/20/2020	KESTER, FRANK	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$20.00 \$0.00 \$0.00	\$0.00	\$20.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$64.41 \$82.09	\$801.90 \$0.00 \$0.00
8	9/27/2020	KESTER, FRANK	5	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 8 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$1069.20 \$275.28 \$0.00
9	10/4/2020	KESTER, FRANK	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$1069.20 \$344.10 \$0.00
10	10/11/2020	KESTER, FRANK	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 8 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$1069.20 \$275.28 \$0.00
11	10/18/2020	KESTER, FRANK	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$1069.20 \$344.10 \$0.00
12	10/25/2020	KESTER, FRANK	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$1069.20 \$344.10 \$0.00
13	11/1/2020	KESTER, FRANK	5	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	21 7 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$561.33 \$240.87 \$0.00
14	11/8/2020	KESTER, FRANK	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	21 8 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$561.33 \$275.28 \$0.00
21	12/27/2020	KESTER, FRANK	2	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	10 0 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$267.30 \$0.00 \$0.00
22	1/3/2021	KESTER, FRANK	0	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 0 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2021	\$36.36 \$54.54 \$72.72	\$11.42	\$47.78 \$65.96 \$84.14	\$27.78 \$35.96 \$84.14	\$0.00 \$0.00 \$0.00
22	1/3/2021	KESTER, FRANK	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 0 0	\$20.00 \$30.00 \$0.00	\$0.00	\$20.00 \$30.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$26.73 \$34.41 \$82.09	\$801.90 \$0.00 \$0.00
Employee Underpayment Subtotal: \$12,617.27																	
1	8/9/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
2	8/16/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
3	8/23/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
4	8/30/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
5	9/6/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
5	9/6/2020	MARTEN GUERRERO, LENDY	0	1	ELECTRICAL WORKER/Electrician - Wireman	ST 0 OT 4 DT 0	\$24.00 \$36.00 \$0.00	\$0.00	\$24.00 \$36.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$22.73 \$28.41 \$82.09	\$0.00 \$113.64 \$0.00
6	9/13/2020	MARTEN GUERRERO, LENDY	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 32 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$791.36 \$0.00 \$0.00
7	9/20/2020	MARTEN GUERRERO, LENDY	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$0.00 \$0.00
8	9/27/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
9	10/4/2020	MARTEN GUERRERO, LENDY	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$565.38 \$0.00
10	10/11/2020	MARTEN GUERRERO, LENDY	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$565.38 \$0.00
11	10/18/2020	MARTEN GUERRERO, LENDY	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 19 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$596.79 \$0.00
12	10/25/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
13	11/1/2020	MARTEN GUERRERO, LENDY	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$314.10 \$0.00
14	11/8/2020	MARTEN GUERRERO, LENDY	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$989.20 \$0.00 \$0.00
15	11/15/2020	MARTEN GUERRERO, LENDY	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 37 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$915.01 \$0.00 \$0.00
16	11/22/2020	MARTEN GUERRERO, LENDY	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 34 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$840.82 \$0.00 \$0.00
17	11/29/2020	MARTEN GUERRERO, LENDY	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$741.90 \$0.00 \$0.00
18	12/6/2020	MARTEN GUERRERO, LENDY	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$741.90 \$0.00 \$0.00
19	12/13/2020	MARTEN GUERRERO, LENDY	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 24 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$593.52 \$0.00 \$0.00
20	12/20/2020	MARTEN GUERRERO, LENDY	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 22 OT 0 DT 0	\$22.00 \$33.00 \$0.00	\$0.00	\$22.00 \$33.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$24.73 \$31.41 \$82.09	\$544.06 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
Employee Underpayment Subtotal: \$22,382.16																
1	8/9/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
2	8/16/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
3	8/23/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
4	8/30/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
5	9/6/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
6	9/13/2020	MARTEN GUERRERO, OMAR	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 32 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$919.36 \$0.00 \$0.00
7	9/20/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
8	9/27/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
9	10/4/2020	MARTEN GUERRERO, OMAR	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
10	10/11/2020	MARTEN GUERRERO, OMAR	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$673.38 \$0.00
11	10/18/2020	MARTEN GUERRERO, OMAR	4	3	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 19 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$710.79 \$0.00
12	10/25/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
13	11/1/2020	MARTEN GUERRERO, OMAR	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
14	11/8/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
15	11/15/2020	MARTEN GUERRERO, OMAR	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
16	11/22/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
17	11/29/2020	MARTEN GUERRERO, OMAR	3	0	ELECTRICAL WORKER/Electrician - Wireman	ST 30 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$861.90 \$0.00 \$0.00
18	12/6/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
19	12/13/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
20	12/20/2020	MARTEN GUERRERO, OMAR	5	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$0.00 \$0.00
21	12/27/2020	MARTEN GUERRERO, OMAR	1	0	ELECTRICAL WORKER/Electrician - Wireman	ST 10 OT 0 DT 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$287.30 \$0.00 \$0.00
Employee Underpayment Subtotal: \$27,517.21																
1	8/9/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$419.10 \$0.00
2	8/16/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$419.10 \$0.00
3	8/23/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$419.10 \$0.00
4	8/30/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$419.10 \$0.00
5	9/6/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 6 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$251.46 \$0.00
6	9/13/2020	PARRA VALBUENA, JUAN	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 29 OT 0 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$920.17 \$0.00 \$0.00
7	9/27/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 31 OT 9 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$983.63 \$377.19 \$0.00
9	10/4/2020	PARRA VALBUENA, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$754.38 \$0.00
10	10/11/2020	PARRA VALBUENA, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$754.38 \$0.00
11	10/18/2020	PARRA VALBUENA, JUAN	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 18 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$754.38 \$0.00
12	10/25/2020	PARRA VALBUENA, JUAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$15.00 \$22.50 \$0.00	\$0.00	\$15.00 \$22.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$31.73 \$41.91 \$82.09	\$1269.20 \$419.10 \$0.00
Employee Underpayment Subtotal: \$18,313.89																
2	8/16/2020	JOSEPH, JEREMY	3	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 9 OT 0 DT 0	\$36.00 \$0.00 \$0.00	\$0.00	\$36.00 \$0.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$76.08 \$97.29	\$169.74 \$0.00 \$0.00
3	8/23/2020	JOSEPH, JEREMY	2	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 11 OT 5 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$207.46 \$110.40 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
4	8/30/2020	JOSEPH, JEREMY	4	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	16 2.5 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$301.76 \$55.20 \$0.00
5	9/6/2020	JOSEPH, JEREMY	3	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	11 0 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$207.46 \$0.00 \$0.00
5	9/6/2020	JOSEPH, JEREMY	0	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	0 4 0	\$38.00 \$57.00 \$0.00	\$0.00	\$38.00 \$57.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$16.86 \$19.08 \$97.29	\$0.00 \$76.32 \$0.00
6	9/13/2020	JOSEPH, JEREMY	2	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	11 0 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$207.46 \$0.00 \$0.00
7	9/20/2020	JOSEPH, JEREMY	1	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	4 3 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$75.44 \$66.24 \$0.00
7	9/20/2020	JOSEPH, JEREMY	1	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	4 0 0	\$38.00 \$0.00 \$0.00	\$0.00	\$38.00 \$0.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$16.86 \$76.08 \$97.29	\$67.44 \$0.00 \$0.00
8	9/27/2020	JOSEPH, JEREMY	4	2	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	11 8 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$207.46 \$176.64 \$0.00
9	10/4/2020	JOSEPH, JEREMY	2	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	6.5 0 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$122.59 \$0.00 \$0.00
11	10/18/2020	JOSEPH, JEREMY	1	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	2 0 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$37.72 \$0.00 \$0.00
12	10/25/2020	JOSEPH, JEREMY	1	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	3.5 1.5 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$66.01 \$33.12 \$0.00
13	11/1/2020	JOSEPH, JEREMY	4	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	40 9 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$754.40 \$198.72 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
14	11/8/2020	JOSEPH, JEREMY	5	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 40 OT 3.5 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$754.40 \$77.28 \$0.00
15	11/15/2020	JOSEPH, JEREMY	2	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 16 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$301.76 \$0.00 \$0.00
16	11/22/2020	JOSEPH, JEREMY	4	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 31 OT 6.5 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$584.66 \$143.52 \$0.00
17	11/29/2020	JOSEPH, JEREMY	1	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 10 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$188.60 \$0.00 \$0.00
18	12/6/2020	JOSEPH, JEREMY	1	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 5.5 OT 5 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$103.73 \$110.40 \$0.00
19	12/13/2020	JOSEPH, JEREMY	1	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 3.5 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$66.01 \$0.00 \$0.00
20	12/20/2020	JOSEPH, JEREMY	2	1	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 2.5 OT 7.5 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$47.15 \$165.60 \$0.00
21	12/27/2020	JOSEPH, JEREMY	1	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 5 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$94.30 \$0.00 \$0.00
22	1/3/2021	JOSEPH, JEREMY	0	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 0 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2021	\$43.63 \$65.45 \$87.26	\$12.51	\$56.14 \$77.96 \$99.77	\$20.14 \$23.96 \$99.77	\$0.00 \$0.00 \$0.00
22	1/3/2021	JOSEPH, JEREMY	2	0	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	ST 9 OT 0 DT 0	\$36.00 \$54.00 \$0.00	\$0.00	\$36.00 \$54.00 \$0.00	ELECTRICAL WORKER/General Foreman (22 or more Electricians)	1/1/2020	\$42.43 \$63.65 \$84.86	\$12.43	\$54.86 \$76.08 \$97.29	\$18.86 \$22.08 \$97.29	\$169.74 \$0.00 \$0.00
Employee Underpayment Subtotal: \$5,948.73																
1	8/9/2020	BECERRA AVELLO, DANYER	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 0 DT 0	\$19.00 \$0.00 \$0.00	\$0.00	\$19.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$64.41 \$82.09	\$1109.20 \$0.00 \$0.00
2	8/16/2020	BECERRA AVELLO, DANYER	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST 40 OT 10 DT 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$1109.20 \$359.10 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Hourly Rate Difference	Underpayment Amount Owed to Employee	
3	8/23/2020	BECERRA AVELLO, DANYER	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$1109.20 \$359.10 \$0.00
4	8/30/2020	BECERRA AVELLO, DANYER	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$1109.20 \$359.10 \$0.00
5	9/6/2020	BECERRA AVELLO, DANYER	3	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	30 5 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$831.90 \$179.55 \$0.00
6	9/13/2020	BECERRA AVELLO, DANYER	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$887.36 \$0.00 \$0.00
9	10/4/2020	BECERRA AVELLO, DANYER	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$887.36 \$0.00 \$0.00
10	10/11/2020	BECERRA AVELLO, DANYER	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$1109.20 \$359.10 \$0.00
11	10/18/2020	BECERRA AVELLO, DANYER	1	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	2 0 0	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$27.73 \$35.91 \$82.09	\$55.46 \$0.00 \$0.00
Employee Underpayment Subtotal: \$9,824.03																	
1	8/9/2020	HOEVELER, MICHAEL	1	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	8 2 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$32.91 \$82.09	\$205.84 \$65.82 \$0.00
9	10/4/2020	HOEVELER, MICHAEL	0	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	0 8 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$32.91 \$82.09	\$0.00 \$263.28 \$0.00
10	10/11/2020	HOEVELER, MICHAEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 8 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$32.91 \$82.09	\$1029.20 \$263.28 \$0.00
11	10/18/2020	HOEVELER, MICHAEL	4	2	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 18 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$32.91 \$82.09	\$1029.20 \$592.38 \$0.00
12	10/25/2020	HOEVELER, MICHAEL	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$32.91 \$82.09	\$1029.20 \$329.10 \$0.00
Employee Underpayment Subtotal: \$4,807.30																	
1	8/9/2020	MADRIGAL POSADA, JOHAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 8 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$919.36 \$299.28 \$0.00
9	10/4/2020	MADRIGAL POSADA, JOHAN	2	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	16 2 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$459.68 \$74.82 \$0.00
10	10/11/2020	MADRIGAL POSADA, JOHAN	4	1	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	40 10 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$1149.20 \$374.10 \$0.00
11	10/18/2020	MADRIGAL POSADA, JOHAN	2	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	19 0 0	\$18.00 \$27.00 \$0.00	\$0.00	\$18.00 \$27.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$28.73 \$37.41 \$82.09	\$545.87 \$0.00 \$0.00
Employee Underpayment Subtotal: \$3,822.31																	
11	10/18/2020	RIVERO DIAZ, REYNIER	4	0	ELECTRICAL WORKER/Electrician - Wireman	ST OT DT	32 0 0	\$21.00 \$0.00 \$0.00	\$0.00	\$21.00 \$0.00 \$0.00	ELECTRICAL WORKER/Electrician - Wireman	1/1/2020	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$25.73 \$64.41 \$82.09	\$823.36 \$0.00 \$0.00
Employee Underpayment Subtotal: \$823.36																	

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Wage Rate Issue Date	Required Wage Rates	Required Fringes	Total Required Wages &	Hourly Rate Difference	Underpayment Amount Owed to Employee
Penalty Type: Underpayment Amounts Only - No Penalty Amounts Included Contractor Underpayment Total: \$218,872.80 Number of Employees: 14 Contractor Penalty Total: \$0.00																

Project No: #AA037A									
PRIME CONTRACTOR: DHL									
FIRM IN VIOLATION: JJ Ramirezz Floring Inc.									
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages Owed
Juan Ramirez									
	Flooring	Carpenter	6/4/2020	06/08/2020	40.00	\$30.00	\$34.15	\$1,200.00	\$1,366.00
	Flooring	Carpenter	6/16/2020	06/18/2020	24.00	\$30.00	\$34.15	\$720.00	\$819.60
	Flooring	Carpenter	6/24/2020	06/26/2020	24.00	\$30.00	\$34.15	\$720.00	\$819.60
	Flooring	Carpenter	9/2/2020	09/05/2020	32.00	\$30.00	\$34.15	\$960.00	\$1,092.80
					120.00			\$3,600.00	\$4,098.00
									\$498.00
Angel Martinez									
	Flooring	Carpenter	6/4/2020	06/08/2020	40.00	\$22.50	\$34.15	\$900.00	\$1,366.00
	Flooring	Carpenter	6/16/2020	6/16/2020	24.00	\$22.50	\$34.15	\$540.00	\$819.60
	Flooring	Carpenter	6/24/2020	06/26/2020	24.00	\$22.50	\$34.15	\$540.00	\$819.60
					88.00			\$1,980.00	\$3,005.20
									\$1,025.20
Claudia Matute									
	Flooring	Carpenter	6/4/2020	06/08/2020	40.00	\$22.50	\$34.15	\$900.00	\$1,366.00
	Flooring	Carpenter	6/16/2020	6/16/2020	24.00	\$22.50	\$34.15	\$540.00	\$819.60
	Flooring	Carpenter	6/24/2020	06/26/2020	24.00	\$22.50	\$34.15	\$540.00	\$819.60
					88.00			\$1,980.00	\$3,005.20
									\$1,025.20
Mauro Reyex									
	Flooring	Carpenter	6/4/2020	06/08/2020	32.00	\$22.50	\$34.15	\$720.00	\$1,092.80
					32.00			\$720.00	\$1,092.80
									\$372.80
								TOTAL ADD'L WAGES:	\$2,921.20

Project No: AA037A											
PRIME CONTRACTOR: DHL											
FIRM IN VIOLATION: C&G Floor Covering, LLC.											
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jose Coronado										
	Flooring	Carpenter	09/28/2020	09/29/2020	16.00		\$25.00	\$34.15	\$400.00	\$546.40	\$146.40
					16.00	0.00			\$400.00	\$546.40	\$146.40
	Daniel Garnelo										
	Flooring	Carpenter	09/28/2020	09/29/2020	16.00		\$25.00	\$34.15	\$400.00	\$546.40	\$146.40
					16.00	0.00			\$400.00	\$546.40	\$146.40
	Jose Gonzales										
	Flooring	Carpenter	09/28/2020	09/29/2020	16.00		\$25.00	\$34.15	\$400.00	\$546.40	\$146.40
					16.00	0.00			\$400.00	\$546.40	\$146.40
143									TOTAL ADD'L WAGES:		\$439.20

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Imperial Cleaning and Flooring										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Enrique Silva									
	Flooring	Carpenter	10/12/2020	10/16/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
					48.00			\$1,152.00	\$1,639.20	\$487.20
	Jose Rodriguez									
	Flooring	Carpenter	10/12/2020	10/16/2020	24.00	\$25.00	\$34.15	\$600.00	\$819.60	\$219.60
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
					48.00			\$1,176.00	\$1,639.20	\$463.20
	Porfirio Sarat									
	Flooring	Carpenter	10/12/2020	10/16/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
					48.00			\$1,152.00	\$1,639.20	\$487.20
	Arturo Velasquez									
	Flooring	Carpenter	10/12/2020	10/16/2020	24.00	\$30.00	\$34.15	\$720.00	\$819.60	\$99.60
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
					48.00			\$1,296.00	\$1,639.20	\$343.20
	Jose Rodriguez									
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$25.00	\$34.15	\$600.00	\$819.60	\$219.60
	Flooring	Carpenter	9/10/2020	09/12/2020	24.00	\$24.00	\$34.15	\$576.00	\$819.60	\$243.60
					48.00			\$1,176.00	\$1,639.20	\$463.20
								TOTAL ADD'L WAGES:		\$2,244.00

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Fence Masters, Inc.										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jeff Lott									
	Laborer	Laborer	5/13/2020	06/30/2020	14.00	\$20.00	\$22.27	\$280.00	\$311.78	\$31.78
					14.00			\$280.00	\$311.78	\$31.78
	Carlos Masso									
	Laborer	Laborer	5/13/2020	05/26/2020	50.00	\$12.00	\$22.27	\$600.00	\$1,113.50	\$513.50
					0.00			\$600.00	\$1,113.50	\$513.50
	Jua Martinez									
	Laborer	Laborer	5/14/2020	05/26/2020	27.50	\$16.50	\$22.27	\$453.75	\$612.43	\$158.68
					0.00			\$453.75	\$612.43	\$158.68
	Rider Perez									
	Laborer	Laborer	5/18/2020	05/21/2020	27.00	\$21.00	\$22.27	\$567.00	\$601.29	\$34.29
					0.00			\$567.00	\$601.29	\$34.29
	Adrien Lebron									
	Laborer	Laborer	6/8/2020	06/25/2020	47.25	\$17.00	\$22.27	\$803.25	\$1,052.26	\$249.01
					0.00			\$803.25	\$1,052.26	\$249.01
	Albert Carmona									
	Laborer	Laborer	6/8/2020	06/10/2020	16.50	\$16.00	\$22.27	\$264.00	\$367.46	\$103.46
					0.00			\$264.00	\$367.46	\$103.46
	Adolfo Hernandez									
	Laborer	Laborer	6/10/2020	06/10/2020	0.50	\$17.00	\$22.27	\$8.50	\$11.14	\$2.64
					0.00			\$8.50	\$11.14	\$2.64

SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Darren Parker									
	Laborer	Laborer	6/16/2020	07/02/2020	17.50	\$18.50	\$22.27	\$323.75	\$389.73	\$65.98
					0.00			\$323.75	\$389.73	\$65.98
	Patrick Oliver									
	Laborer	Laborer	6/16/2020	07/02/2020	17.50	\$15.00	\$22.27	\$262.50	\$389.73	\$127.23
					0.00			\$262.50	\$389.73	\$127.23
	Samuel Lebron									
	Laborer	Laborer	6/22/2020	06/25/2020	31.25	\$21.00	\$22.27	\$656.25	\$695.94	\$39.69
					0.00			\$656.25	\$695.94	\$39.69
	Lernzo Bellamy									
	Laborer	Laborer	6/30/2020	06/30/2020	6.50	\$14.00	\$22.27	\$91.00	\$144.76	\$53.76
					0.00			\$91.00	\$144.76	\$53.76
	Miguel Rizo									
	Laborer	Laborer	6/30/2020	06/30/2020	2.00	\$17.50	\$22.27	\$35.00	\$44.54	\$9.54
					0.00			\$35.00	\$44.54	\$9.54
								TOTAL ADD'L WAGES:		\$1,389.53



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 6/13/2020 To : 10/24/2020

Contractor: Glass Impact, LLC														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC. B2G1393128														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
1	6/13/2020	MORALES, ALEXIS	2	0	GLAZIER (Commercial)	ST 8 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$122.08 \$0.00 \$0.00
2	6/20/2020	MORALES, ALEXIS	2	0	GLAZIER (Commercial)	ST 13 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$198.38 \$0.00 \$0.00
3	6/27/2020	MORALES, ALEXIS	1	0	GLAZIER (Commercial)	ST 8 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$122.08 \$0.00 \$0.00
4	7/4/2020	MORALES, ALEXIS	1	0	GLAZIER (Commercial)	ST 3 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$45.78 \$0.00 \$0.00
14	9/12/2020	MORALES, ALEXIS	1	0	GLAZIER (Commercial)	ST 5.6 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$85.46 \$0.00 \$0.00
19	10/17/2020	MORALES, ALEXIS	2	0	GLAZIER (Commercial)	ST 15 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$228.90 \$0.00 \$0.00
20	10/24/2020	MORALES, ALEXIS	3	0	GLAZIER (Commercial)	ST 11 OT 0 DT 0	\$18.25 \$0.00 \$0.00	\$0.00	\$18.25 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$167.86 \$0.00 \$0.00
Employee Underpayment Subtotal: \$970.54														
4	7/4/2020	CRUZ, EDISON	1	0	GLAZIER (Commercial)	ST 3 OT 0 DT 0	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$58.53 \$0.00 \$0.00
14	9/12/2020	CRUZ, EDISON	1	0	GLAZIER (Commercial)	ST 5.6 OT 0 DT 0	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$109.26 \$0.00 \$0.00
19	10/17/2020	CRUZ, EDISON	3	0	GLAZIER (Commercial)	ST 21 OT 0 DT 0	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$409.71 \$0.00 \$0.00
20	10/24/2020	CRUZ, EDISON	2	0	GLAZIER (Commercial)	ST 9 OT 0 DT 0	\$14.00 \$0.00 \$0.00	\$0.00	\$14.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$175.59 \$0.00 \$0.00
Employee Underpayment Subtotal: \$753.09														
5	7/11/2020	LLANES SORIA, ROLANDO	1	0	GLAZIER (Commercial)	ST 8 OT 0 DT 0	\$27.50 \$0.00 \$0.00	\$0.00	\$27.50 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$48.08 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
16	9/26/2020	LLANES SORIA, ROLANDO	1	0	GLAZIER (Commercial)	ST OT DT	\$27.50 \$0.00 \$0.00	\$0.00	\$27.50 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$30.05 \$0.00 \$0.00
20	10/24/2020	LLANES SORIA, ROLANDO	2	0	GLAZIER (Commercial)	ST OT DT	\$27.50 \$0.00 \$0.00	\$0.00	\$27.50 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$42.07 \$0.00 \$0.00
Employee Underpayment Subtotal: \$120.20														
6	7/18/2020	JACOBS, KEVINE	2	0	GLAZIER (Commercial)	ST OT DT	\$12.00 \$0.00 \$0.00	\$0.00	\$12.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$344.16 \$0.00 \$0.00
7	7/25/2020	JACOBS, KEVINE	2	0	GLAZIER (Commercial)	ST OT DT	\$12.00 \$0.00 \$0.00	\$0.00	\$12.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$326.95 \$0.00 \$0.00
19	10/17/2020	JACOBS, KEVINE	2	0	GLAZIER (Commercial)	ST OT DT	\$12.00 \$0.00 \$0.00	\$0.00	\$12.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$279.63 \$0.00 \$0.00
Employee Underpayment Subtotal: \$950.74														
2	6/20/2020	GRULLON, LUCIANO	1	0	GLAZIER (Commercial)	ST OT DT	\$18.00 \$0.00 \$0.00	\$0.00	\$18.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$124.08 \$0.00 \$0.00
19	10/17/2020	GRULLON, LUCIANO	2	0	GLAZIER (Commercial)	ST OT DT	\$18.00 \$0.00 \$0.00	\$0.00	\$18.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$196.98 \$0.00 \$0.00
Employee Underpayment Subtotal: \$321.06														
2	6/20/2020	RODRIGUEZ, JORFFHIR	1	0	GLAZIER (Commercial)	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$159.98 \$0.00 \$0.00
19	10/17/2020	RODRIGUEZ, JORFFHIR	2	0	GLAZIER (Commercial)	ST OT DT	\$13.00 \$0.00 \$0.00	\$0.00	\$13.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$164.08 \$0.00 \$0.00
Employee Underpayment Subtotal: \$324.06														
19	10/17/2020	SOLER, ERNESTO	2	0	GLAZIER (Commercial)	ST OT DT	\$18.00 \$0.00 \$0.00	\$0.00	\$18.00 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$200.08 \$0.00 \$0.00
Employee Underpayment Subtotal: \$200.08														
19	10/17/2020	LLANES RODRIGUEZ, ROLANDO	1	0	GLAZIER (Commercial)	ST OT DT	\$15.50 \$0.00 \$0.00	\$0.00	\$15.50 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$90.05 \$0.00 \$0.00
20	10/24/2020	LLANES RODRIGUEZ, ROLANDO	1	0	GLAZIER (Commercial)	ST OT DT	\$15.50 \$0.00 \$0.00	\$0.00	\$15.50 \$0.00 \$0.00	GLAZIER (Commercial)	\$23.51 \$35.27 \$47.02	\$10.00	\$33.51 \$45.27 \$57.02	\$144.08 \$0.00 \$0.00
Employee Underpayment Subtotal: \$234.13														
Contractor Underpayment Total: \$3,873.90 Number of Employees: 8														

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: HI-TECH CONCRETE, INC.													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages Owed	Backwages Owed
	Salvador Blancarte												
	Laborer	Laborer + Premium	04/29/2020	07/07/2020	247.00	6.00	\$17.50	\$26.25	\$23.77	\$32.52	\$4,480.00	\$6,066.31	\$1,586.31
					247.00	6.00					\$4,480.00	\$6,066.31	\$1,586.31
	Benjamin T Carter												
	Laborer	Laborer + Premium	10/05/2019	10/05/2019	216.00	1.00	\$16.00	\$24.00	\$23.77	\$32.52	\$3,480.00	\$5,166.84	\$1,686.84
					216.00	1.00							
					216.00	1.00					\$3,480.00	\$5,166.84	\$1,686.84
	Oswaldo Chacon												
	Laborer	Laborer + Premium	10/05/2019	10/05/2019	224.00		\$16.00		\$23.77		\$3,584.00	\$5,324.48	\$1,740.48
					224.00	0.00							
					224.00	0.00					\$3,584.00	\$5,324.48	\$1,740.48
											TOTAL ADD'L WAGES:		\$5,013.63



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 8/11/2020 To : 9/29/2020

Contractor: Hi-Tech Concrete, Inc.														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC. B2G1431383														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
15	8/11/2020	CARTER, BENJAMIN	3	0	LABORER/Laborer	25 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$194.25 \$0.00 \$0.00
16	8/18/2020	CARTER, BENJAMIN	4	0	LABORER/Laborer	32 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$248.64 \$0.00 \$0.00
18	9/1/2020	CARTER, BENJAMIN	2	0	LABORER/Laborer	16 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$124.32 \$0.00 \$0.00
19	9/8/2020	CARTER, BENJAMIN	3	0	LABORER/Laborer	24 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$186.48 \$0.00 \$0.00
20	9/15/2020	CARTER, BENJAMIN	5	0	LABORER/Laborer	40 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$310.80 \$0.00 \$0.00
21	9/22/2020	CARTER, BENJAMIN	5	0	LABORER/Laborer	40 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$310.80 \$0.00 \$0.00
22	9/29/2020	CARTER, BENJAMIN	3	0	LABORER/Laborer	24 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$186.48 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,561.77														
15	8/11/2020	CHACON, OSWALDO	3	0	LABORER/Laborer	25 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$194.25 \$0.00 \$0.00
16	8/18/2020	CHACON, OSWALDO	4	0	LABORER/Laborer	32 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$248.64 \$0.00 \$0.00
18	9/1/2020	CHACON, OSWALDO	1	0	LABORER/Laborer	8 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$62.16 \$0.00 \$0.00
19	9/8/2020	CHACON, OSWALDO	4	0	LABORER/Laborer	32 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$248.64 \$0.00 \$0.00
20	9/15/2020	CHACON, OSWALDO	5	1	LABORER/Laborer	40 ST OT DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	LABORER/Laborer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$310.80 \$68.16 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
21	9/22/2020	CHACON, OSWALDO	5	0	LABORER/Labore r	ST OT DT	40 0 0	\$16.00 \$24.00 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$310.80 \$0.00 \$0.00
22	9/29/2020	CHACON, OSWALDO	3	0	LABORER/Labore r	ST OT DT	24 0 0	\$16.00 \$24.00 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$186.48 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,629.93														
15	8/11/2020	BLANCARTE, SALVADOR	3	0	LABORER/Labore r	ST OT DT	28 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$175.56 \$0.00 \$0.00
16	8/18/2020	BLANCARTE, SALVADOR	4	0	LABORER/Labore r	ST OT DT	36 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$225.72 \$0.00 \$0.00
18	9/1/2020	BLANCARTE, SALVADOR	2	0	LABORER/Labore r	ST OT DT	18 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$112.86 \$0.00 \$0.00
19	9/8/2020	BLANCARTE, SALVADOR	4	0	LABORER/Labore r	ST OT DT	36 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$225.72 \$0.00 \$0.00
20	9/15/2020	BLANCARTE, SALVADOR	5	1	LABORER/Labore r	ST OT DT	40 8 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$250.80 \$50.16 \$0.00
21	9/22/2020	BLANCARTE, SALVADOR	5	0	LABORER/Labore r	ST OT DT	40 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$250.80 \$0.00 \$0.00
22	9/29/2020	BLANCARTE, SALVADOR	3	0	LABORER/Labore r	ST OT DT	27 0 0	\$17.50 \$26.25 \$0.00	\$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$169.29 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,460.91														

Contractor Underpayment Total: \$4,652.61 Number of Employees: 3														
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Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 9/5/2020 To : 9/5/2020

Contractor: HUF COR INC														
Project:		AA-037A (2) - DHL Expansion Project												
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC.														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
1	9/5/2020	MORRIS, TERRENCE	2	1	CARPENTER/Car penter	ST OT DT	\$26.47 \$39.71 \$0.00	\$0.00	\$26.47 \$39.71 \$0.00	CARPENTER/C arpenter	\$24.40 \$36.60 \$48.80	\$9.75	\$34.15 \$46.35 \$58.55	\$92.16 \$19.92 \$0.00
Employee Underpayment Subtotal: \$112.08														
152														
Contractor Underpayment Total: \$112.08 Number of Employees: 1														

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: LABOR FINDERS OF MIAMI INC										
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Shomari Anderson									
	Laborer	Laborer	7/14/2020	12/31/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Oghenerhoro Bamawo									
	Laborer	Laborer	7/14/2020	12/31/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Brad Bruntte									
	Laborer	Laborer	6/6/2020	7/1/2020	36.00	\$8.60	\$22.27	\$309.60	\$801.72	\$492.12
					36.00			\$309.60	\$801.72	\$492.12
103	Milton Cheaver									
	Laborer	Laborer	10/18/2020	10/18/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Jesus Contreras									
	Laborer	Laborer	3/11/2020	3/13/2020	24.00	\$8.85	\$22.27	\$212.40	\$534.48	\$322.08
					24.00			\$212.40	\$534.48	\$322.08
	Charles Ford									
	Laborer	Laborer	7/2/2020	7/2/2020	8.00	\$8.85	\$22.27	\$70.80	\$178.16	\$107.36
					8.00			\$70.80	\$178.16	\$107.36
	Leslie Freeman									
	Laborer	Laborer	8/23/2020	08/23/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Lester Green									
	Laborer	Laborer	6/22/2020	06/23/2020	16.00	\$8.60	\$22.27	\$137.60	\$356.32	\$218.72
					16.00			\$137.60	\$356.32	\$218.72

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Carl Hicks									
	Laborer	Laborer	9/20/2020	10/18/2020	184.00	\$8.60	\$22.27	\$1,582.40	\$4,097.68	\$2,515.28
					184.00			\$1,582.40	\$4,097.68	\$2,515.28
	Keith Jones									
	Laborer	Laborer	7/28/2020	7/29/2020	16.00	\$8.85	\$22.27	\$141.60	\$356.32	\$214.72
					16.00			\$141.60	\$356.32	\$214.72
	Eveulibido Lowe									
	Laborer	Laborer	6/25/2020	06/25/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Deron Moore									
	Laborer	Laborer	1/28/2020	01/28/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
	Laborer	Laborer	1/29/2020	1/30/2020	13.00	\$8.85	\$22.27	\$115.05	\$289.51	\$174.46
15					21.00			\$183.85	\$467.67	\$283.82
104	Disraeli Palmer									
	Laborer	Laborer	6/25/2020	07/13/2020	28.00	\$8.60	\$22.27	\$240.80	\$623.56	\$382.76
					28.00			\$240.80	\$623.56	\$382.76
	James Pellegrino									
	Laborer	Laborer	11/22/2020	12/13/2020	24.00	\$9.10	\$22.27	\$218.40	\$534.48	\$316.08
					24.00			\$218.40	\$534.48	\$316.08
	Jerome Presley									
	Laborer	Laborer	1/28/2020	1/30/2020	21.00	\$8.60	\$22.27	\$180.60	\$467.67	\$287.07
					21.00			\$180.60	\$467.67	\$287.07
	Jack Price									
	Laborer	Laborer	2/10/2020	9/20/2020	20.00	\$8.85	\$22.27	\$177.00	\$445.40	\$268.40
	Laborer	Laborer	2/25/2020	9/20/2020	24.50	\$8.60	\$22.27	\$210.70	\$545.62	\$334.92
					44.50			\$387.70	\$991.02	\$603.32

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Angelo Reddick									
	Laborer	Laborer	8/9/2020	8/9/2020	10.00	\$8.85	\$22.27	\$88.50	\$222.70	\$134.20
					10.00			\$88.50	\$222.70	\$134.20
	Tony Riley									
	Laborer	Laborer	6/10/2020	6/30/2020	112.00	\$8.85	\$22.27	\$991.20	\$2,494.24	\$1,503.04
					112.00			\$991.20	\$2,494.24	\$1,503.04
	George Shanola									
	Laborer	Laborer	8/30/2020	08/30/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Correl Stanley									
	Laborer	Laborer	4/8/2020	04/09/2020	16.00	\$8.60	\$22.27	\$137.60	\$356.32	\$218.72
	Laborer	Laborer	4/10/2020	08/09/2020	16.00	\$8.85	\$22.27	\$141.60	\$356.32	\$214.72
101	Matthew Stringer				32.00			\$279.20	\$712.64	\$433.44
05	Laborer	Laborer	3/2/2020	06/04/2020	41.50	\$8.60	\$22.27	\$356.90	\$924.21	\$567.31
					41.50			\$356.90	\$924.21	\$567.31
	Donald Keith Waggoner									
	Laborer	Laborer	6/3/2020	06/03/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Terry Walker									
	Laborer	Laborer	6/23/2020	06/23/2020	8.00	\$8.60	\$22.27	\$68.80	\$178.16	\$109.36
					8.00			\$68.80	\$178.16	\$109.36
	Deandre Williams									
	Laborer	Laborer	9/6/2020	09/06/2020	4.00	\$8.60	\$22.27	\$34.40	\$89.08	\$54.68
					4.00			\$34.40	\$89.08	\$54.68

Project No: #AA037A																
PRIME CONTRACTOR: DHL																
FIRM IN VIOLATION: SOUTHWEST PLUMBING SERVICES, INC																
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Net Benefit	Benefit Rate	Total Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Daniel Adamo															
	Plumber	Plumber	2/18/2020	08/25/2020	417.00	1.00	\$23.00	\$34.50	\$40.77	\$55.91	\$1,221.81	\$2.93	\$25.93	\$10,847.31	\$17,057.00	\$6,209.69
	Plumber	Plumber	8/26/2020	10/27/2020	113.00	0.00	\$23.95	\$35.93	\$40.77	\$55.91	\$335.61	\$2.97	\$26.92	\$3,041.96	\$4,607.01	\$1,565.05
	Plumber	Plumber	10/28/2020	12/17/2020	60.00	0.00	\$23.95	\$35.93	\$40.77	\$55.91	\$174.00	\$2.90	\$26.85	\$1,611.00	\$2,446.20	\$835.20
					590.00	1.00					\$1,731.42			\$15,500.27	\$24,110.21	\$8,609.94
	Adam Lilburn															
	Apprentice 2nd Year	Plumber	4/21/2020	04/21/2020	8.00		\$16.25		\$40.77		\$12.32	\$1.54	\$17.79	\$142.32	\$326.16	\$183.84
					8.00	0.00					\$12.32			\$142.32	\$326.16	\$183.84
	Marvin Martinez															
	Plumber	Plumber	5/29/2020	05/29/2020	8.00		\$22.50		\$40.77		\$6.32	\$0.79	\$23.29	\$186.32	\$326.16	\$139.84
					8.00	0.00					\$0.00			\$186.32	\$326.16	\$139.84
	Eduardo Melendres															
	Plumber	Plumber	8/13/2020	09/02/2020	120.00		\$19.50		\$40.77				\$19.50	\$2,340.00	\$4,892.40	\$2,552.40
					120.00	0.00					\$0.00			\$2,340.00	\$4,892.40	\$2,552.40
	Mayko Orellana															
	Operator/ Excavator	Operator/ Excavator	7/23/2020	07/31/2020	12.00		\$19.00		\$35.30				\$19.00	\$228.00	\$423.60	\$195.60
					12.00	0.00					\$0.00			\$228.00	\$423.60	\$195.60
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Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION : Tarpon Concrete Finishing, LLC										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Junior Corvil									
	Laborer	Laborer	7/20/2020		18.00	\$15.00	\$22.27	\$270.00	\$400.86	\$130.86
					18.00			\$270.00	\$400.86	\$130.86
	Nichalous Garcia									
	Laborer	Laborer	6/4/2020	06/19/2020	96.00	\$15.00	\$22.27	\$1,440.00	\$2,137.92	\$697.92
					96.00			\$1,440.00	\$2,137.92	\$697.92
	Selvin Hernandez									
	Carpenter	Carpenter	6/4/2020	07/22/2020	114.00	\$26.00	\$34.15	\$2,964.00	\$3,893.10	\$929.10
					114.00			\$2,964.00	\$3,893.10	\$929.10
	Luis Romero									
	Carpenter	Carpenter	6/4/2020	07/22/2020	119.00	\$22.00	\$34.15	\$2,618.00	\$4,063.85	\$1,445.85
158					119.00			\$2,618.00	\$4,063.85	\$1,445.85
								TOTAL ADD'L WAGES:		\$3,203.73

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: The BG Group, LLC.													
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jeremias Vicente												
	Operator/Bobcat	Operator/Bobcat	6/1/2020	07/31/2020	27.00		\$26.00		\$25.30		\$702.00	\$683.10	\$0.00
					27.00	0.00					\$702.00	\$683.10	\$0.00
	Norman Cruz												
	Operator/Bobcat	Operator/Bobcat	7/27/2020	07/31/2020	81.00		\$25.00		\$25.30		\$2,025.00	\$2,049.30	\$24.30
					81.00	0.00					\$2,025.00	\$2,049.30	\$24.30
	Damien Cooper												
	Laborer/Foreman	Laborer/Foreman	4/3/2020	07/31/2020	23.00	2.00	\$19.00	\$28.50	\$23.77	\$32.52	\$494.00	\$611.75	\$117.75
					23.00	2.00					\$494.00	\$611.75	\$117.75
	Elijah Ware												
	Laborer + Premium	Laborer + Premium	4/3/2020	07/31/2020	64.00	1.00	\$17.50	\$26.25	\$23.77	\$32.52	\$1,146.25	\$1,553.80	\$407.55
					64.00	1.00					\$1,146.25	\$1,553.80	\$407.55
159	Gregory Philaw												
	Laborer + Premium	Laborer + Premium	7/6/2020	07/31/2020	76.00	6.50	\$18.00	\$27.00	\$23.77	\$32.52	\$1,543.50	\$2,017.90	\$474.40
					76.00	6.50					\$1,543.50	\$2,017.90	\$474.40
	Jovan Hayes												
	Laborer + Premium	Laborer + Premium	2/9/2020	07/31/2020	201.00	22.50	\$17.00	\$25.50	\$23.77	\$32.52	\$3,990.75	\$5,509.47	\$1,518.72
					201.00	22.50					\$3,990.75	\$5,509.47	\$1,518.72
	Bron Stewart												
	Laborer	Laborer	4/13/2020	07/31/2020	16.00		\$15.00		\$22.27		\$240.00	\$356.32	\$116.32
					16.00	0.00					\$240.00	\$356.32	\$116.32
	Charles Robinson												
	Laborer	Laborer	7/9/2020	07/31/2020	87.00	5.00	\$17.50	\$26.25	\$22.27	\$30.27	\$1,653.75	\$2,088.84	\$435.09
					87.00	5.00					\$1,653.75	\$2,088.84	\$435.09
	Cristian Vicente												
	Laborer	Laborer	6/1/2020	07/31/2020	27.00		\$13.00		\$22.27		\$351.00	\$601.29	\$250.29
					27.00	0.00					\$351.00	\$601.29	\$250.29
	Enverdieu St Louis												
	Laborer	Laborer	7/9/2020	07/31/2020	88.00		\$15.00		\$22.27		\$1,320.00	\$1,959.76	\$639.76
					88.00	0.00					\$1,320.00	\$1,959.76	\$639.76

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Harenton Garay Novoa												
	Laborer	Laborer	2/28/2020	07/31/2020	36.00		\$14.00		\$22.27		\$504.00	\$801.72	\$297.72
					36.00	0.00					\$504.00	\$801.72	\$297.72
	Hector Cruz												
	Laborer	Laborer	7/27/2020	07/31/2020	37.00		\$12.00		\$22.27		\$444.00	\$823.99	\$379.99
					37.00	0.00					\$444.00	\$823.99	\$379.99
	Jean Noel												
	Laborer	Laborer	7/9/2020	07/31/2020	88.00		\$15.00		\$22.27		\$1,320.00	\$1,959.76	\$639.76
					88.00	0.00					\$1,320.00	\$1,959.76	\$639.76
	Lamarcus Truitt												
	Laborer	Laborer	7/10/2020	07/31/2020	23.00	1.00	\$12.00	\$18.00	\$22.27	\$30.27	\$294.00	\$542.48	\$248.48
					23.00	1.00					\$294.00	\$542.48	\$248.48
	Leonard Brooks												
	Laborer	Laborer	7/9/2020	07/31/2020	88.00		\$12.00		\$22.27		\$1,056.00	\$1,959.76	\$903.76
					88.00	0.00					\$1,056.00	\$1,959.76	\$903.76
	Michael Person												
	Laborer	Laborer	4/6/2020	07/31/2020	40.00		\$14.00		\$22.27		\$560.00	\$890.80	\$330.80
					40.00	0.00					\$560.00	\$890.80	\$330.80
	Robert Harre												
	Laborer	Laborer	3/30/2020	07/31/2020	102.00	4.00	\$20.00	\$30.00	\$22.27	\$30.27	\$2,160.00	\$2,392.62	\$232.62
					102.00	4.00					\$2,160.00	\$2,392.62	\$232.62
	Robert Mackercher												
	Laborer	Laborer	6/5/2020	07/31/2020	8.00		\$13.00		\$22.27		\$104.00	\$178.16	\$74.16
					8.00	0.00					\$104.00	\$178.16	\$74.16
	Royce Simmons												
	Laborer	Laborer	3/30/2020	07/31/2020	96.00	5.00	\$15.00	\$22.50	\$22.27	\$30.27	\$1,552.50	\$2,289.27	\$736.77
					96.00	5.00					\$1,552.50	\$2,289.27	\$736.77
	Wilmer Banegas												
	Laborer	Laborer	2/28/2020	07/31/2020	36.00	4.00	\$14.00	\$21.00	\$22.27	\$30.27	\$588.00	\$922.80	\$334.80
					36.00	4.00					\$588.00	\$922.80	\$334.80
											TOTAL ADD'L WAGES:		\$8,163.04



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 8/1/2020 To : 12/26/2020

Contractor: The BG Group, LLC.

Project: AA-037A (2) - DHL Expansion Project

Sub To: ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC.

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
9	10/3/2020	PHILYAW, GREGORY	2	1	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$66.78 \$16.08 \$0.00
10	10/10/2020	PHILYAW, GREGORY	3	0	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$133.56 \$0.00 \$0.00
11	10/17/2020	PHILYAW, GREGORY	2	0	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$85.86 \$0.00 \$0.00
14	11/7/2020	PHILYAW, GREGORY	1	1	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$21.46 \$16.08 \$0.00
15	11/14/2020	PHILYAW, GREGORY	2	0	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$85.86 \$0.00 \$0.00
16	11/21/2020	PHILYAW, GREGORY	1	0	LABORER/Labore r +\$1.50	ST OT DT	\$19.00 \$28.50 \$0.00	\$0.00	\$19.00 \$28.50 \$0.00	LABORER/Labo rer +\$1.50	\$17.50 \$26.25 \$35.00	\$6.27	\$23.77 \$32.52 \$41.27	\$45.32 \$0.00 \$0.00
Employee Underpayment Subtotal: \$471.00														
9	10/3/2020	HAYES, JOVAN	3	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$126.48 \$0.00 \$0.00
10	10/10/2020	HAYES, JOVAN	2	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$84.32 \$0.00 \$0.00
11	10/17/2020	HAYES, JOVAN	2	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$84.32 \$0.00 \$0.00
14	11/7/2020	HAYES, JOVAN	4	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$210.80 \$0.00 \$0.00
16	11/21/2020	HAYES, JOVAN	3	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$142.29 \$0.00 \$0.00
17	11/28/2020	HAYES, JOVAN	2	0	LABORER/Labore r	ST OT DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$94.86 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
18	12/5/2020	HAYES, JOVAN	2	0	LABORER/Labore r	ST OT DT	18 0 0	\$17.00 \$25.50 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$94.86 \$0.00 \$0.00
20	12/19/2020	HAYES, JOVAN	4	0	LABORER/Labore r	ST OT DT	32 0 0	\$17.00 \$25.50 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$168.64 \$0.00 \$0.00
21	12/26/2020	HAYES, JOVAN	4	0	LABORER/Labore r	ST OT DT	32 0 0	\$17.00 \$25.50 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$168.64 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,175.21														
9	10/3/2020	SMITH, LOUIS	3	0	LABORER/Labore r	ST OT DT	24 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$198.48 \$0.00 \$0.00
10	10/10/2020	SMITH, LOUIS	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$132.32 \$0.00 \$0.00
11	10/17/2020	SMITH, LOUIS	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$132.32 \$0.00 \$0.00
14	11/7/2020	SMITH, LOUIS	5	0	LABORER/Labore r	ST OT DT	40 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$330.80 \$0.00 \$0.00
16	11/21/2020	SMITH, LOUIS	3	0	LABORER/Labore r	ST OT DT	27 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$223.29 \$0.00 \$0.00
17	11/28/2020	SMITH, LOUIS	2	0	LABORER/Labore r	ST OT DT	18 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$148.86 \$0.00 \$0.00
18	12/5/2020	SMITH, LOUIS	2	0	LABORER/Labore r	ST OT DT	18 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$148.86 \$0.00 \$0.00
20	12/19/2020	SMITH, LOUIS	4	0	LABORER/Labore r	ST OT DT	32 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$264.64 \$0.00 \$0.00
21	12/26/2020	SMITH, LOUIS	4	0	LABORER/Labore r	ST OT DT	32 0 0	\$15.00 \$22.50 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$232.64 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,812.21														
9	10/3/2020	PERSON, MICHAEL	1	0	LABORER/Labore r	ST OT DT	8 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$66.16 \$0.00 \$0.00
10	10/10/2020	PERSON, MICHAEL	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$132.32 \$0.00 \$0.00
Employee Underpayment Subtotal: \$198.48														

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
10	10/10/2020	SIMMONS, ROYCE	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$16.00 \$24.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$100.32 \$0.00 \$0.00
11	10/17/2020	SIMMONS, ROYCE	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$16.00 \$24.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$100.32 \$0.00 \$0.00
Employee Underpayment Subtotal: \$200.64														
1	8/1/2020	CRUZ, HECTOR	5	0	LABORER/Labore r	ST OT DT	37 0 0	\$12.00 \$18.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$379.99 \$0.00 \$0.00
Employee Underpayment Subtotal: \$379.99														
14	11/7/2020	CORLEY, JUSTIN	2	1	LABORER/Labore r	ST OT DT	14.5 3.5 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$119.92 \$32.44 \$0.00
15	11/14/2020	CORLEY, JUSTIN	2	0	LABORER/Labore r	ST OT DT	20 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$165.40 \$0.00 \$0.00
Employee Underpayment Subtotal: \$317.76														
15	11/14/2020	KING, CORTEZ	2	0	LABORER/Labore r	ST OT DT	16 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$132.32 \$0.00 \$0.00
Employee Underpayment Subtotal: \$132.32														
16	11/21/2020	THROWER, DANIEL	3	0	LABORER/Labore r	ST OT DT	27 0 0	\$14.00 \$21.00 \$0.00	\$0.00	LABORER/Labo rer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$223.29 \$0.00 \$0.00
Employee Underpayment Subtotal: \$223.29														
Contractor Underpayment Total: \$5,241.70 Number of Employees: 9														

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: RELIABLE CONCRETE CUTTING, LLC										
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Cole Hampton									
	Laborer	Laborer + Premium	7/27/2020	07/27/2020	8.50	\$20.00	\$23.77	\$170.00	\$202.05	\$32.05
					8.50			\$170.00	\$202.05	\$32.05
	Javier Grillo									
	Laborer	Laborer + Premium	7/27/2020	07/27/2020	6.25	\$17.00	\$23.77	\$106.25	\$148.56	\$42.31
					0.00			\$106.25	\$148.56	\$42.31
								TOTAL ADD'L WAGES:		\$74.36



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 7/26/2020 To : 1/10/2021

Contractor: RELIABLE CONCRETE CUTTING, LLC														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:The BG Group, LLC.														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
2	8/2/2020	GRILLO, JAVIER	1	0	LABORER/Laborer	ST OT DT	\$17.00 \$0.00 \$0.00	\$1.93	\$18.93 \$1.93 \$1.93	LABORER/Laborer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$20.88 \$0.00 \$0.00
Employee Underpayment Subtotal: \$20.88														
1	7/26/2020	HAMPTON, COLE	1	0	LABORER/Laborer	ST OT DT	\$20.00 \$0.00 \$0.00	\$1.60	\$21.60 \$1.60 \$1.60	LABORER/Laborer	\$16.00 \$24.00 \$32.00	\$6.27	\$22.27 \$30.27 \$38.27	\$5.70 \$0.00 \$0.00
Employee Underpayment Subtotal: \$5.70														
Contractor Underpayment Total: \$26.58														
Number of Employees: 2														
165														

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Vene Floors Master, LLC										
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Dani Gonzalez									
	Laborer/Foreman	Laborer/Foreman	7/21/2020	07/24/2020	88.00	\$21.00	\$23.77	\$2,011.44	\$2,255.20	\$243.76
					88.00			\$2,011.44	\$2,255.20	\$243.76
	Manuel Maza									
	Laborer/Foreman	Laborer/Foreman	2/19/2020	07/31/2020	88.00	\$21.00	\$23.77	\$2,011.44	\$2,255.20	\$243.76
					88.00			\$2,011.44	\$2,255.20	\$243.76
	Victor Diaz									
	Laborer/Foreman	Laborer/Foreman	7/21/2020	07/31/2020	8.00	\$21.00	\$23.77	\$331.44	\$353.60	\$22.16
					8.00			\$331.44	\$353.60	\$22.16
	Pablo Agreda									
	Operator/ Loader	Operator/ Loader	7/28/2020	07/31/2020	40.00	\$21.00	\$25.27	\$1,003.44	\$1,174.24	\$170.80
					40.00			\$1,003.44	\$1,174.24	\$170.80
	Oscar Alcala									
	Operator/ Loader	Operator/ Loader	8/3/2020	07/31/2020	40.00	\$21.00	\$25.27	\$1,003.44	\$1,174.24	\$170.80
					40.00			\$1,003.44	\$1,174.24	\$170.80
	Leonel Gonzalez									
	Operator/ Loader	Operator/ Loader	8/3/2020	07/31/2020	24.00	\$21.00	\$25.27	\$667.44	\$769.92	\$102.48
					24.00			\$667.44	\$769.92	\$102.48
	Gabriel Gonzalez									
	Operator/ Loader	Operator/ Loader	8/3/2020	07/31/2020	56.00	\$21.00	\$25.27	\$1,339.44	\$1,578.56	\$239.12
					56.00			\$1,339.44	\$1,578.56	\$239.12
	Ariel Rodriguez									
	Laborer	Laborer	2/19/2020	07/31/2020	81.50	\$20.00	\$22.27	\$1,793.44	\$1,978.45	\$185.01
					81.50			\$1,793.44	\$1,978.45	\$185.01

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Ramon Zaratoga									
	Laborer	Laborer	2/25/2020	07/31/2020	56.50	\$20.00	\$22.27	\$1,293.44	\$1,421.70	\$128.26
					56.50			\$1,293.44	\$1,421.70	\$128.26
	Itzander Gonzalez									
	Laborer	Laborer	7/22/2020	07/31/2020	96.00	\$20.00	\$22.27	\$2,083.44	\$2,301.36	\$217.92
					96.00			\$2,083.44	\$2,301.36	\$217.92
	Delnys Pirela									
	Laborer	Laborer	7/27/2020	07/31/2020	64.00	\$20.00	\$22.27	\$1,443.44	\$1,588.72	\$145.28
					64.00			\$1,443.44	\$1,588.72	\$145.28
	Albert Montilla									
	Laborer	Laborer	7/28/2020	07/31/2020	40.00	\$20.00	\$22.27	\$963.44	\$1,054.24	\$90.80
					40.00			\$963.44	\$1,054.24	\$90.80
	Maaria Paula Da Costa									
	Laborer	Laborer	8/11/2020	07/31/2020	8.00	\$20.00	\$22.27	\$323.44	\$341.60	\$18.16
					8.00			\$323.44	\$341.60	\$18.16
	Alvaro Garcia									
	Laborer	Laborer	11/2/2020	11/06/2020	30.00	\$14.00	\$22.27	\$583.44	\$831.54	\$248.10
					30.00			\$583.44	\$831.54	\$248.10
	Cornelius Bent									
	Laborer	Laborer	11/2/2020	11/06/2020	30.00	\$15.00	\$22.27	\$613.44	\$831.54	\$218.10
	Laborer	Laborer	11/9/2020	11/13/2020	16.00	\$15.00	\$22.27	\$403.44	\$519.76	\$116.32
	Laborer	Laborer	11/16/2020	11/20/2020	24.00	\$15.00	\$22.27	\$523.44	\$697.92	\$174.48
					70.00			\$1,540.32	\$2,049.22	\$508.90
	Quinn Moody									
	Laborer	Laborer	11/2/2020	11/06/2020	40.00	\$15.00	\$22.27	\$763.44	\$1,054.24	\$290.80
	Laborer	Laborer	11/9/2020	11/13/2020	16.00	\$15.00	\$22.27	\$403.44	\$519.76	\$116.32
					56.00			\$1,166.88	\$1,574.00	\$407.12

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Dilan Romero									
	Laborer	Laborer	11/2/2020	11/06/2020	10.00	\$14.00	\$22.27	\$303.44	\$386.14	\$82.70
					10.00			\$303.44	\$386.14	\$82.70
								TOTAL ADD'L WAGES:		\$4,321.53

Project No: #AA037A												
PRIME CONTRACTOR: DHL												
FIRM IN VIOLATION: VICO PAINTING CONTRACTORS LLC												
SS#	Current Classification	Correct Classification	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Bismark Baquero											
	Painter	Painter	2/23/2020	16.00		\$16.50		\$26.38		\$264.00	\$422.08	\$158.08
	Painter	Painter	3/1/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	3/8/2020	39.00		\$16.50		\$26.38		\$643.50	\$1,028.82	\$385.32
	Painter	Painter	3/15/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	3/22/2020	24.00		\$16.50		\$26.38		\$396.00	\$633.12	\$237.12
	Painter	Painter	5/31/2020	32.00		\$16.50		\$26.38		\$528.00	\$844.16	\$316.16
	Painter	Painter	6/7/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	6/14/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	6/21/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	6/28/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	7/5/2020	37.00		\$16.50		\$26.38		\$610.50	\$976.06	\$365.56
	Painter	Painter	7/12/2020	21.00		\$16.50		\$26.38		\$346.50	\$553.98	\$207.48
170												
	Yodanny Dominguez			409.00	0.00					\$6,748.50	\$10,789.42	\$4,040.92
	Painter	Painter	2/23/2020	5.00		\$13.00		\$26.38		\$65.00	\$131.90	\$66.90
	Painter	Painter	3/1/2020	37.25		\$13.00		\$26.38		\$484.25	\$982.66	\$498.41
	Painter	Painter	3/8/2020	40.00	2.75	\$13.00	\$19.50	\$26.38	\$34.63	\$573.63	\$1,150.43	\$576.81
	Painter	Painter	3/15/2020	40.00		\$13.00		\$26.38		\$520.00	\$1,055.20	\$535.20
	Painter	Painter	3/22/2020	23.50		\$13.00		\$26.38		\$305.50	\$619.93	\$314.43
	Painter	Painter	4/12/2020	8.00		\$13.00		\$26.38		\$104.00	\$211.04	\$107.04
	Painter	Painter	4/19/2020	38.25		\$13.00		\$26.38		\$497.25	\$1,009.04	\$511.79
	Painter	Painter	4/26/2020	37.00		\$13.00		\$26.38		\$481.00	\$976.06	\$495.06
	Painter	Painter	5/3/2020	32.00		\$13.00		\$26.38		\$416.00	\$844.16	\$428.16
	Painter	Painter	5/10/2020	23.75		\$13.00		\$26.38		\$308.75	\$626.53	\$317.78
	Painter	Painter	5/17/2020	40.00		\$13.00		\$26.38		\$520.00	\$1,055.20	\$535.20
	Painter	Painter	5/24/2020	40.00		\$13.00		\$26.38		\$520.00	\$1,055.20	\$535.20
	Painter	Painter	5/31/2020	8.00		\$13.00		\$26.38		\$104.00	\$211.04	\$107.04
	Painter	Painter	6/7/2020	24.00		\$13.00		\$26.38		\$312.00	\$633.12	\$321.12
	Luis Gonzalo Leonard			396.75	2.75					\$5,211.38	\$10,561.50	\$5,350.12
	Painter	Painter	2/23/2020	16.00		\$16.50		\$26.38		\$264.00	\$422.08	\$158.08
	Painter	Painter	3/1/2020	37.00		\$16.50		\$26.38		\$610.50	\$976.06	\$365.56

SS#	Current Classification	Correct Classification	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Painter	Painter	3/8/2020	40.00	3.00	\$16.50	\$24.75	\$26.38	\$34.63	\$734.25	\$1,159.09	\$424.84
				93.00	3.00					\$1,608.75	\$2,557.23	\$948.48
	Daniel Lopez											
	Painter	Painter	2/23/2020	16.00		\$20.50		\$26.38		\$328.00	\$422.08	\$94.08
	Painter	Painter	3/1/2020	40.00		\$20.50		\$26.38		\$820.00	\$1,055.20	\$235.20
	Painter	Painter	3/8/2020	40.00		\$20.50		\$26.38		\$820.00	\$1,055.20	\$235.20
	Painter	Painter	3/15/2020	40.00		\$20.50		\$26.38		\$820.00	\$1,055.20	\$235.20
	Painter	Painter	3/22/2020	24.00		\$20.50		\$26.38		\$492.00	\$633.12	\$141.12
	Painter	Painter	4/12/2020	8.00		\$20.50		\$26.38		\$164.00	\$211.04	\$47.04
	Painter	Painter	4/19/2020	39.00		\$20.50		\$26.38		\$799.50	\$1,028.82	\$229.32
	Painter	Painter	4/26/2020	37.00		\$20.50		\$26.38		\$758.50	\$976.06	\$217.56
	Painter	Painter	5/3/2020	29.00		\$20.50		\$26.38		\$594.50	\$765.02	\$170.52
	Painter	Painter	5/10/2020	32.00		\$20.50		\$26.38		\$656.00	\$844.16	\$188.16
	Painter	Painter	5/17/2020	37.00		\$20.50		\$26.38		\$758.50	\$976.06	\$217.56
	Painter	Painter	5/24/2020	40.00		\$20.50		\$26.38		\$820.00	\$1,055.20	\$235.20
	Painter	Painter	5/31/2020	32.00		\$20.50		\$26.38		\$656.00	\$844.16	\$188.16
	Painter	Painter	6/7/2020	40.00		\$20.50		\$26.38		\$820.00	\$1,055.20	\$235.20
	Painter	Painter	6/14/2020	40.00	8.00	\$20.50	\$30.75	\$26.38	\$34.63	\$1,066.00	\$1,332.24	\$266.24
	Painter	Painter	6/21/2020	37.00		\$20.50		\$26.38		\$758.50	\$976.06	\$217.56
	Painter	Painter	6/28/2020	40.00	8.00	\$20.50	\$30.75	\$26.38	\$34.63	\$1,066.00	\$1,332.24	\$266.24
	Painter	Painter	7/5/2020	40.00	3.00	\$20.50	\$30.75	\$26.38	\$34.63	\$912.25	\$1,159.09	\$246.84
	Painter	Painter	7/12/2020	25.00		\$20.50		\$26.38		\$512.50	\$659.50	\$147.00
	Painter	Painter	7/19/2020	16.00		\$20.50		\$26.38		\$328.00	\$422.08	\$94.08
	Painter	Painter	7/26/2020	16.00		\$21.00		\$26.38		\$336.00	\$422.08	\$86.08
	Painter	Painter	8/2/2020	24.00		\$21.00		\$26.38		\$504.00	\$633.12	\$129.12
				692.00	19.00					\$14,790.25	\$18,912.93	\$4,122.68
	Alberto Pinckney											
	Painter	Painter	3/1/2020	8.00		\$16.75		\$26.38		\$134.00	\$211.04	\$77.04
				8.00	0.00					\$134.00	\$211.04	\$77.04
	Joseph Henry											
	Painter	Painter	3/15/2020	24.00		\$16.00		\$26.38		\$384.00	\$633.12	\$249.12
	Painter	Painter	3/22/2020	16.00		\$16.00		\$26.38		\$256.00	\$422.08	\$166.08
				40.00	0.00					\$640.00	\$1,055.20	\$415.20
	Yadin Valdez											
	Painter	Painter	4/19/2020	38.50		\$18.50		\$26.38		\$712.25	\$1,015.63	\$303.38
	Painter	Painter	4/26/2020	24.00		\$18.50		\$26.38		\$444.00	\$633.12	\$189.12

SS#	Current Classification	Correct Classification	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Painter	Painter	5/3/2020	29.00		\$18.50		\$26.38		\$536.50	\$765.02	\$228.52
	Painter	Painter	5/24/2020	12.00		\$18.50		\$26.38		\$222.00	\$316.56	\$94.56
				103.50	0.00					\$1,914.75	\$2,730.33	\$815.58
	Alex Carrillo											
	Painter	Painter	6/14/2020	8.00		\$17.50		\$26.38		\$140.00	\$211.04	\$71.04
				8.00	0.00					\$140.00	\$211.04	\$71.04
	Eng Yillian Brihan											
	Painter	Painter	6/14/2020	5.00	3.00	\$17.50	\$26.25	\$26.38	\$34.63	\$166.25	\$235.79	\$69.54
				5.00	3.00					\$166.25	\$235.79	\$69.54
	Wilson Hernandez											
	Painter	Painter	6/14/2020	24.00		\$17.50		\$26.38		\$420.00	\$633.12	\$213.12
				24.00	0.00					\$420.00	\$633.12	\$213.12
	Jorge Lozano											
	Painter	Painter	6/14/2020	24.00		\$14.50		\$26.38		\$348.00	\$633.12	\$285.12
				24.00	0.00					\$348.00	\$633.12	\$285.12
	Cristian Meza											
	Painter	Painter	6/14/2020	16.00		\$16.00		\$26.38		\$256.00	\$422.08	\$166.08
				16.00	0.00					\$256.00	\$422.08	\$166.08
	Jan Zarraga											
	Painter	Painter	6/14/2020	16.00		\$17.00		\$26.38		\$272.00	\$422.08	\$150.08
	Painter	Painter	6/21/2020	40.00		\$17.00		\$26.38		\$680.00	\$1,055.20	\$375.20
	Painter	Painter	6/28/2020	40.00	8.00	\$17.00	\$25.50	\$26.38	\$34.63	\$884.00	\$1,332.24	\$448.24
	Painter	Painter	7/5/2020	40.00	5.00	\$17.00	\$25.50	\$26.38	\$34.63	\$807.50	\$1,228.35	\$420.85
	Painter	Painter	7/12/2020	24.00		\$18.00		\$26.38		\$432.00	\$633.12	\$201.12
	Painter	Painter	7/19/2020	16.00		\$18.00		\$26.38		\$288.00	\$422.08	\$134.08
				176.00	13.00					\$3,363.50	\$5,093.07	\$1,729.57
	Daymel Fajardo											
	Painter	Painter	6/21/2020	24.00		\$17.50		\$26.38		\$420.00	\$633.12	\$213.12
				24.00	0.00					\$420.00	\$633.12	\$213.12
	Javier Moralez											
	Painter	Painter	6/21/2020	40.00		\$16.50		\$26.38		\$660.00	\$1,055.20	\$395.20
	Painter	Painter	6/28/2020	40.00	48.00	\$16.50	\$24.75	\$26.38	\$34.63	\$1,848.00	\$2,717.44	\$869.44



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 8/9/2020 To: 1/3/2021

Contractor: VICO PAINTING CONTRACTORS LLC														
Project: AA-037A (2) - DHL Expansion Project														
Sub To:ARCO/MURRAY NATIONAL CONSTRUCTION CO., INC. B2G1393131														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages &	Underpayment Amount Owed to Employee
283	8/9/2020	LOPEZ, DANIEL	5	1	PAINTER / Commercial (General Foreman)	ST 40 OT 2 DT 0	\$26.38 \$39.57 \$0.00	\$0.00	\$26.38 \$39.57 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$80.00 \$0.00 \$0.00
290	8/16/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$26.38 \$39.57 \$0.00	\$0.00	\$26.38 \$39.57 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$80.00 \$0.00 \$0.00
299	8/23/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$26.38 \$39.57 \$0.00	\$0.00	\$26.38 \$39.57 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$80.00 \$0.00 \$0.00
307	8/30/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$26.38 \$39.57 \$0.00	\$0.00	\$26.38 \$39.57 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$80.00 \$0.00 \$0.00
317	9/6/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 36 OT 0 DT 0	\$26.38 \$39.57 \$0.00	\$0.00	\$26.38 \$39.57 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$72.00 \$0.00 \$0.00
324	9/13/2020	LOPEZ, DANIEL	4	0	PAINTER / Commercial (General Foreman)	ST 32 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$236.16 \$0.00 \$0.00
331	9/20/2020	LOPEZ, DANIEL	5	2	PAINTER / Commercial (General Foreman)	ST 40 OT 9.5 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$58.33 \$0.00
342	9/27/2020	LOPEZ, DANIEL	5	1	PAINTER / Commercial (General Foreman)	ST 40 OT 8 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$49.12 \$0.00
350	10/4/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
359	10/11/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
368	10/18/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
378	10/25/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
387	11/1/2020	LOPEZ, DANIEL	4	0	PAINTER / Commercial (General Foreman)	ST 32 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$236.16 \$0.00 \$0.00
396	11/8/2020	LOPEZ, DANIEL	3	0	PAINTER / Commercial (General Foreman)	ST 21 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$154.98 \$0.00 \$0.00
404	11/15/2020	LOPEZ, DANIEL	4	0	PAINTER / Commercial (General Foreman)	ST 32 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$236.16 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
409	11/22/2020	LOPEZ, DANIEL	5	1	PAINTER / Commercial (General Foreman)	ST 40 OT 8 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$49.12 \$0.00
419	11/29/2020	LOPEZ, DANIEL	3	0	PAINTER / Commercial (General Foreman)	ST 24 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$177.12 \$0.00 \$0.00
428	12/6/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
435	12/13/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
442	12/20/2020	LOPEZ, DANIEL	5	0	PAINTER / Commercial (General Foreman)	ST 40 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$295.20 \$0.00 \$0.00
008	1/3/2021	LOPEZ, DANIEL	3	0	PAINTER / Commercial (General Foreman)	ST 24 OT 0 DT 0	\$21.00 \$31.50 \$0.00	\$0.00	\$21.00 \$31.50 \$0.00	PAINTER / Commercial (General Foreman)	\$18.51 \$27.77 \$37.02	\$9.87	\$28.38 \$37.64 \$46.89	\$177.12 \$0.00 \$0.00
Employee Underpayment Subtotal: \$4,718.27														
324	9/13/2020	LOPEZ, JASON	3	0	PAINTER / Commercial	ST 18 OT 0 DT 0	\$15.50 \$23.25 \$0.00	\$0.00	\$15.50 \$23.25 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$195.84 \$0.00 \$0.00
Employee Underpayment Subtotal: \$195.84														
324	9/13/2020	JOHNSON, YERSON	4	0	PAINTER / Commercial	ST 32 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$332.16 \$0.00 \$0.00
331	9/20/2020	JOHNSON, YERSON	5	2	PAINTER / Commercial	ST 40 OT 5 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$53.20 \$0.00
342	9/27/2020	JOHNSON, YERSON	5	1	PAINTER / Commercial	ST 40 OT 6 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$63.84 \$0.00
350	10/4/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 36.94 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$383.44 \$0.00 \$0.00
359	10/11/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 40 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
368	10/18/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 40 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
378	10/25/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 40 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
387	11/1/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 40 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
396	11/8/2020	JOHNSON, YERSON	3	0	PAINTER / Commercial	ST 24 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$249.12 \$0.00 \$0.00
404	11/15/2020	JOHNSON, YERSON	4	0	PAINTER / Commercial	ST 32 OT 0 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$332.16 \$0.00 \$0.00
409	11/22/2020	JOHNSON, YERSON	5	1	PAINTER / Commercial	ST 40 OT 8 DT 0	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$85.12 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
419	11/29/2020	JOHNSON, YERSON	3	0	PAINTER / Commercial	ST 0 DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$249.12 \$0.00 \$0.00
428	12/6/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 0 DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
435	12/13/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 0 DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
442	12/20/2020	JOHNSON, YERSON	5	0	PAINTER / Commercial	ST 0 DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$415.20 \$0.00 \$0.00
008	1/3/2021	JOHNSON, YERSON	3	0	PAINTER / Commercial	ST 0 DT	\$16.00 \$24.00 \$0.00	\$0.00	\$16.00 \$24.00 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$249.12 \$0.00 \$0.00
Employee Underpayment Subtotal: \$6,149.28														
324	9/13/2020	SILVA, WILLIAM	4	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$300.16 \$0.00 \$0.00
331	9/20/2020	SILVA, WILLIAM	5	2	PAINTER / Commercial	ST 9.5 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$86.83 \$0.00
342	9/27/2020	SILVA, WILLIAM	5	1	PAINTER / Commercial	ST 8 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$73.12 \$0.00
350	10/4/2020	SILVA, WILLIAM	5	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$0.00 \$0.00
359	10/11/2020	SILVA, WILLIAM	5	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$0.00 \$0.00
368	10/18/2020	SILVA, WILLIAM	5	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$0.00 \$0.00
378	10/25/2020	SILVA, WILLIAM	5	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$0.00 \$0.00
387	11/1/2020	SILVA, WILLIAM	5	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$0.00 \$0.00
396	11/8/2020	SILVA, WILLIAM	3	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$225.12 \$0.00 \$0.00
404	11/15/2020	SILVA, WILLIAM	4	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$300.16 \$0.00 \$0.00
409	11/22/2020	SILVA, WILLIAM	5	1	PAINTER / Commercial	ST 8 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$375.20 \$73.12 \$0.00
419	11/29/2020	SILVA, WILLIAM	3	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$225.12 \$0.00 \$0.00
008	1/3/2021	SILVA, WILLIAM	3	0	PAINTER / Commercial	ST 0 DT	\$17.00 \$25.50 \$0.00	\$0.00	\$17.00 \$25.50 \$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$225.12 \$0.00 \$0.00
Employee Underpayment Subtotal: \$4,470.75														

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages &	Underpayment Amount Owed to Employee
324	9/13/2020	ZARRAGA, JAN	4	0	PAINTER / Commercial	ST OT DT	32 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$268.16 \$0.00 \$0.00
331	9/20/2020	ZARRAGA, JAN	5	2	PAINTER / Commercial	ST OT DT	40 9.5 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$72.58 \$0.00
342	9/27/2020	ZARRAGA, JAN	5	1	PAINTER / Commercial	ST OT DT	40 8 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$61.12 \$0.00
350	10/4/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
359	10/11/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
368	10/18/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
378	10/25/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
387	11/1/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
396	11/8/2020	ZARRAGA, JAN	3	0	PAINTER / Commercial	ST OT DT	24 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$201.12 \$0.00 \$0.00
404	11/15/2020	ZARRAGA, JAN	4	0	PAINTER / Commercial	ST OT DT	32 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$268.16 \$0.00 \$0.00
409	11/22/2020	ZARRAGA, JAN	5	1	PAINTER / Commercial	ST OT DT	40 8 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$61.12 \$0.00
419	11/29/2020	ZARRAGA, JAN	3	0	PAINTER / Commercial	ST OT DT	24 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$201.12 \$0.00 \$0.00
428	12/6/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
435	12/13/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
442	12/20/2020	ZARRAGA, JAN	5	0	PAINTER / Commercial	ST OT DT	40 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$335.20 \$0.00 \$0.00
008	1/3/2021	ZARRAGA, JAN	3	0	PAINTER / Commercial	ST OT DT	24 0 0	\$18.00 \$27.00 \$0.00	\$0.00	PAINTER / Commercial	\$16.51 \$24.77 \$33.02	\$9.87	\$26.38 \$34.64 \$42.89	\$201.12 \$0.00 \$0.00
Employee Underpayment Subtotal: \$5,021.70														
Contractor Underpayment Total: \$20,555.84 Number of Employees: 5														

Project No: #AA037A																
PRIME CONTRACTOR: DHL																
FIRM: MHS																
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Original Hourly Rate	Original OT Rate	Correct Hourly Rate	Correct OT Rate	Benefit Rate	401K Rate	Total Hourly Rate	Total Wages Paid	Correct Wages	Back Wages Owed
Josiah Albin																
	Millwright Worker	Millwright Worker	8/23/2020	09/05/2020	80.00	34.50	\$34.65	\$51.98	\$47.13	\$62.98	\$5.20	\$ 2.07	\$41.92	\$5,328.38	\$5,943.21	\$614.83
	Millwright Worker	Millwright Worker	9/6/2020	01/02/2021	508.00	195.00	\$40.20	\$60.30	\$47.13	\$62.98	\$5.20	\$ 2.07	\$47.47	\$36,889.33	\$36,714.54	\$0.00
					588.00	229.50								\$42,217.71	\$42,657.75	\$614.83
Ralph Lee III																
	Millwright Worker	Millwright Worker	8/16/2020	09/05/2020	114.75	30.00	\$26.91	\$40.37	\$47.13	\$62.98	\$3.03	\$ 1.96	\$31.90	\$4,964.49	\$7,297.57	\$2,333.08
	Millwright Worker	Millwright Worker	9/6/2020	01/02/2021	531.00	193.50	\$41.75	\$62.63	\$47.13	\$62.98	\$3.03	\$ 1.96	\$46.74	\$37,526.11	\$37,731.24	\$205.13
					645.75	223.50								\$42,490.60	\$45,028.81	\$2,538.21
Nicholas Angle																
	Millwright Worker	Millwright Worker	6/7/2020	09/05/2020	512.00	247.00	\$30.00	\$45.00	\$47.13	\$62.98	\$2.60	\$ 0.89	\$33.49	\$28,904.97	\$39,686.62	\$10,781.65
	Millwright Worker	Millwright Worker	9/6/2020	01/02/2021	558.00	231.00	\$41.13	\$61.70	\$47.13	\$62.98	\$2.60	\$ 0.89	\$44.62	\$39,752.15	\$41,151.84	\$1,399.69
					1070.00	478.00								\$68,657.12	\$80,838.46	\$12,181.34
Ricky Hail																
	Millwright Worker	Millwright Worker	5/10/2020	09/05/2020	646.00	273.00	\$30.00	\$45.00	\$47.13	\$62.98	\$2.42		\$32.42	\$33,888.98	\$47,639.52	\$13,750.54
	Millwright Worker	Millwright Worker	9/6/2020	10/24/2020	244.00	112.00	\$41.13	\$61.70	\$47.13	\$62.98	\$2.42		\$43.55	\$17,807.64	\$18,681.16	\$873.52
					890.00	385.00								\$51,696.62	\$66,320.68	\$14,624.06
Cohen Betone																
	Millwright Worker	Millwright Worker	10/11/2020	01/02/2021	295.50	110.00	\$43.13	\$64.70	\$47.13	\$62.98	\$0.41	\$ 0.50	\$44.04	\$20,176.42	\$21,089.02	\$912.60
					295.50	110.00								\$20,176.42	\$21,089.02	\$912.60
Merwynn Walker																
	Millwright Worker	Millwright Worker	10/11/2020	01/02/2021	311.00	96.50	\$42.16	\$63.24	\$47.13	\$62.98	\$4.65	\$ 0.52	\$47.33	\$21,271.54	\$21,208.82	-\$62.72
					311.00	96.50								\$21,271.54	\$21,208.82	\$0.00
Fernando Margil																
	Millwright Worker	Millwright Worker	10/18/2020	10/31/2020	80.00	36.00	\$41.68	\$62.52	\$47.13	\$62.98	\$2.21	\$2.07	\$45.96	\$6,009.15	\$6,100.68	\$91.53
					80.00	36.00								\$6,009.15	\$6,100.68	\$91.53
Aaron Smith																
	Electrician	Electrician	12/13/2020	12/26/2020	53.50	5.00	\$38.57	\$57.86	\$46.73	\$64.41	\$5.55	\$1.00	\$45.12	\$2,731.97	\$2,822.11	\$90.13
	Electrician	Electrician	12/27/2020	01/02/2021	40.00	21.00	\$39.42	\$59.13	\$46.73	\$64.41	\$5.55	\$1.00	\$45.97	\$3,198.08	\$3,227.48	\$29.40
					93.50	26.00								\$5,930.05	\$6,049.59	\$119.53
														TOTAL ADD'L WAGES:		\$31,082.10

Project No: #AA037A									
PRIME CONTRACTOR: DHL									
FIRM IN VIOLATION: CENTRAL FIRE SPRINKLER SYSTEM INC. Subcontractor for MHS									
SS#	Current Classification	Correct Classification	Week Ending	End Date	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages Owed
	Lisbey Sanchez								
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	10/20/2020	12/31/2020	264.00	\$25.00	\$48.86	\$6,763.44	\$13,062.48
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	1/1/2021	01/31/2021	96.00	\$25.00	\$49.56	\$2,563.44	\$4,921.20
					360.00			\$9,326.88	\$17,983.68
									\$8,656.80
	Lazaro Fuentes								
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	10/20/2020	12/31/2020	264.00	\$25.00	\$48.86	\$6,763.44	\$13,062.48
	Sprinkler Fitter Foreman	Sprinkler Fitter Foreman	1/1/2021	01/31/2021	96.00	\$25.00	\$49.56	\$2,563.44	\$4,921.20
					360.00			\$9,326.88	\$17,983.68
									\$8,656.80
	Yuney Fernandez								
	Sprinkler Fitter	Sprinkler Fitter	10/20/2020	12/31/2020	264.00	\$20.00	\$47.11	\$5,443.44	\$12,600.48
	Sprinkler Fitter	Sprinkler Fitter	1/1/2021	01/31/2021	96.00	\$20.00	\$47.81	\$2,083.44	\$4,753.20
					360.00			\$7,526.88	\$17,353.68
									\$9,826.80
	Jaznier Gonzalez								
	Sprinkler Fitter	Sprinkler Fitter	10/20/2020	12/31/2020	264.00	\$13.00	\$47.11	\$3,595.44	\$12,600.48
	Sprinkler Fitter	Sprinkler Fitter	1/1/2021	01/31/2021	96.00	\$13.00	\$47.81	\$1,411.44	\$4,753.20
					360.00			\$5,006.88	\$17,353.68
									\$12,346.80
	Raymel Calvo								
	Sprinkler Fitter	Sprinkler Fitter	10/20/2020	12/31/2020	264.00	\$20.00	\$47.11	\$5,443.44	\$12,600.48
	Sprinkler Fitter	Sprinkler Fitter	1/1/2021	01/31/2021	96.00	\$20.00	\$47.81	\$2,083.44	\$4,753.20
					360.00			\$7,526.88	\$17,353.68
									\$9,826.80
								TOTAL ADD'L WAGES:	\$49,314.00

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: CRI													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
Isaac Bautista	Millwright & Machinery Erectors	Millwright & Machinery Erectors	07/26/2020	09/05/2020	240.00	101.50	\$23.00	\$34.50	\$47.13	\$62.98	\$9,021.75	\$17,703.67	\$ 8,681.92
					434.00	163.50					\$22,069.73	\$30,751.65	\$ 8,681.92
Patrick Cox	Millwright & Machinery Erectors	Millwright & Machinery Erectors	08/11/2020	09/05/2020	114.00	20.00	\$22.00	\$33.00	\$47.13	\$62.98	\$3,168.00	\$6,632.42	\$ 3,464.42
					190.00	40.00					\$8,009.48	\$11,473.90	\$ 3,464.42
Alexis Garza	Millwright & Machinery Erectors	Millwright & Machinery Erectors	08/30/2020	09/05/2020	40.00	10.00	\$24.00	\$36.00	\$47.13	\$62.98	\$1,320.00	\$2,515.00	\$ 1,195.00
					357.00	152.00					\$25,203.37	\$26,398.37	\$ 1,195.00
Enrique Gomez	Millwright & Machinery Erectors	Millwright & Machinery Erectors	08/23/2020	09/04/2020	70.00	10.00	\$27.00	\$40.50	\$47.13	\$62.98	\$2,295.00	\$3,928.90	\$ 1,633.90
					388.00	140.00					\$25,469.74	\$27,103.64	\$ 1,633.90
Myles Henderson	Millwright & Machinery Erectors	Millwright & Machinery Erectors	07/26/2020	08/22/2020	160.00	60.00	\$22.00	\$33.00	\$47.13	\$62.98	\$5,500.00	\$11,319.60	\$ 5,819.60
					160.00	60.00					\$5,500.00	\$11,319.60	\$ 5,819.60
Aaron Losienteski	Millwright & Machinery Erectors	Millwright & Machinery Erectors	07/27/2020	07/30/2020	38.00		\$24.00	\$36.00	\$47.13		\$912.00	\$1,790.94	\$ 878.94
					38.00	0.00					\$912.00	\$1,790.94	\$ 878.94
Jesus Marcano	Millwright & Machinery Erectors	Millwright & Machinery Erectors	08/30/2020	09/05/2020	40.00	10.00	\$22.00	\$33.00	\$47.13	\$62.98	\$1,210.00	\$2,515.00	\$ 1,305.00
					357.00	142.00					\$24,463.57	\$25,768.57	\$ 1,305.00
William Martinez	Millwright & Machinery Erectors	Millwright & Machinery Erectors	8/23/2020	09/05/2020	80.00	30.00	\$19.00	\$28.50	\$47.13	\$62.98	\$2,375.00	\$5,659.80	\$ 3,284.80
					400.00	165.00					\$25,958.90	\$29,243.70	\$ 3,284.80
Bryan Matos	Millwright & Machinery Erectors	Millwright & Machinery Erectors	8/30/2020	09/05/2020	40.00	10.00	\$21.00	\$31.50	\$47.13	\$62.98	\$1,155.00	\$2,515.00	\$ 1,360.00
					357.00	152.00					\$25,038.37	\$26,398.37	\$ 1,360.00
Robert McMilliam	Millwright & Machinery Erectors	Millwright & Machinery Erectors	7/9/2020	07/30/2020	18.00		\$23.00	\$34.50	\$47.13		\$414.00	\$848.34	\$ 434.34
					18.00	0.00					\$414.00	\$848.34	\$ 434.34
Feliciano Rangel	Millwright & Machinery Erectors	Millwright & Machinery Erectors	8/23/2020	09/05/2020	80.00	30.00	\$21.00	\$31.50	\$47.13	\$62.98	\$2,625.00	\$5,659.80	\$ 3,034.80
					400.00	182.00					\$27,279.56	\$30,314.36	\$ 3,034.80

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
James Reynold													
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	7/27/2020	09/05/2020	240.00	90.00	\$23.00	\$34.50	\$47.13	\$62.98	\$8,625.00	\$16,979.40	\$ 8,354.40
					612.00	211.00					\$33,777.94	\$42,132.34	\$ 8,354.40
Carlos Manuel Rodriguez													
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	8/30/2020	09/05/2020	40.00	10.00	\$24.00	\$36.00	\$47.13	\$62.98	\$1,320.00	\$2,515.00	\$ 1,195.00
					357.00	152.00					\$25,203.37	\$26,398.37	\$ 1,195.00
Jorge Salas													
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	8/24/2020	09/05/2020	80.00	30.00	\$20.00	\$30.00	\$47.13	\$62.98	\$2,500.00	\$5,659.80	\$ 3,159.80
					400.00	182.00					\$27,154.56	\$30,314.36	\$ 3,159.80
Jonathan Schick													
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	7/26/2020	09/05/2020	240.00	92.50	\$24.00	\$36.00	\$47.13	\$62.98	\$9,090.00	\$17,136.85	\$ 8,046.85
					640.00	217.50					\$35,814.50	\$43,861.35	\$ 8,046.85
											TOTAL ADD'L WAGES:		\$51,848.77

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Control Wiring & Solutions Services Group Inc													
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jobinno Roblero												
	Millwrights	Millwrights & Machinery Erectors	8/24/2020	08/29/2020	40.00	20.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,400.00	\$3,144.00	\$1,744.00
	Millwrights	Millwrights & Machinery Erectors	8/31/2020	09/05/2020	40.00	10.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,100.00	\$2,514.20	\$1,414.20
	Millwrights	Millwrights & Machinery Erectors	9/6/2020	09/12/2020	40.00	20.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,400.00	\$3,144.00	\$1,744.00
	Millwrights	Millwrights & Machinery Erectors	9/13/2020	09/19/2020	40.00	30.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,700.00	\$3,773.80	\$2,073.80
	Millwrights	Millwrights & Machinery Erectors	9/20/2020	09/26/2020	40.00	30.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,700.00	\$3,773.80	\$2,073.80
	Millwrights	Millwrights & Machinery Erectors	9/27/2020	10/03/2020	40.00	20.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,400.00	\$3,144.00	\$1,744.00
	Millwrights	Millwrights & Machinery Erectors	10/4/2020	10/10/2020	40.00	16.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,280.00	\$2,892.08	\$1,612.08
	Millwrights	Millwrights & Machinery Erectors	10/11/2020	10/17/2020	40.00	18.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,340.00	\$3,018.04	\$1,678.04
	Millwrights	Millwrights & Machinery Erectors	10/18/2020	10/24/2020	40.00	18.00	\$20.00	\$30.00	\$47.11	\$62.98	\$1,340.00	\$3,018.04	\$1,678.04
	Millwrights	Millwrights & Machinery Erectors	10/25/2020	10/31/2020	40.00	0.00	\$20.00	\$30.00	\$47.11	\$62.98	\$800.00	\$1,884.40	\$1,084.40
					400.00	182.00					\$13,460.00	\$30,306.36	\$16,846.36
											TOTAL ADD'L WAGES:		\$16,846.36

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: PLATINUM ELECTRICAL SERVICES, INC.													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	John David Philipps												
	Electrician	Electrician	05/11/2020	09/17/2020	187.00	20.00	\$22.00	\$33.00	\$46.73	\$64.41	\$4,774.00	\$10,026.71	\$5,252.71
					187.00	20.00					\$4,774.00	\$10,026.71	\$5,252.71
	Joseph Levi Arel												
	Foreman	Electrician - Foreman	05/11/2020	09/24/2020	126.00	0.00	\$23.00	\$34.50	\$50.79	\$70.24	\$2,898.00	\$6,399.54	\$3,501.54
	Foreman	Electrician - Foreman	05/11/2020	09/24/2020	80.00	26.00	\$27.00	\$40.50	\$50.79	\$70.24	\$3,213.00	\$5,889.44	\$2,676.44
	David Earl Swan												
	Laborer	Electrician	05/11/2020	09/24/2020	243.00	20.00	\$20.00	\$30.00	\$46.73	\$64.41	\$5,460.00	\$12,643.59	\$7,183.59
					243.00	20.00					\$5,460.00	\$12,643.59	\$7,183.59
183	Thomas E Peel III												
	Laborer	Electrician	05/11/2020	08/19/2020	190.00	16.00	\$19.00	\$28.50	\$46.73	\$64.41	\$4,066.00	\$9,909.26	\$5,843.26
					190.00	16.00					\$4,066.00	\$9,909.26	\$5,843.26
	Dannon Perry												
	Electrician	Electrician	05/11/2020	07/16/2020	24.00	54.00	\$35.00	\$52.50	\$46.73	\$64.41	\$3,675.00	\$4,599.66	\$924.66
	Electrician	Electrician	05/11/2020	07/16/2020	216.00	10.00	\$37.00	\$55.50	\$46.73	\$64.41	\$8,547.00	\$10,737.78	\$2,190.78
	Austin Rhoades												
	Laborer	Electrician	05/11/2020	07/16/2020	216.00	6.00	\$20.00		\$46.73		\$4,320.00	\$10,093.68	\$5,773.68
					216.00	6.00					\$4,320.00	\$10,093.68	\$5,773.68
											TOTAL ADD'L WAGES:		\$33,346.66



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 9/6/2020 To : 10/4/2020

Contractor: Bannister Electric of West Monroe														
Project: AA-037A - DHL Expansion Project MIA Building 716 (Conveyor Part)														
Sub To:PLATINUM ELECTRIC, LLC														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
3	9/20/2020	BRYANT, JOSHUA	4	2	LABORER	ST 40 OT 18 DT 0	\$29.25 \$43.88 \$0.00	\$4.03	\$33.28 \$47.91 \$4.03	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$538.00 \$297.00 \$0.00
4	9/27/2020	BRYANT, JOSHUA	4	3	LABORER	ST 40 OT 26 DT 0	\$29.25 \$43.88 \$0.00	\$3.54	\$32.79 \$47.42 \$3.54	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$557.60 \$441.74 \$0.00
5	10/4/2020	BRYANT, JOSHUA	3	0	LABORER	ST 22 OT 0 DT 0	\$29.25 \$0.00 \$0.00	\$10.62	\$39.87 \$10.62 \$10.62	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$150.92 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,985.26														
184	9/6/2020	CHAPPELL, WILSON	4	1	LABORER	ST 40 OT 3 DT 0	\$26.75 \$40.13 \$0.00	\$3.57	\$30.32 \$43.70 \$3.57	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$656.40 \$62.13 \$0.00
2	9/13/2020	CHAPPELL, WILSON	4	1	LABORER	ST 40 OT 8 DT 0	\$26.75 \$40.13 \$0.00	\$3.20	\$29.95 \$43.33 \$3.20	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$671.20 \$168.64 \$0.00
3	9/20/2020	CHAPPELL, WILSON	4	2	LABORER	ST 40 OT 18 DT 0	\$26.75 \$40.13 \$0.00	\$2.65	\$29.40 \$42.78 \$2.65	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$693.20 \$389.34 \$0.00
4	9/27/2020	CHAPPELL, WILSON	4	3	LABORER	ST 40 OT 26 DT 0	\$26.75 \$40.13 \$0.00	\$2.33	\$29.08 \$42.46 \$2.33	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$706.00 \$570.70 \$0.00
5	10/4/2020	CHAPPELL, WILSON	3	0	LABORER	ST 22 OT 0 DT 0	\$26.75 \$0.00 \$0.00	\$6.98	\$33.73 \$6.98 \$6.98	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$286.00 \$0.00 \$0.00
Employee Underpayment Subtotal: \$4,203.61														
2	9/13/2020	GAINES, RY	4	1	LABORER	ST 40 OT 8 DT 0	\$26.75 \$40.13 \$0.00	\$3.20	\$29.95 \$43.33 \$3.20	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$671.20 \$168.64 \$0.00
3	9/20/2020	GAINES, RY	4	2	LABORER	ST 40 OT 18 DT 0	\$26.75 \$40.13 \$0.00	\$2.65	\$29.40 \$42.78 \$2.65	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$693.20 \$389.34 \$0.00
4	9/27/2020	GAINES, RY	5	3	LABORER	ST 40 OT 22.5 DT 0	\$26.75 \$40.13 \$0.00	\$2.46	\$29.21 \$42.59 \$2.46	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$700.80 \$490.95 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
5	10/4/2020	GAINES, RY	3	0	LABORER	ST OT DT	\$26.75 \$0.00 \$0.00	\$6.98	\$33.73 \$6.98 \$6.98	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$364.00 \$0.00 \$0.00
Employee Underpayment Subtotal: \$3,478.13														
1	9/6/2020	SELLAR, JORDAN	4	1	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$6.83	\$46.22 \$65.92 \$6.83	ELECTRICAL WORKER / Foreman	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$182.80 \$12.96 \$0.00
2	9/13/2020	SELLAR, JORDAN	4	1	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$6.12	\$45.51 \$65.21 \$6.12	ELECTRICAL WORKER / Foreman	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$211.20 \$40.16 \$0.00
3	9/20/2020	SELLAR, JORDAN	4	2	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$5.06	\$44.45 \$64.15 \$5.06	ELECTRICAL WORKER / Foreman	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$253.60 \$109.44 \$0.00
4	9/27/2020	SELLAR, JORDAN	4	3	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$4.45	\$43.84 \$63.54 \$4.45	ELECTRICAL WORKER / Foreman	\$38.89 \$58.34 \$77.78	\$11.90	\$50.79 \$70.24 \$89.68	\$278.00 \$174.20 \$0.00
Employee Underpayment Subtotal: \$1,262.36														
3	9/20/2020	WAITES, JARED	4	2	LABORER	ST OT DT	\$29.25 \$43.88 \$0.00	\$4.03	\$33.28 \$47.91 \$4.03	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$538.00 \$297.00 \$0.00
4	9/27/2020	WAITES, JARED	4	3	LABORER	ST OT DT	\$29.25 \$43.88 \$0.00	\$3.54	\$32.79 \$47.42 \$3.54	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$557.60 \$441.74 \$0.00
5	10/4/2020	WAITES, JARED	3	0	LABORER	ST OT DT	\$29.25 \$0.00 \$0.00	\$10.62	\$39.87 \$10.62 \$10.62	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$150.92 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,985.26														
2	9/13/2020	WILSON, JOSHUA	4	1	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$6.12	\$45.51 \$65.21 \$6.12	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$48.80 \$0.00 \$0.00
3	9/20/2020	WILSON, JOSHUA	4	2	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$5.06	\$44.45 \$64.15 \$5.06	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$91.20 \$4.68 \$0.00
4	9/27/2020	WILSON, JOSHUA	5	3	ELECTRICAL WORKER / Wireman	ST OT DT	\$39.39 \$59.09 \$0.00	\$4.85	\$44.24 \$63.94 \$4.85	ELECTRICAL WORKER / Wireman	\$35.36 \$53.04 \$70.72	\$11.37	\$46.73 \$64.41 \$82.09	\$99.60 \$9.64 \$0.00
Employee Underpayment Subtotal: \$253.92														
Contractor Underpayment Total: \$13,168.54 Number of Employees: 6														

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: RAM Electric Co.													
SS#	Current Classification	Correct Classification	Starting Week	Week Ending	Regular Hours on Payroll	Overtime Hours	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Miguel Vazquez												
	Millwright Worker Foreman	Millwright Worker Foreman	5/17/2020	08/08/2020	462.00	149.00	\$21.00	\$31.50	\$49.13	\$65.98	\$14,395.50	\$32,529.08	\$18,133.58
					462.00	149.00					\$14,395.50	\$32,529.08	\$18,133.58
	Roberto Mijenes												
	Millwright Worker	Millwright Worker	5/17/2020	08/08/2020	464.00	131.00	\$17.00	\$25.50	\$47.13	\$62.98	\$11,228.50	\$30,118.70	\$18,890.20
					464.00	131.00					\$11,228.50	\$30,118.70	\$18,890.20
	Robiel Almaguer												
	Millwright Worker	Millwright Worker	5/17/2020	08/08/2020	468.00	177.00	\$18.00	\$27.00	\$47.13	\$62.98	\$13,203.00	\$33,204.30	\$20,001.30
					468.00	177.00					\$13,203.00	\$33,204.30	\$20,001.30
	Adalberto De Armas												
	Millwright Worker	Millwright Worker	5/17/2020	08/08/2020	421.00	157.00	\$18.00	\$27.00	\$47.13	\$62.98	\$11,817.00	\$29,729.59	\$17,912.59
					421.00	157.00					\$11,817.00	\$29,729.59	\$17,912.59
	Ibrahim Mario Obier												
	Millwright Worker Foreman	Millwright Worker Foreman	5/17/2020	08/08/2020	30.00	0.00	\$30.00	\$45.00	\$49.13	\$65.98	\$900.00	\$1,473.90	\$573.90
					30.00	0.00					\$900.00	\$1,473.90	\$573.90
	Ronald Ledea												
	Millwright Worker	Millwright Worker	5/17/2020	08/08/2020	68.00	8.00	\$17.00	\$25.50	\$47.13	\$62.98	\$1,360.00	\$3,708.68	\$2,348.68
					68.00	8.00					\$1,360.00	\$3,708.68	\$2,348.68
											TOTAL ADD'L WAGES:		\$77,860.25

PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: THERMAL DYNAMICS, INC.													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Eitnar Gonzalez												
	Millwright	Millwright & Machinery Erectors	3/25/2020	07/25/2020	125.00	48.00	\$45.00	\$67.50	\$47.13	\$62.98	\$8,865.00	\$9,131.25	\$266.25
					125.00	48.00					\$8,865.00	\$9,131.25	\$266.25
	Roine Lago												
	Insulator	Insulator	3/25/2020	07/25/2020	172.00	84.00	\$19.75	\$29.62	\$36.77	\$47.80	\$5,885.08	\$10,339.22	\$4,454.14
					172.00	84.00					\$5,885.08	\$10,339.22	\$4,454.14
	Charles L Cisneros												
	Millwright Apprentice 3 yr	Millwright & Machinery Erectors	3/25/2020	07/25/2020	142.00	21.00	\$18.75	\$28.12	\$47.13	\$62.98	\$3,253.02	\$8,015.04	\$4,762.02
					142.00	21.00					\$3,253.02	\$8,015.04	\$4,762.02
	Joseph Bermudez												
	Insulator 2nd year	Insulators	3/25/2020	07/25/2020	133.00	70.00	\$11.75	\$17.63	\$36.77	\$47.80	\$2,796.85	\$8,236.06	\$5,439.21
					133.00	70.00					\$2,796.85	\$8,236.06	\$5,439.21
	Charles Cisneros												
	Millwright	Millwright & Machinery Erectors	3/25/2020	07/25/2020	114.00	59.00	\$45.00	\$67.50	\$47.13	\$62.98	\$9,112.50	\$9,355.32	\$242.82
					114.00	59.00					\$9,112.50	\$9,355.32	\$242.82
	Yoel Hermida												
	Insulator	Insulators	3/25/2020	07/25/2020	152.00	84.00	\$25.00	\$37.50	\$36.77	\$47.80	\$6,950.00	\$9,603.82	\$2,653.82
					152.00	84.00					\$6,950.00	\$9,603.82	\$2,653.82
	Playdell Rolle												
	Insulator	Insulators	3/25/2020	07/25/2020	125.00	22.00	\$16.50	\$24.75	\$36.77	\$47.80	\$2,607.00	\$5,647.74	\$3,040.74
					125.00	22.00					\$2,607.00	\$5,647.74	\$3,040.74
	Benigno Garcia												
	Insulator 3rd year	Insulators	3/25/2020	07/25/2020	62.00	79.00	\$15.50	\$23.25	\$36.77	\$47.80	\$2,797.75	\$6,055.55	\$3,257.80
					62.00	79.00					\$2,797.75	\$6,055.55	\$3,257.80
	Javier Perez												
	Millwright Apprentice 3 yr	Millwright & Machinery Erectors	6/1/2020	07/25/2020	30.00	19.00	\$26.00	\$39.00	\$47.13	\$62.98	\$1,521.00	\$2,610.52	\$1,089.52
					30.00	19.00					\$1,521.00	\$2,610.52	\$1,089.52
	Odin Ocampo												
	Millwright Apprentice 3 yr	Millwright & Machinery Erectors	6/1/2020	07/25/2020	30.00	19.00	\$13.50	\$18.75	\$47.13	\$62.98	\$761.25	\$2,610.52	\$1,849.27
					30.00	19.00					\$761.25	\$2,610.52	\$1,849.27

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Miguel Soberao												
	Insulator 2nd year	Insulators	5/18/2020	06/29/2020	110.00		\$16.50		\$36.77		\$1,815.00	\$4,044.70	\$2,229.70
					110.00	0.00					\$1,815.00	\$4,044.70	\$2,229.70
	Carlos Valdes												
	Laborer	Laborer	5/18/2020	06/29/2020	80.00	21.00	\$11.50	\$17.25	\$22.27	\$30.27	\$1,282.25	\$2,417.27	\$1,135.02
					80.00	21.00					\$1,282.25	\$2,417.27	\$1,135.02
	Damian												
	Laborer	Laborer	5/18/2020	06/29/2020	42.00	24.00	\$11.50	\$17.25	\$22.27	\$30.27	\$897.00	\$1,661.82	\$764.82
					42.00	24.00					\$897.00	\$1,661.82	\$764.82
											TOTAL ADD'L WAGES:		\$31,185.13

Project No: #AA037A											
PRIME CONTRACTOR: DHL											
FIRM IN VIOLATION: Dato Electric, Inc. (Subcontracted by Thermal Dynamics, Inc.)											
SS#	Current Classification	Correct Classification	Start Week	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Victor Garcia Cata										
	Electrician	Electrician	5/10/2020	07/12/2020	63.00		\$28.00	\$46.73	\$1,764.00	\$2,943.99	\$1,179.99
					63.00	0.00			\$1,764.00	\$2,943.99	\$1,179.99
	Manuel Gomez Machado										
	Electrician	Electrician	5/10/2020	07/12/2020	191.00		\$20.00	\$46.73	\$3,820.00	\$8,925.43	\$5,105.43
					191.00	0.00			\$3,820.00	\$8,925.43	\$5,105.43
	David Gonzalez										
	Electrician	Electrician	5/10/2020	07/12/2020	25.00		\$16.00	\$46.73	\$400.00	\$1,168.25	\$768.25
					25.00	0.00			\$400.00	\$1,168.25	\$768.25
190	Reynaldo Gonzalez										
	Electrician/Foreman	Electrician/Foreman	5/10/2020	07/12/2020	18.00		\$25.00	\$50.79	\$450.00	\$914.22	\$464.22
					18.00	0.00			\$450.00	\$914.22	\$464.22
	Manuel Gonzalez Florez										
	Electrician	Electrician	5/10/2020	07/12/2020	18.00		\$21.00	\$46.73	\$378.00	\$841.14	\$463.14
					18.00	0.00			\$378.00	\$841.14	\$463.14
	Rafael Guerrero Omar										
	Electrician	Electrician	5/10/2020	07/12/2020	15.00		\$18.00	\$46.73	\$270.00	\$700.95	\$430.95
					15.00	0.00			\$270.00	\$700.95	\$430.95
	Rafael Gerrero Lendy										
	Electrician	Electrician	5/10/2020	07/12/2020	25.00		\$22.00	\$46.73	\$550.00	\$1,168.25	\$618.25
					25.00	0.00			\$550.00	\$1,168.25	\$618.25
	Juan Carlos Hernandez Perez										
	Electrician	Electrician	5/10/2020	07/12/2020	8.00		\$18.00	\$46.73	\$144.00	\$373.84	\$229.84
					8.00	0.00			\$144.00	\$373.84	\$229.84

SS#	Current Classification	Correct Classification	Start Week	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Ancil Knolly Hunter										
	Electrician	Electrician	5/10/2020	07/12/2020	15.00		\$18.00	\$46.73	\$270.00	\$700.95	\$430.95
					15.00	0.00			\$270.00	\$700.95	\$430.95
	Frank Jo Kester										
	Electrician	Electrician	5/10/2020	07/12/2020	16.00		\$20.00	\$46.73	\$320.00	\$747.68	\$427.68
					16.00	0.00			\$320.00	\$747.68	\$427.68
	Juan Para Valbuena										
	Electrician	Electrician	5/10/2020	07/12/2020	224.00		\$15.00	\$46.73	\$3,360.00	\$10,467.52	\$7,107.52
					224.00	0.00			\$3,360.00	\$10,467.52	\$7,107.52
	Rafael Zamora Rosales										
	Electrician	Electrician	5/10/2020	07/12/2020	74.00		\$16.00	\$46.73	\$1,184.00	\$3,458.02	\$2,274.02
					74.00	0.00			\$1,184.00	\$3,458.02	\$2,274.02
191									TOTAL ADD'L WAGES:		\$19,500.24

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Firematic Sprinklers, Inc.										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Idelfonso Perez									
	Firesprinklers	Sprinkler Fitters	6/23/2020	06/26/2020	32.00	\$30.00	\$47.11	\$960.00	\$1,507.52	\$547.52
					32.00			\$960.00	\$1,507.52	\$547.52
	Sergio Perez									
	Firesprinklers	Sprinkler Fitters	6/23/2020	06/26/2020	32.00	\$14.00	\$47.11	\$448.00	\$1,507.52	\$1,059.52
					32.00			\$448.00	\$1,507.52	\$1,059.52
	Carlos Rivas									
	Firesprinklers	Sprinkler Fitters	6/23/2020	06/26/2020	32.00	\$30.00	\$47.11	\$960.00	\$1,507.52	\$547.52
					32.00			\$960.00	\$1,507.52	\$547.52
								TOTAL ADD'L WAGES:		\$2,154.56



Wage Analysis Report

Project Type:Responsible Wage

Week End Date From: 9/5/20 To : 1/3/21

Contractor: RAPISCAN SYSTEMS, INC.														
Project:		AA-037A (4) - DHL Expansion Project MIA Building 716 (Rapiscan X Ray Equipment)												
Sub To:DHL EXPRESS (USA) INC B2G1441245														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
1	9/5/2020	ALMONTE, LEONARD	4	0	MILLWRIGHT, MACHINERY ERECTOR	ST 22.81 OT 0 DT 0	\$34.43 \$0.00 \$0.00	\$0.21	\$34.64 \$0.21 \$0.21	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$284.90 \$0.00 \$0.00
2	9/12/2020	ALMONTE, LEONARD	3	0	MILLWRIGHT, MACHINERY ERECTOR	ST 21.03 OT 0 DT 0	\$34.43 \$0.00 \$0.00	\$0.21	\$34.64 \$0.21 \$0.21	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$262.66 \$0.00 \$0.00
3	9/19/2020	ALMONTE, LEONARD	4	0	MILLWRIGHT, MACHINERY ERECTOR	ST 31.11 OT 0 DT 0	\$34.43 \$0.00 \$0.00	\$0.21	\$34.64 \$0.21 \$0.21	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$388.56 \$0.00 \$0.00
4	9/26/2020	ALMONTE, LEONARD	5	0	MILLWRIGHT, MACHINERY ERECTOR	ST 39.96 OT 0 DT 0	\$34.43 \$0.00 \$0.00	\$0.00	\$34.43 \$0.00 \$0.00	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$507.49 \$0.00 \$0.00
										Employee Underpayment Subtotal: \$1,443.61				
1	9/5/2020	PURYEAR, ROY	6	0	MILLWRIGHT, MACHINERY ERECTOR	ST 38.46 OT 0 DT 0	\$34.89 \$0.00 \$0.00	\$7.45	\$42.34 \$7.45 \$7.45	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$184.22 \$0.00 \$0.00
2	9/12/2020	PURYEAR, ROY	3	0	MILLWRIGHT, MACHINERY ERECTOR	ST 21.51 OT 0 DT 0	\$34.89 \$0.00 \$0.00	\$10.88	\$45.77 \$10.88 \$10.88	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$29.25 \$0.00 \$0.00
3	9/19/2020	PURYEAR, ROY	5	2	MILLWRIGHT, MACHINERY ERECTOR	ST 40 OT 1.51 DT 0	\$34.89 \$52.33 \$0.00	\$7.14	\$42.03 \$59.47 \$7.14	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$204.00 \$5.30 \$0.00
4	9/26/2020	PURYEAR, ROY	4	0	MILLWRIGHT, MACHINERY ERECTOR	ST 33.56 OT 0 DT 0	\$34.89 \$52.33 \$0.00	\$4.35	\$39.24 \$56.68 \$4.35	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$264.79 \$0.00 \$0.00
8	11/7/2020	PURYEAR, ROY	2	2	MILLWRIGHT, MACHINERY ERECTOR	ST 16 OT 4.23 DT 0	\$34.89 \$52.33 \$0.00	\$3.10	\$37.99 \$55.43 \$3.10	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$146.24 \$31.94 \$0.00
										Employee Underpayment Subtotal: \$865.74				
1	9/5/2020	RIVERA, NESTOR	5	0	MILLWRIGHT, MACHINERY ERECTOR	ST 39.7 OT 0 DT 0	\$28.06 \$0.00 \$0.00	\$6.06	\$34.12 \$6.06 \$6.06	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$516.50 \$0.00 \$0.00
2	9/12/2020	RIVERA, NESTOR	3	0	MILLWRIGHT, MACHINERY ERECTOR	ST 21.05 OT 0 DT 0	\$28.06 \$0.00 \$0.00	\$6.06	\$34.12 \$6.06 \$6.06	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$273.86 \$0.00 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification		Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
3	9/19/2020	RIVERA, NESTOR	5	5	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	40 15.8 0	\$28.06 \$42.09 \$0.00	\$6.06	\$34.12 \$48.15 \$6.06	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$520.40 \$234.31 \$0.00
4	9/26/2020	RIVERA, NESTOR	5	0	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	33.87 0 0	\$28.06 \$42.09 \$0.00	\$6.06	\$34.12 \$48.15 \$6.06	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$440.65 \$0.00 \$0.00
Employee Underpayment Subtotal: \$1,985.72															
1	9/5/2020	GONZALEZ, ANGEL	4	0	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	36.74 0 0	\$25.97 \$0.00 \$0.00	\$6.05	\$32.02 \$6.05 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$555.51 \$0.00 \$0.00
2	9/11/2020	GONZALEZ, ANGEL	3	0	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	22.02 0 0	\$25.97 \$0.00 \$0.00	\$6.05	\$32.02 \$6.05 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$332.94 \$0.00 \$0.00
3	9/19/2020	GONZALEZ, ANGEL	5	4	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	35.41 5.01 0	\$25.97 \$32.46 \$0.00	\$6.05	\$32.02 \$38.51 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$535.40 \$122.64 \$0.00
4	9/26/2020	GONZALEZ, ANGEL	5	1	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	40 1.17 0	\$25.97 \$38.95 \$0.00	\$6.05	\$32.02 \$45.00 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$604.80 \$21.04 \$0.00
6	10/10/2020	GONZALEZ, ANGEL	1	0	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	10.47 0 0	\$25.97 \$38.95 \$0.00	\$6.05	\$32.02 \$45.00 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$158.31 \$0.00 \$0.00
9	11/13/2020	GONZALEZ, ANGEL	2	2	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	16 1.15 0	\$25.97 \$38.95 \$0.00	\$6.05	\$32.02 \$45.00 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$241.92 \$20.68 \$0.00
12	12/4/2020	GONZALEZ, ANGEL	1	1	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	8 1.77 0	\$25.97 \$38.95 \$0.00	\$6.05	\$32.02 \$45.00 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$120.96 \$31.82 \$0.00
12	12/19/2020	GONZALEZ, ANGEL	2	0	MILLWRIGHT, MACHINERY ERECTOR	ST OT DT	4.27 0 0	\$25.97 \$38.95 \$0.00	\$6.05	\$32.02 \$45.00 \$6.05	MILLWRIGHT, MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$64.56 \$0.00 \$0.00
Employee Underpayment Subtotal: \$2,810.58															
Contractor Underpayment Total: \$7,105.65 Number of Employees: 4															

Project No: #AA037A															
PRIME CONTRACTOR: DHL															
FIRM IN VIOLATION: Western Industrial Contractors, Inc.															
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Correct OT Rate	Net Benefit	Benefit Rate	Total Hourly Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Jonathan Agueda														
	Millwright Worker	Millwright Worker	8/3/2020	01/03/2021	552.00	181.00	\$34.59	\$51.89	\$62.98	\$8,231.59	\$11.23	\$45.82	\$36,761.50	\$37,415.14	\$653.64
					552.00	181.00				\$8,231.59			\$36,761.50	\$37,415.14	\$653.64
	Tim Fine														
	Millwright Worker	Millwright Worker	8/3/2020	01/03/2021	392.00	105.00	\$34.59	\$51.89	\$62.98	\$4,402.16	\$11.23	\$45.82	\$24,678.21	\$25,087.86	\$409.65
					392.00	105.00				\$4,402.16			\$24,678.21	\$25,087.86	\$409.65
	Nathan Kuhns														
	Millwright Worker	Millwright Worker	8/3/2020	01/03/2021	335.00	98.00	\$34.59	\$51.89	\$62.98	\$3,762.05	\$11.23	\$45.82	\$21,624.64	\$21,960.59	\$335.95
					335.00	98.00				\$3,762.05			\$21,624.64	\$21,960.59	\$335.95
	John Ruggiero														
	Millwright Worker	Millwright Worker	8/3/2020	01/03/2021	350.00	94.00	\$34.59	\$51.89	\$65.98	\$3,930.50	\$11.23	\$45.82	\$23,129.82	\$23,397.62	\$267.80
					350.00	94.00				\$3,930.50			\$23,129.82	\$23,397.62	\$267.80
	Malcom Lyles														
	Millwright Worker	Millwright Worker	8/3/2020	01/03/2021	384.00	113.00	\$15.60	\$23.40	\$62.98	\$1,804.80	\$4.70	\$20.30	\$10,970.50	\$25,214.66	\$14,244.16
					384.00	113.00				\$1,804.80			\$10,970.50	\$25,214.66	\$14,244.16
													TOTAL ADD'L WAGES:		\$15,911.20

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Sparks Power Corp													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed
	Anton Montage												
	Electrician	Foreman	10/25/2020	12/15/2020	400.00	153.00	\$32.00	\$48.00	\$50.79	\$70.23	\$20,144.00	\$31,061.19	\$10,917.19
					400.00	153.00					\$20,144.00	\$31,061.19	\$10,917.19
	Oscar Blanco												
	Electrician	Electrician	09/17/2020	11/12/2020	317.00	128.00	\$20.00	\$30.00	\$46.73	\$64.41	\$10,180.00	\$23,057.89	\$12,877.89
	Electrician	Electrician	11/13/2020	12/15/2020	142.00	43.00	\$23.50	\$35.25	\$46.73	\$64.41	\$4,852.75	\$9,405.29	\$4,552.54
					459.00	171.00					\$15,032.75	\$32,463.18	\$17,430.43
	Timothy Fitzgerald												
	Electrician	Electrician	08/20/2020	11/12/2020	336.00	149.00	\$19.00	\$28.50	\$46.73	\$64.41	\$10,630.50	\$25,298.37	\$14,667.87
					336.00	149.00					\$10,630.50	\$25,298.37	\$14,667.87
											TOTAL ADD'L WAGES:		\$43,015.49

Project No: #AA037A

PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Trillium Construction Services													
	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Backwages Owed	
SS#	Raul Borrego	Electrician	11/2/2020	11/06/2020	156.00	50.00	\$23.00	\$46.73	\$64.41	\$5,313.00	\$10,510.38	\$5,197.38	
					156.00	50.00				\$5,313.00	\$10,510.38	\$5,197.38	
	Richard Carrera	Electrician	11/13/2020	12/05/2020	114.00	48.00	\$30.71	\$46.73	\$64.41	\$5,712.30	\$8,418.90	\$2,706.60	
					114.00	48.00				\$5,712.30	\$8,418.90	\$2,706.60	
	Niuman Ganzalez	Electrician	9/9/2020	09/26/2020	120.00	47.00	\$23.00	\$46.73	\$64.41	\$4,381.50	\$8,634.87	\$4,253.37	
		Electrician	9/28/2020	10/30/2020	192.00	89.00	\$25.00	\$46.73	\$64.41	\$8,137.50	\$14,704.65	\$6,567.15	
					312.00	136.00				\$12,519.00	\$23,339.52	\$10,820.52	
	Steven Henry	Electrician	9/9/2020	10/30/2020	312.00	124.00	\$22.85	\$46.73	\$64.41	\$11,379.92	\$22,566.60	\$11,186.68	
197					312.00	124.00				\$11,379.92	\$22,566.60	\$11,186.68	
	Anthony Hiriart	Electrician	9/9/2020	11/24/2020	420.00	170.00	\$23.31	\$46.73	\$64.41	\$15,735.10	\$30,576.30	\$14,841.20	
					420.00	170.00				\$15,735.10	\$30,576.30	\$14,841.20	
	Enrique Malespin	Electrician	9/9/2020	10/03/2020	156.00	47.00	\$25.00	\$46.73	\$64.41	\$5,662.50	\$10,317.15	\$4,654.65	
					156.00	47.00				\$5,662.50	\$10,317.15	\$4,654.65	
	Carlos Leisee Garcia	Electrician	10/5/2020	10/30/2020	152.00	75.00	\$27.31	\$46.73	\$64.41	\$7,223.87	\$11,933.71	\$4,709.84	
					152.00	75.00				\$7,223.87	\$11,933.71	\$4,709.84	
										TOTAL ADD'L WAGES:			\$54,116.87



Wage Analysis Report

Project Type: Responsible Wage

Week End Date From: 9/6/2020 To : 11/22/2020

Contractor: Datalogic USA														
Project: AA-037A (5) - DHL Expansion Project MIA Building 716 (Sorting Equipment)														
Sub To:DHL EXPRESS (USA) INC														
Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
38	9/6/2020	JACKSON, JEFFREY	4	1	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 4 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$447.60 \$36.32 \$0.00
38	9/13/2020	JACKSON, JEFFREY	3	2	OPERATING ENGINEER / Mechanic's Helper	ST 32 OT 11.5 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$358.08 \$104.42 \$0.00
42 198	10/4/2020	JACKSON, JEFFREY	4	2	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 8 DT 9.5	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$447.60 \$72.64 \$748.88
46	11/1/2020	JACKSON, JEFFREY	4	2	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 8.5 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$447.60 \$77.18 \$0.00
46	11/8/2020	JACKSON, JEFFREY	4	0	OPERATING ENGINEER / Mechanic's Helper	ST 38.5 OT 0 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$430.82 \$0.00 \$0.00
48	11/15/2020	JACKSON, JEFFREY	4	2	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 20 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$447.60 \$181.60 \$0.00
48	11/22/2020	JACKSON, JEFFREY	4	2	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 12 DT 0	\$35.94 \$53.91 \$0.00	\$0.00	\$35.94 \$53.91 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$447.60 \$108.96 \$0.00
Employee Underpayment Subtotal: \$4,356.90														
38	9/6/2020	SONNEK, CRAIG	3	1	OPERATING ENGINEER / Mechanic I	ST 24 OT 0.5 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$194.64 \$2.22 \$0.00
38	9/13/2020	SONNEK, CRAIG	3	2	OPERATING ENGINEER / Mechanic I	ST 32 OT 17.5 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$259.52 \$77.88 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
42	10/4/2020	SONNEK, CRAIG	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 22.5 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$324.40 \$100.12 \$0.00
46	11/1/2020	SONNEK, CRAIG	3	2	OPERATING ENGINEER / Mechanic I	ST 32 OT 19.5 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$259.52 \$86.78 \$0.00
46	11/8/2020	SONNEK, CRAIG	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 16 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$324.40 \$71.20 \$0.00
48	11/15/2020	SONNEK, CRAIG	5	0	OPERATING ENGINEER / Mechanic I	ST 40 OT 0 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$324.40 \$0.00 \$0.00
48	11/22/2020	SONNEK, CRAIG	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 17.5 DT 0	\$39.02 \$58.53 \$0.00	\$0.00	\$39.02 \$58.53 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$324.40 \$77.88 \$0.00
Employee Underpayment Subtotal: \$2,427.36														
38	9/6/2020	GARCIA, FELIPE	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 19 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$768.40 \$400.90 \$0.00
38	9/13/2020	GARCIA, FELIPE	3	1	OPERATING ENGINEER / Mechanic I	ST 32 OT 10 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$614.72 \$211.00 \$0.00
42	10/4/2020	GARCIA, FELIPE	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 23 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$768.40 \$485.30 \$0.00
46	11/1/2020	GARCIA, FELIPE	4	1	OPERATING ENGINEER / Mechanic I	ST 40 OT 11 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$768.40 \$232.10 \$0.00
46	11/8/2020	GARCIA, FELIPE	5	0	OPERATING ENGINEER / Mechanic I	ST 40 OT 0 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$768.40 \$0.00 \$0.00
48	11/15/2020	GARCIA, FELIPE	4	1	OPERATING ENGINEER / Mechanic I	ST 32 OT 6 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$614.72 \$126.60 \$0.00
48	11/22/2020	GARCIA, FELIPE	4	2	OPERATING ENGINEER / Mechanic I	ST 40 OT 11 DT 0	\$27.92 \$41.88 \$0.00	\$0.00	\$27.92 \$41.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$768.40 \$232.10 \$0.00
Employee Underpayment Subtotal: \$6,759.44														
38	9/6/2020	ROSADO SILVA, EDGARDO	5	4	OPERATING ENGINEER / Mechanic's Helper	ST 40 OT 11 DT 4	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$635.20 \$177.10 \$315.32
38	9/13/2020	ROSADO SILVA, EDGARDO	4	3	OPERATING ENGINEER / Mechanic's Helper	ST 32 OT 7 DT 0	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$508.16 \$112.70 \$0.00

Payroll #	Week End Date	Employee	Standard Days	Over Time Days	Reported Classification	Hours	Wage Rate Paid	Fringes Paid	Total Wages & Fringes Paid	Correct Classification	Required Wage Rates	Required Fringes	Total Required Wages & Fringes	Underpayment Amount Owed to Employee
42	10/4/2020	ROSADO SILVA, EDGARDO	5	5	OPERATING / ENGINEER / Mechanic's Helper	ST 33.5 OT 12 DT 5.5	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$531.98 \$193.20 \$433.56
46	11/1/2020	ROSADO SILVA, EDGARDO	2	0	OPERATING / ENGINEER / Mechanic's Helper	ST 16 OT 0 DT 0	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$254.08 \$0.00 \$0.00
46	11/8/2020	ROSADO SILVA, EDGARDO	3	1	OPERATING / ENGINEER / Mechanic's Helper	ST 24 OT 2 DT 0	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$381.12 \$32.20 \$0.00
48	11/15/2020	ROSADO SILVA, EDGARDO	5	3	OPERATING / ENGINEER / Mechanic's Helper	ST 40 OT 9.5 DT 2	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$635.20 \$152.95 \$157.66
48	11/22/2020	ROSADO SILVA, EDGARDO	5	4	OPERATING / ENGINEER / Mechanic's Helper	ST 40 OT 15 DT 4	\$31.25 \$46.88 \$0.00	\$0.00	\$31.25 \$46.88 \$0.00	MILLWRIGHT / MACHINERY ERECTOR	\$31.70 \$47.55 \$63.40	\$15.43	\$47.13 \$62.98 \$78.83	\$635.20 \$241.50 \$315.32
Employee Underpayment Subtotal: \$5,712.45														
200	Contractor Underpayment Total: \$19,256.15 Number of Employees: 4													

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

Contract: AA-037A		Number of Employees Underpaid	Front Wages Paid
1	DHL Express, Inc.		\$ -
2	Arco/Murray National Construction Co., Inc.	45	\$ 23,626.77
2	MHS, Inc.	88	\$ 829,062.70
Total Underpayment			\$ 852,689.47
Number of Employees			133

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

B. Building Renovation		Number of Employees Underpaid	Front Wages Paid
1	Arco/Murray National Construction Co., Inc.	0	\$ -
2	Acousti Engineering Company Of Florida	11	\$ 14,115.35
3	Jorin Construction Management Company	6	\$ 1,233.60
3	Fence Masters, Inc.	8	\$ 945.93
2	Tarpon Concrete Finishing Llc	8	\$ 1,184.40
2	The Bg Group, Llc.	12	\$ 6,147.49
Total Underpayment			\$ 23,626.77
Number of Employees			45

DHL EXPRESS (USA) INC

MIA Building 716 Expansion Project

C. Conveyor Belt System		Number of Employees Underpaid	Front Wages Paid
1	MHS, Inc.	8	\$ 48,032.44
2	Contractor Resource Inc.	29	\$ 216,044.88
2	Platinum Electrical Services, Inc.	11	\$ 146,630.26
3	Tradesmen International Holdings, LLC	19	\$ 64,792.39
2	Ram Electric Co.	4	\$ 121,858.72
2	Tarpon Concrete Finishing Llc	7	\$ 4,620.89
2	W.L. Installers	10	\$ 227,083.12
Total Underpayment			\$ 829,062.70
Number of Employees			88

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Acousti Engineering Company of Florida													
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Carlos E Hernandez												
	Framer	Carpenter	6/4/2020	11/26/2020	240.00	0.00	\$28.00	\$42.00	\$34.15	\$46.35	\$6,720.00	\$8,196.00	\$1,476.00
					240.00	0.00					\$6,720.00	\$8,196.00	\$1,476.00
	Rodolfo Romero												
	Finisher	Carpenter	7/2/2020	12/24/2020	293.00	30.00	\$22.00	\$33.00	\$34.15	\$46.35	\$7,436.00	\$11,396.45	\$3,960.45
					293.00	30.00					\$7,436.00	\$11,396.45	\$3,960.45
	Sarold Jose Blanco												
	Ceiling Mechanic	Carpenter	5/21/2020	10/22/2020	16.00	16.00	\$28.00	\$42.00	\$34.15	\$46.35	\$1,120.00	\$1,288.00	\$168.00
					16.00	16.00					\$1,120.00	\$1,288.00	\$168.00
	Jose Bravo												
	Ceiling Helper	Carpenter	6/4/2020	10/29/2020	80.00	16.00	\$12.00	\$18.00	\$34.15	\$46.35	\$1,248.00	\$3,473.60	\$2,225.60
					80.00	16.00					\$1,248.00	\$3,473.60	\$2,225.60
204	Julio Cesar Contreras												
	Ceiling Helper	Carpenter	5/21/2020	10/22/2020	40.00	0.00	\$20.00	\$30.00	\$34.15	\$46.35	\$800.00	\$1,366.00	\$566.00
					40.00	0.00					\$800.00	\$1,366.00	\$566.00
	Hanoi Lam												
	Ceiling Mechanic	Carpenter	6/6/2020	12/10/2020	64.00	8.00	\$22.00	\$33.00	\$34.15	\$46.35	\$1,672.00	\$2,556.40	\$884.40
					64.00	8.00					\$1,672.00	\$2,556.40	\$884.40
	Francisco A Recinos												
	Ceiling Mechanic	Carpenter	6/4/2020	12/10/2020	8.00	0.00	\$26.00	\$39.00	\$34.15	\$46.35	\$208.00	\$273.20	\$65.20
					8.00	0.00					\$208.00	\$273.20	\$65.20
	Todd Roland Fee												
	Ceiling Mechanic	Carpenter	5/28/2020	12/17/2020	48.00	0.00	\$18.00	\$27.00	\$34.15	\$46.35	\$864.00	\$1,639.20	\$775.20
					48.00	0.00					\$864.00	\$1,639.20	\$775.20
	Adenel Aguilar Lopez												
	Carpenter	Carpenter	8/13/2020	11/19/2020	96.00	0.00	\$27.00	\$40.50	\$34.15	\$46.35	\$2,592.00	\$3,278.40	\$686.40
					96.00	0.00					\$2,592.00	\$3,278.40	\$686.40

PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: Jorriin Construction Management Company													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Blanca Fernandez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	4.00		\$18.25		\$34.15		\$73.00	\$136.60	\$63.60
					4.00	0.00					\$73.00	\$136.60	\$63.60
	Guillermo Flores												
	Carpenter	Carpenter	03/12/2020	12/31/2020	8.00	0.00	\$18.25	\$27.38	\$34.15	\$46.35	\$146.00	\$273.20	\$127.20
					8.00	0.00					\$146.00	\$273.20	\$127.20
	Jenny Suazo												
	Carpenter	Carpenter	03/12/2020	12/31/2020	12.00		\$18.00		\$34.15		\$216.00	\$409.80	\$193.80
					12.00	0.00					\$216.00	\$409.80	\$193.80
	Ricard Alvarez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	24.00		\$20.00	\$30.00	\$34.15	\$46.35	\$480.00	\$819.60	\$339.60
					24.00	0.00					\$480.00	\$819.60	\$339.60
	Samuel Lopez Lopez												
	Carpenter	Carpenter	03/12/2020	12/31/2020	24.00		\$19.00	\$28.50	\$34.15	\$46.35	\$456.00	\$819.60	\$363.60
					24.00	0.00					\$456.00	\$819.60	\$363.60
	Nicanor Miranda												
	Carpenter	Carpenter	03/12/2020	12/31/2020	12.00		\$22.00	\$33.00	\$34.15	\$46.35	\$264.00	\$409.80	\$145.80
					12.00	0.00					\$264.00	\$409.80	\$145.80
											TOTAL ADD'L WAGES:		\$1,233.60

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Fence Masters, Inc.										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Juan Pablo Aranibar									
	Laborer	Laborer	8/2/2020	12/31/2020	11.00	\$16.50	\$22.27	\$181.50	\$244.97	\$63.47
					11.00			\$181.50	\$244.97	\$63.47
	Adrien Lebron									
	Laborer	Laborer	8/2/2020	12/31/2020	58.75	\$17.00	\$22.27	\$998.75	\$1,308.36	\$309.61
					58.75			\$998.75	\$1,308.36	\$309.61
	Adolfo Hernandez									
	Laborer	Laborer	8/2/2020	12/31/2020	27.50	\$17.00	\$22.27	\$467.50	\$612.43	\$144.93
					27.50			\$467.50	\$612.43	\$144.93
	Darren Parker									
	Laborer	Laborer	8/2/2020	12/31/2020	15.50	\$18.50	\$22.27	\$286.75	\$345.19	\$58.44
					15.50			\$286.75	\$345.19	\$58.44
	Patrick Oliver									
	Laborer	Laborer	8/2/2020	12/31/2020	33.00	\$15.00	\$22.27	\$495.00	\$734.91	\$239.91
					33.00			\$495.00	\$734.91	\$239.91
	Samuel Lebron									
	Laborer	Laborer	8/2/2020	12/31/2020	37.75	\$21.00	\$22.27	\$792.75	\$840.69	\$47.94
					37.75			\$792.75	\$840.69	\$47.94

SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Miguel Rizo									
	Laborer	Laborer	8/2/2020	12/31/2020	13.00	\$17.50	\$22.27	\$227.50	\$289.51	\$62.01
					13.00			\$227.50	\$289.51	\$62.01
	Boris Valdes									
	Laborer	Laborer	8/2/2020	12/31/2020	6.00	\$19.00	\$22.27	\$114.00	\$133.62	\$19.62
					6.00			\$114.00	\$133.62	\$19.62
								TOTAL ADD'L WAGES:		\$945.93

Project No: #AA037A										
PRIME CONTRACTOR: DHL										
FIRM IN VIOLATION: Tarpon Concrete Finishing, LLC										
SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Current Hourly Rate	Correct Hourly Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Junior Corvil									
	Laborer	Laborer	7/20/2020	10/11/2020	30.00	\$15.00	\$22.27	\$450.00	\$668.10	\$218.10
					30.00			\$450.00	\$668.10	\$218.10
	Alejandro Gaspar									
	Laborer	Laborer	10/4/2020	10/04/2020	15.00	\$16.00	\$22.27	\$240.00	\$334.05	\$94.05
					15.00			\$240.00	\$334.05	\$94.05
	Kenneth Marquez									
	Carpenter	Carpenter	10/4/2020	10/04/2020	15.00	\$20.00	\$34.15	\$300.00	\$512.25	\$212.25
					15.00			\$300.00	\$512.25	\$212.25
	Jose Martin									
	Laborer	Laborer	10/4/2020	10/04/2020	15.00	\$16.00	\$22.27	\$240.00	\$334.05	\$94.05
					15.00			\$240.00	\$334.05	\$94.05
	Rossel Morais									
	Laborer	Laborer	10/4/2020	10/04/2020	32.00	\$16.00	\$22.27	\$512.00	\$712.64	\$200.64
					32.00			\$512.00	\$712.64	\$200.64
	Francisco Pascual									
	Carpenter	Carpenter	10/4/2020	10/04/2020	15.00	\$20.00	\$34.15	\$300.00	\$512.25	\$212.25
					15.00			\$300.00	\$512.25	\$212.25

Project No: #AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: The BG Group, LLC.													
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Norman Cruz												
	Operator/Bobcat	Operator/Bobcat	7/25/2020	08/15/2020	120.00		\$25.00		\$25.30		\$3,000.00	\$3,036.00	\$36.00
					120.00	0.00					\$3,000.00	\$3,036.00	\$36.00
	Elijah Ware												
	Laborer + Premium	Laborer + Premium	8/1/2020	08/02/2020	32.00	0.00	\$17.50		\$23.77		\$560.00	\$760.64	\$200.64
					32.00	0.00					\$560.00	\$760.64	\$200.64
	Gregory Philaw												
	Laborer + Premium	Laborer + Premium	7/25/2020	09/26/2020	194.50	10.00	\$18.00	\$27.00	\$23.77	\$32.52	\$3,771.00	\$4,948.47	\$1,177.47
					194.50	10.00					\$3,771.00	\$4,948.47	\$1,177.47
	Jovan Hayes												
	Laborer	Laborer	9/13/2020	09/26/2020	40.00		\$17.00		\$22.27		\$680.00	\$890.80	\$210.80
					40.00	0.00					\$680.00	\$890.80	\$210.80
	Enverdieu St Louis												
	Laborer	Laborer	7/25/2020	08/15/2020	136.00		\$15.00		\$22.27		\$2,040.00	\$3,028.72	\$988.72
					136.00	0.00					\$2,040.00	\$3,028.72	\$988.72
	Jean Noel												
	Laborer	Laborer	7/25/2020	09/26/2020	192.00		\$15.00		\$22.27		\$2,880.00	\$4,275.84	\$1,395.84
					192.00	0.00					\$2,880.00	\$4,275.84	\$1,395.84
	Leonard Brooks												
	Laborer	Laborer	7/25/2020	08/01/2020	80.00		\$12.00		\$22.27		\$960.00	\$1,781.60	\$821.60
					80.00	0.00					\$960.00	\$1,781.60	\$821.60
	Louis Smith												
	Laborer	Laborer	9/13/2020	09/26/2020	40.00		\$13.00		\$22.27	\$30.27	\$520.00	\$890.80	\$370.80
					40.00	0.00					\$520.00	\$890.80	\$370.80
	Hugh Warren												
	Laborer + Premium	Laborer + Premium	8/16/2020	09/12/2020	22.00		\$15.00		\$23.77		\$330.00	\$522.94	\$192.94
					22.00	0.00					\$330.00	\$522.94	\$192.94
	James Phillips												
	Laborer + Premium	Laborer + Premium	8/16/2020	09/12/2020	22.00		\$17.00		\$23.77		\$374.00	\$522.94	\$148.94
					22.00	0.00					\$374.00	\$522.94	\$148.94

SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Merrick Clarke												
	Laborer + Premium	Laborer + Premium	8/16/2020	09/12/2020	22.00		\$15.00		\$23.77		\$330.00	\$522.94	\$192.94
					22.00	0.00					\$330.00	\$522.94	\$192.94
	Tarvorenice Gardner												
	Laborer	Laborer	9/13/2020	09/26/2020	40.00		\$12.00		\$22.27		\$480.00	\$890.80	\$410.80
					40.00	0.00					\$480.00	\$890.80	\$410.80
											TOTAL ADD'L WAGES:		\$6,147.49

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: CRI													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Original Hourly Rate	Original OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Paid
	Juan C Alarenga												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	01/02/2021	368.00	101.00	\$31.70	\$47.55	\$47.13	\$62.98	\$16,468.15	\$23,704.82	\$ 7,236.67
					368.00	101.00					\$16,468.15	\$23,704.82	\$ 7,236.67
	Isaac Bautista												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/06/2020	10/10/2020	194.00	62.00	\$23.00	\$34.50	\$47.13	\$62.98	\$6,601.00	\$13,047.98	\$ 6,446.98
					194.00	62.00					\$6,601.00	\$13,047.98	\$ 6,446.98
	Jorge Castillo												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/14/2020	12/05/2020	430.00	150.00	\$31.70	\$47.55	\$47.13	\$62.98	\$20,763.50	\$29,712.90	\$ 8,949.40
					430.00	150.00					\$20,763.50	\$29,712.90	\$ 8,949.40
	Patrick Cox												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/06/2020	09/26/2020	76.00	20.00	\$22.00	\$33.00	\$47.13	\$62.98	\$2,332.00	\$4,841.48	\$ 2,509.48
					76.00	20.00					\$2,332.00	\$4,841.48	\$ 2,509.48
	Michel Farmer												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	154.00	36.00	\$31.70	\$47.55	\$47.13	\$62.98	\$6,593.60	\$9,525.30	\$ 2,931.70
					154.00	36.00					\$6,593.60	\$9,525.30	\$ 2,931.70
	Alexis Garza												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/06/2020	10/31/2020	317.00	142.00	\$24.00	\$36.00	\$47.13	\$62.98	\$12,720.00	\$23,883.37	\$ 11,163.37
					317.00	142.00					\$12,720.00	\$23,883.37	\$ 11,163.37
	Enrique Gomez												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/06/2020	10/31/2020	318.00	130.00	\$27.00	\$40.50	\$47.13	\$62.98	\$13,851.00	\$23,174.74	\$ 9,323.74
					318.00	130.00					\$13,851.00	\$23,174.74	\$ 9,323.74
	Joseph Tyler Gullick												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	01/02/2021	368.00	91.00	\$31.70	\$47.55	\$47.13	\$62.98	\$15,992.65	\$23,075.02	\$ 7,082.37
					368.00	91.00					\$15,992.65	\$23,075.02	\$ 7,082.37
	Robert Holmes												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	185.00	30.00	\$31.70	\$47.55	\$47.13	\$62.98	\$7,291.00	\$10,608.45	\$ 3,317.45
					185.00	30.00					\$7,291.00	\$10,608.45	\$ 3,317.45
	Vicente Lopez												
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/13/2020	10/31/2020	280.00	142.00	\$31.70	\$47.55	\$47.13	\$62.98	\$15,628.10	\$22,139.56	\$ 6,511.46
					280.00	142.00					\$15,628.10	\$22,139.56	\$ 6,511.46

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SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Original Hourly Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Paid
	Ariel Lopez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	80.00	18.00	\$31.70	\$47.55	\$62.98	\$3,391.90	\$4,904.04	\$ 1,512.14
					80.00	18.00				\$3,391.90	\$4,904.04	\$ 1,512.14
	Alexis Lopez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	80.00	18.00	\$31.70	\$47.55	\$62.98	\$3,391.90	\$4,904.04	\$ 1,512.14
					80.00	18.00				\$3,391.90	\$4,904.04	\$ 1,512.14
	Christopher Crouch											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	114.00	13.00	\$31.70	\$47.55	\$62.98	\$4,231.95	\$6,191.56	\$ 1,959.61
					114.00	13.00				\$4,231.95	\$6,191.56	\$ 1,959.61
	Steven Ramos											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	80.00	18.00	\$31.70	\$47.55	\$62.98	\$3,391.90	\$4,904.04	\$ 1,512.14
					80.00	18.00				\$3,391.90	\$4,904.04	\$ 1,512.14
	Jesus Marcano											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	09/06/2020	10/31/2020	317.00	132.00	\$22.00	\$33.00	\$62.98	\$11,330.00	\$23,253.57	\$ 11,923.57
					317.00	132.00				\$11,330.00	\$23,253.57	\$ 11,923.57
	Edgardo Martinez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	11/28/2020	120.00	36.00	\$31.70	\$47.55	\$62.98	\$5,515.80	\$7,922.88	\$ 2,407.08
					120.00	36.00				\$5,515.80	\$7,922.88	\$ 2,407.08
	Elber Martinez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	01/02/2021	429.00	111.00	\$31.70	\$47.55	\$62.98	\$18,877.35	\$27,209.55	\$ 8,332.20
					429.00	111.00				\$18,877.35	\$27,209.55	\$ 8,332.20
	Rayer Martinez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	10/11/2020	01/02/2021	429.00	111.00	\$31.70	\$47.55	\$62.98	\$18,877.35	\$27,209.55	\$ 8,332.20
					429.00	111.00				\$18,877.35	\$27,209.55	\$ 8,332.20
	William Martinez											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	9/6/2020	10/31/2020	320.00	135.00	\$19.00	\$28.50	\$62.98	\$9,927.50	\$23,583.90	\$ 13,656.40
					320.00	135.00				\$9,927.50	\$23,583.90	\$ 13,656.40
	Bryan Matos											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	9/6/2020	10/31/2020	317.00	142.00	\$21.00	\$31.50	\$62.98	\$11,130.00	\$23,883.37	\$ 12,753.37
					317.00	142.00				\$11,130.00	\$23,883.37	\$ 12,753.37
	Luis Prieto											
	Millwright & Machinery Erectors	Millwright & Machinery Erectors	9/14/2020	11/14/2020	280.00	140.00	\$31.70	\$47.55	\$62.98	\$15,533.00	\$22,013.60	\$ 6,480.60
					280.00	140.00				\$15,533.00	\$22,013.60	\$ 6,480.60

Project No: #AA037A												
PRIME CONTRACTOR: DHL												
FIRM: Ram Electric Co.												
SS#	Current Classification	Correct Classification	Start Date	End Date	Regular Hours on Payroll	Overtime Hours on Payroll	Original Hourly Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Paid
	Adalberto De Armas											
	Millwright Worker	Millwright Worker	8/9/2020	01/02/2021	732.00	249.00	\$18.00	\$47.13	\$62.98	\$19,899.00	\$50,181.18	\$30,282.18
					732.00	249.00				\$19,899.00	\$50,181.18	\$30,282.18
	Miguel Vasquez Vega											
	Millwright Worker Foreman	Millwright Worker Foreman	8/9/2020	01/02/2021	768.00	292.00	\$21.00	\$49.13	\$65.98	\$25,326.00	\$56,998.00	\$31,672.00
					0.00	0.00				\$25,326.00	\$56,998.00	\$31,672.00
	Roberto Mijenes											
	Millwright Worker	Millwright Worker	8/9/2020	01/02/2021	678.00	270.00	\$17.00	\$47.13	\$62.98	\$18,411.00	\$48,958.74	\$30,547.74
					0.00	0.00				\$18,411.00	\$48,958.74	\$30,547.74
	Robiel Almaguer											
	Millwright Worker	Millwright Worker	8/9/2020	01/02/2021	678.00	267.00	\$18.00	\$47.13	\$62.98	\$19,413.00	\$48,769.80	\$29,356.80
					0.00	0.00				\$19,413.00	\$48,769.80	\$29,356.80
										TOTAL ADD'L WAGES:		\$121,858.72

Project No: AA037A												
PRIME CONTRACTOR: DHL												
FIRM IN VIOLATION: PLATINUM ELECTRICAL SERVICES, INC.												
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Front Wages Paid
	John David Philipps											
	Electrician	Electrician	08/03/2020	09/19/2020	248.00	30.00	\$22.00	\$33.00	\$46.73	\$64.41	\$6,446.00	\$7,075.34
					248.00	30.00					\$6,446.00	\$7,075.34
	Joseph Levi Arel											
	Foreman	Electrician - Foreman	08/03/2020	12/12/2020	649.00	152.00	\$27.00	\$40.50	\$50.79	\$70.24	\$23,679.00	\$19,960.19
					649.00	152.00					\$23,679.00	\$19,960.19
	David Earl Swan											
	Electrician	Electrician	08/03/2020	12/19/2020	630.75	29.25	\$20.00	\$30.00	\$46.73	\$64.41	\$13,492.50	\$17,866.44
					630.75	29.25					\$13,492.50	\$17,866.44
	Thomas E Peel III											
	Electrician	Electrician	08/03/2020	08/22/2020	100.00	13.00	\$19.00	\$28.50	\$46.73	\$64.41	\$2,270.50	\$3,239.83
					100.00	13.00					\$2,270.50	\$3,239.83
	Timothy Hardy											
	Electrician	Electrician	08/03/2020	01/02/2021	812.00	289.50	\$20.00	\$30.00	\$46.73	\$64.41	\$24,925.00	\$31,666.46
					812.00	289.50					\$24,925.00	\$31,666.46
	Dalton E. Woodall											
	Electrician	Electrician	08/03/2020	10/10/2020	395.00	74.50	\$21.00	\$31.50	\$46.73	\$64.41	\$10,641.75	\$12,615.15
					395.00	74.50					\$10,641.75	\$12,615.15
	Jacob Williamson											
	Electrician	Electrician	08/16/2020	01/02/2021	735.50	282.75	\$20.00	\$30.00	\$46.73	\$64.41	\$23,192.50	\$29,389.34
					735.50	282.75					\$23,192.50	\$29,389.34
	Kevin Vasquez											
	Electrician	Electrician	08/23/2020	12/19/2020	646.75	166.00	\$20.00	\$30.00	\$46.73	\$64.41	\$17,915.00	\$22,999.69
					646.75	166.00					\$17,915.00	\$22,999.69
	Brandon Havens											
	Electrician	Electrician	08/30/2020	09/12/2020	78.00	21.00	\$35.36	\$53.04	\$46.73	\$64.41	\$3,871.92	\$1,125.63
					78.00	21.00					\$3,871.92	\$1,125.63

Project No: #AA037A

PRIME CONTRACTOR: DHL

FIRM IN VIOLATION: Tarpon Concrete Finishing, LLC

SS#	Current Classification	Correct Classification	Start Date	Week Ending	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	Front Wages Paid
	Junior Corvil												
	Laborer	Laborer	9/20/2020	09/26/2020	24.00		\$15.00		\$22.27		\$360.00	\$534.48	\$174.48
					24.00	0.00					\$360.00	\$534.48	\$174.48
	Nicholaus Garcia												
	Laborer	Laborer	8/16/2020	01/03/2021	233.00	2.00	\$15.00	\$30.00	\$22.27	\$30.27	\$3,555.00	\$5,249.45	\$1,694.45
					233.00	2.00					\$3,555.00	\$5,249.45	\$1,694.45
	Selvin Hernandez												
	Carpenter	Carpenter	8/9/2020	08/22/2020	6.00		\$26.00		\$34.15		\$156.00	\$204.90	\$48.90
					6.00	0.00					\$156.00	\$204.90	\$48.90
	Luis Romero												
	Carpenter	Carpenter	8/9/2020	08/22/2020	6.00		\$22.00		\$34.15		\$132.00	\$204.90	\$72.90
					6.00	0.00					\$132.00	\$204.90	\$72.90
	Roger Clerjuste												
	Carpenter	Carpenter	8/16/2020	09/26/2020	28.00	8.00	\$17.00	\$25.50	\$34.15	\$46.35	\$680.00	\$1,327.00	\$647.00
					28.00	8.00					\$680.00	\$1,327.00	\$647.00
	Justin Ramirez												
	Painter	Painter	11/15/2020	12/27/2020	177.00		\$16.00	\$24.00	\$26.38		\$2,832.00	\$4,669.26	\$1,837.26
					177.00	0.00					\$2,832.00	\$4,669.26	\$1,837.26
	Kenneth Marquez												
	Carpenter	Carpenter	9/6/2020	09/15/2020	8.00	2.00	\$20.00	\$30.00	\$34.15	\$46.35	\$220.00	\$365.90	\$145.90
					8.00	2.00					\$220.00	\$365.90	\$145.90
											TOTAL ADD'L WAGES:		\$4,620.89

PRIME CONTRACTOR: DHL

FIRM IN VIOLATION: Tradesmen International, LLC.

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Owed
	Felix Echavarria												
	Electrician	Electrician	10/04/2020	01/02/2021	240.00	91.00	\$35.36	\$53.04	\$46.73	\$64.41	\$13,313.04	\$17,076.51	\$3,763.47
					240.00	91.00					\$13,313.04	\$17,076.51	\$3,763.47
	Yudel Orama												
	Electrician	Electrician	10/04/2020	01/02/2021	320.00	182.00	\$35.36	\$53.04	\$46.73	\$64.41	\$20,968.48	\$26,676.22	\$5,707.74
					320.00	182.00					\$20,968.48	\$26,676.22	\$5,707.74
	Alexei Beiro												
	Electrician	Electrician	10/04/2020	01/02/2021	325.50	127.50	\$35.36	\$53.04	\$46.73	\$64.41	\$18,272.28	\$23,422.89	\$5,150.61
					325.50	127.50					\$18,272.28	\$23,422.89	\$5,150.61
221	Luis Valladares												
	Electrician	Electrician	10/04/2020	01/02/2021	289.00	165.00	\$35.36	\$53.04	\$46.73	\$64.41	\$18,970.64	\$24,132.62	\$5,161.98
					289.00	165.00					\$18,970.64	\$24,132.62	\$5,161.98
	Nestor Cruz Alvarez												
	Electrician	Electrician	10/04/2020	01/02/2021	285.00	120.50	\$35.36	\$53.04	\$46.73	\$64.41	\$16,468.92	\$21,079.46	\$4,610.54
					285.00	120.50					\$16,468.92	\$21,079.46	\$4,610.54
	Antonio Duarte												
	Electrician	Electrician	10/04/2020	01/02/2021	240.00	113.00	\$35.36	\$53.04	\$46.73	\$64.41	\$14,479.92	\$18,493.53	\$4,013.61
					240.00	113.00					\$14,479.92	\$18,493.53	\$4,013.61
	Reinaldo Carvajal												
	Electrician	Electrician	10/04/2020	01/02/2021	289.00	43.50	\$35.36	\$53.04	\$46.73	\$64.41	\$12,526.28	\$16,306.81	\$3,780.53
					289.00	43.50					\$12,526.28	\$16,306.81	\$3,780.53
	Wilmor Quintero Ruiz												
	Electrician	Electrician	10/04/2020	01/02/2021	325.00	168.50	\$35.36	\$53.04	\$46.73	\$64.41	\$20,429.24	\$26,040.34	\$5,611.10
					325.00	168.50					\$20,429.24	\$26,040.34	\$5,611.10

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Owed
	Lennon Sanchez												
	Electrician	Electrician	10/04/2020	01/02/2021	276.00	74.50	\$35.36	\$53.04	\$46.73	\$64.41	\$13,710.84	\$17,696.03	\$3,985.19
					276.00	74.50					\$13,710.84	\$17,696.03	\$3,985.19
	Ricardo Arencibia												
	Electrician	Electrician	10/04/2020	01/02/2021	200.00	74.00	\$35.36	\$53.04	\$46.73	\$64.41	\$10,996.96	\$14,112.34	\$3,115.38
					200.00	74.00					\$10,996.96	\$14,112.34	\$3,115.38
	Dayron Delgado Aleman												
	Electrician	Electrician	10/04/2020	01/02/2021	160.00	71.50	\$35.36	\$53.04	\$46.73	\$64.41	\$9,449.96	\$12,082.12	\$2,632.16
					160.00	71.50					\$9,449.96	\$12,082.12	\$2,632.16
	Antonio Calana Proenza												
	Electrician	Electrician	10/04/2020	01/02/2021	200.00	72.00	\$35.36	\$53.04	\$46.73	\$64.41	\$10,890.88	\$13,983.52	\$3,092.64
					200.00	72.00					\$10,890.88	\$13,983.52	\$3,092.64
	Nelson Caba												
	Electrician	Electrician	10/04/2020	01/02/2021	138.00	33.50	\$35.36	\$53.04	\$46.73	\$64.41	\$6,656.52	\$8,606.48	\$1,949.96
					138.00	33.50					\$6,656.52	\$8,606.48	\$1,949.96
	Erick Ramos												
	Electrician	Electrician	10/04/2020	01/02/2021	200.00	92.50	\$35.36	\$53.04	\$46.73	\$64.41	\$11,978.20	\$15,303.93	\$3,325.73
					200.00	92.50					\$11,978.20	\$15,303.93	\$3,325.73
	Sergio Medina Zerquera												
	Electrician	Electrician	10/04/2020	01/02/2021	280.00	183.50	\$35.36	\$53.04	\$46.73	\$64.41	\$19,633.64	\$24,903.64	\$5,270.00
					280.00	183.50					\$19,633.64	\$24,903.64	\$5,270.00
	Jorge Pino												
	Electrician	Electrician	10/04/2020	01/02/2021	148.00	25.25	\$16.00	\$24.00	\$22.27	\$30.27	\$2,974.00	\$4,060.28	\$1,086.28
					148.00	25.25					\$2,974.00	\$4,060.28	\$1,086.28
	Manfredo Morales												
	Electrician	Electrician	10/04/2020	01/02/2021	40.00	33.00	\$35.36	\$53.04	\$46.73	\$64.41	\$3,164.72	\$3,994.73	\$830.01
					40.00	33.00					\$3,164.72	\$3,994.73	\$830.01

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Owed
	Noel Alonzo Fernandez												
	Electrician	Electrician	10/04/2020	01/02/2021	40.00	35.00	\$35.36	\$53.04	\$46.73	\$64.41	\$3,270.80	\$4,123.55	\$852.75
					40.00	35.00					\$3,270.80	\$4,123.55	\$852.75
	Ignacio Jesus Martin												
	Electrician	Electrician	10/04/2020	01/02/2021	40.00	35.00	\$35.36	\$53.04	\$46.73	\$64.41	\$3,270.80	\$4,123.55	\$852.75
					40.00	35.00					\$3,270.80	\$4,123.55	\$852.75
											TOTAL ADD'L WAGES:		\$64,792.39

* Note: Tradesmen International was contracted by Platinum Electric on September in order to supplement labor force. Tradesmen were told to pay RWB Wages from the start of their contract. However, Platinum Electric did not budget RWB wages in their original contract.

Project No: AA037A													
PRIME CONTRACTOR: DHL													
FIRM IN VIOLATION: W.L. Installers, Inc.													
SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Paid
	Jorge Barco												
	Millwright Foreman	Millwright Foreman	05/19/2020	12/31/2020	811.50	124.00	\$26.00	\$39.00	\$50.13	\$75.20	\$25,935.00	\$50,005.30	\$24,070.30
					811.50	124.00					\$25,935.00	\$50,005.30	\$24,070.30
	Erin Jiminez												
	Millwright Foreman	Millwright Foreman	05/19/2020	12/31/2020	647.00	202.00	\$26.00	\$39.00	\$50.13	\$75.20	\$24,700.00	\$47,624.51	\$22,924.51
					647.00	202.00					\$24,700.00	\$47,624.51	\$22,924.51
	Carlos Pena												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	765.50	277.00	\$19.00	\$28.50	\$47.13	\$70.70	\$22,439.00	\$55,661.92	\$33,222.92
					765.50	277.00					\$22,439.00	\$55,661.92	\$33,222.92
	Edgardo Diaz												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	9.00	0.00	\$21.00	\$31.50	\$47.13	\$70.70	\$189.00	\$424.17	\$235.17
					9.00	0.00					\$189.00	\$424.17	\$235.17
	Emilio Consuegra												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	713.25	233.00	\$30.50	\$45.75	\$47.13	\$70.70	\$32,413.88	\$50,088.57	\$17,674.70
					713.25	233.00					\$32,413.88	\$50,088.57	\$17,674.70
	Gregory Scott												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	390.00	46.50	\$19.00	\$28.50	\$47.13	\$70.70	\$8,735.25	\$21,668.25	\$12,933.00
					390.00	46.50					\$8,735.25	\$21,668.25	\$12,933.00
	Lerwin Morales												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	605.00	234.00	\$16.00	\$24.00	\$47.13	\$70.70	\$15,296.00	\$45,057.45	\$29,761.45
					605.00	234.00					\$15,296.00	\$45,057.45	\$29,761.45
	Mauricio Estrada												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	794.50	318.00	\$17.00	\$25.50	\$47.13	\$70.70	\$21,615.50	\$59,927.39	\$38,311.89
					794.50	318.00					\$21,615.50	\$59,927.39	\$38,311.89
	Miguel Rodriguez												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	870.50	328.00	\$17.00	\$25.50	\$47.13	\$70.70	\$23,162.50	\$64,216.27	\$41,053.77
					870.50	328.00					\$23,162.50	\$64,216.27	\$41,053.77

SS#	Current Classification	Correct Classification	Start Date	Ending Date	Regular Hours on Payroll	Overtime Hours on Payroll	Current Hourly Rate	Current OT Rate	Correct Hourly Rate	Correct OT Rate	Total Wages Paid	Correct Wages	"Front Wages" Paid
	Paulino Ruiz												
	Millwright Worker	Millwright Worker	05/19/2020	12/31/2020	179.50	28.00	\$16.00	\$24.00	\$47.13	\$70.70	\$3,544.00	\$10,439.44	\$6,895.44
					179.50	28.00					\$3,544.00	\$10,439.44	\$6,895.44
											TOTAL ADD'L WAGES:		\$227,083.12

Small Business Development Backwage Affidavit

Project Number(s): _____ Name of Company: _____

Employee's Name: _____ Last Four Digits of SS#: _____

Employee's Address: _____

Employee's Phone Number: _____ Employee's E-mail Address: _____

Check Number: _____ Check Date: _____ Check Amount (*Gross Amount of Restitution*): _____

Underpayment of wages for the period covering: _____ to _____
(Start Date) (End Date)

Date Employee Received Restitution: _____

If any deductions were taken, please complete:

Gross Pay	\$
Deductions:	
Federal Withholdings	
FICA/ MICA	
Other: _____	
Net Pay:	\$

Signature of Employee: _____

Signature of Issuer of Payment or Company Representative: _____

Print name of Company Representative: _____

Witness: _____

BEFORE ME, the undersigned authority, employee _____ (*print employee's name*)
personally appeared, after being duly sworn state that he/she has executed this form of their own free will and signed the foregoing for
the purpose therein expressed, and they have proven to my satisfaction to be the person entitled/authorized to execute same.

Verification of Identification: ☐ YES ☐ NO

Employee Verification Type: _____

Signature of Notary

Print Name of Notary

My Contact Phone Number

My Commission Expires

Date

Attach a front and back copy of the cancelled restitution check.



**Internal Services Department
Small Business Development**

111 NW 1 Street, 19th Floor
Miami, Florida 33128
T 305-375-3111 F 305-375-3160

April 16, 2021

Mr. Mitchell A. Bierman
Weiss, Serota, Helfman, Cole & Bierman
2525 Ponce de Leon
Coral Gables, FL 33134

Via E-Mail

mbierman@wsh-law.com

Mr. Augusto Alizo, Vice President Transaction Management
DHL Express, Inc.
1210 South Pine Island Road
Plantation, FL 33324

augusto.alizo@dhl.com

Re: Project No. AA-037A – MIA Building 716 Expansion Project

Dear Messrs. Bierman and Alizo:

Please be advised that the April 5, 2021 correspondence from Small Business Development (“SBD”), is hereby rescinded.

The requirement to pay Responsible Wages and Benefits, as codified in § 2-11.16, Code of Miami-Dade County (the “Code”), applies to all leases and contracts which provide for privately funded construction, alteration or repair of buildings or improvements located on County owned land with an overall improvement value over \$5 million dollars. Project No. AA-037A – MIA Building 716 Expansion Project at Miami International Airport had an overall project cost estimate of over \$35 million dollars and as such is subject to the requirements of the Code. Small Business Development is now aware that the Miami-Dade Aviation Department did not communicate to DHL Express, Inc. (DHL) that Responsible Wages and Benefits requirements was a part of DHL’s lease.

Based on a review of the project documents and certified payrolls for work performed from January 28, 2020 to January 31, 2021, it was determined that 456 employees that performed work on this project received hourly wages that were less than those required by the Code and are due a total of \$1,810,921.95. DHL has been provided an analysis summarizing the wages due to each employee and has required its subcontractors to cure the underpayments to achieve compliance with the Code. Once DHL provides proof of payment of all back wages paid in the form of a front and back copy of the cancelled check issued and a signed and notarized affidavit from each employee which states the amount of payment received this matter will be closed. Please contact Alice Hidalgo-Gato, SBD Section Chief at (305) 375-3153 with any questions. Documents should be sent to Dayron Perez, SBD Section Manager by email at Dayron.Perez@miamidadegov.

Sincerely,

Gary T. Hartfield, Director
Small Business Development Division

Enclosures: SBD correspondence dated April 5, 2021, Wage Analysis

c: Jason Harris, DHL Program Director (J.Harris@dhl.com)
Lester Sola, Director, MDAD
Cynji Lee, Asst. County Attorney, CAO
David Stephen Hope, Asst. County Attorney, CAO
Altanese Phenelus, Asst. County Attorney, CAO
Arlyn Rull, Chief of Staff, MDAD
Ken Pyatt, Deputy Director, MDAD
Sergio San Miguel, Chief Financial Officer, MDAD
Barbara Jimenez, Assistant Director, MDAD
Sylvia Novela, Strategic Procurement Director, MDAD
Andre T. Ragin, Small Business Strategic, Advisor, MDAD
Enrique Perez, Chief of Construction, MDAD
Alice Hidalgo-Gato, SBD Section Chief, ISD
Violation File

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MIAMI-DADE
COUNTY



**Internal Services Department
Small Business Development**

111 NW 1 Street, 19th Floor
Miami, Florida 33128
T 305-375-3111 F 305-375-3160

September 27, 2021

Mr. Mitchell A. Bierman
Weiss, Serota, Helfman, Cole & Bierman
2525 Ponce de Leon
Coral Gables, FL 33134

Via E-Mail

mbierman@wsh-law.com

Mr. Augusto Alizo, Vice President Transaction Management
DHL Express, Inc.
1210 South Pine Island Road
Plantation, FL 33324

augusto.alizo@dhl.com

Re: Project No. AA-037A – MIA Building 716 Expansion Project

Dear Messrs. Bierman and Alizo:

In correspondence dated September 3, 2021, DHL Express, Inc. (DHL) was notified that based on a review of project documents and certified payrolls for work performed from January 28, 2020 to December 31, 2020, it was determined that 437 employees received hourly wages that were less than those required by the Responsible Wages and Benefits and were due a total of \$1,649,368.73. As of September 3, 2021, DHL had submitted proof of payment of \$965,254.16 in back wages to employees resulting in an outstanding balance due of \$684,114.57.

Subsequent to the September 3rd letter, DHL submitted additional proof of payment of back wages paid of \$204,134.68, thereby increasing the total back wages paid to \$1,169,388.84 and reducing the **outstanding balance due to \$479,979.89. As such, the amount DHL must place in the Trust/Escrow is hereby reduced from \$684,114.57 to \$479,979.89.** Should you have any questions, please contact Alice Hidalgo-Gato, SBD Section Chief of SBD Section Manager Dayron Perez at (305) 375-3111.

Sincerely,

Gary T. Hartfield, Director
Small Business Development Division

c: Jason Harris, DHL Program Director (J.Harris@dhl.com)
Ralph Cutie, Director, MDAD
Cynji Lee, Asst. County Attorney, CAO
David Hope, Asst. County Attorney, CAO
Altanese Phenelus, Asst. County Attorney, CAO
Arlyn Rull, Chief of Staff, MDAD
Ken Pyatt, Deputy Director, MDAD
Sergio San Miguel, Chief Financial Officer, MDAD
Barbara Jimenez, Assistant Director, MDAD
Sylvia Novela, Strategic Procurement Director, MDAD
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Enrique Perez, Chief of Construction, MDAD
Alice Hidalgo-Gato, SBD Section Chief, ISD
Violation File

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EXHIBIT E

(D unused)

Exceptions to Lessee's Vendor Permit & Reporting Cargo Handling Requirements

In addition to its own aircraft and aircraft of certain affiliates of Lessee, Lessee contracts other duly certificated air carriers to operate for the DHL Network for the transport of Lessee's cargo. Such arrangements engaged in by Lessee are not "Cargo Handling of Others" by Lessee as intended or defined in this section.

EXHIBIT F (1/2)



EXHIBIT F		
DHL AHUs INSTALLED		
Tenant Responsibility		
List of serial numbers for the new AHUs and equipment.		
<u>SERVICE AREA</u>	<u>UNIT LOCATION</u>	<u>SERIAL NUMBER</u>
Custom IT Room	Customs Break Room Closet	386481-30-1
Customs IT room condenser	Building 716-J Roof	11U06168B
Customs mezzanine	716-J mezzanine ceiling	346908-1
Conference room	716-J conference room ceiling	22M00478
IT Room	716-J IT Room closet	346843-1



DHL Express Hub AC Equipment

9 Rooftop Package Units

1 Split System

1 Split System – Computer Room

RTU #7 Carrier Model 50TC-D16A1N6 Serial 1920P07571

RTU #8 Carrier Model 50TC-D16A1N6 Serial 1920P07572

RTU #9 Carrier Model 50TC-D16A1N6 Serial 1920P07573

RTU #10 Carrier Model 50TC-D16A1N6 Serial 1920P07574

RTU #11 Carrier Model 50TC-D16A1N6 Serial 1920P07575

RTU #12 Carrier Model 50TC-D16A1N6 Serial 1920P07576

RTU #13 Carrier Model 50TC-D20A1N6 Serial 2220P16289

RTU #14 Carrier Model 50TC-D20A1N6 Serial 2220P12690

RTU #15 Carrier Model 50TC-D20A1N6 Serial 2220P16291

Split System First Floor Model 4114704881000AA Serial 19023JKU21

Mitsubishi MUYGL18NAUi 900276T & MSYGL18NAU1 9005206T

DHL Aviation AC Equipment

9 Rooftop Package Units

3 Mini Splits

AAH 1A

RTU #1 Carrier Model 50TC-D16A1N6 Serial 1920P07565

RTU #2 Carrier Model 50TC-D16A1N6 Serial 1920P07566

RTU #3 Carrier Model 50TC-D16A1N6 Serial 1920P07567

RTU #4 Carrier Model 50TC-D16A1N6 Serial 1920P07568

RTU #5 Carrier Model 50TC-D16A1N6 Serial 1920P07569

RTU #6 Carrier Model 50TC- D16A1N6 Serial 1920P07570

RTU #16 Carrier Model 50TC- D16A1N6 Serial 1920P07577

RTU #16A Carrier Model 50TC–D16A1N6 Serial 2020P07578

RTU #17 Carrier Model 50TCQ-D08AN6 Serial 2020P43368

Mini Splits

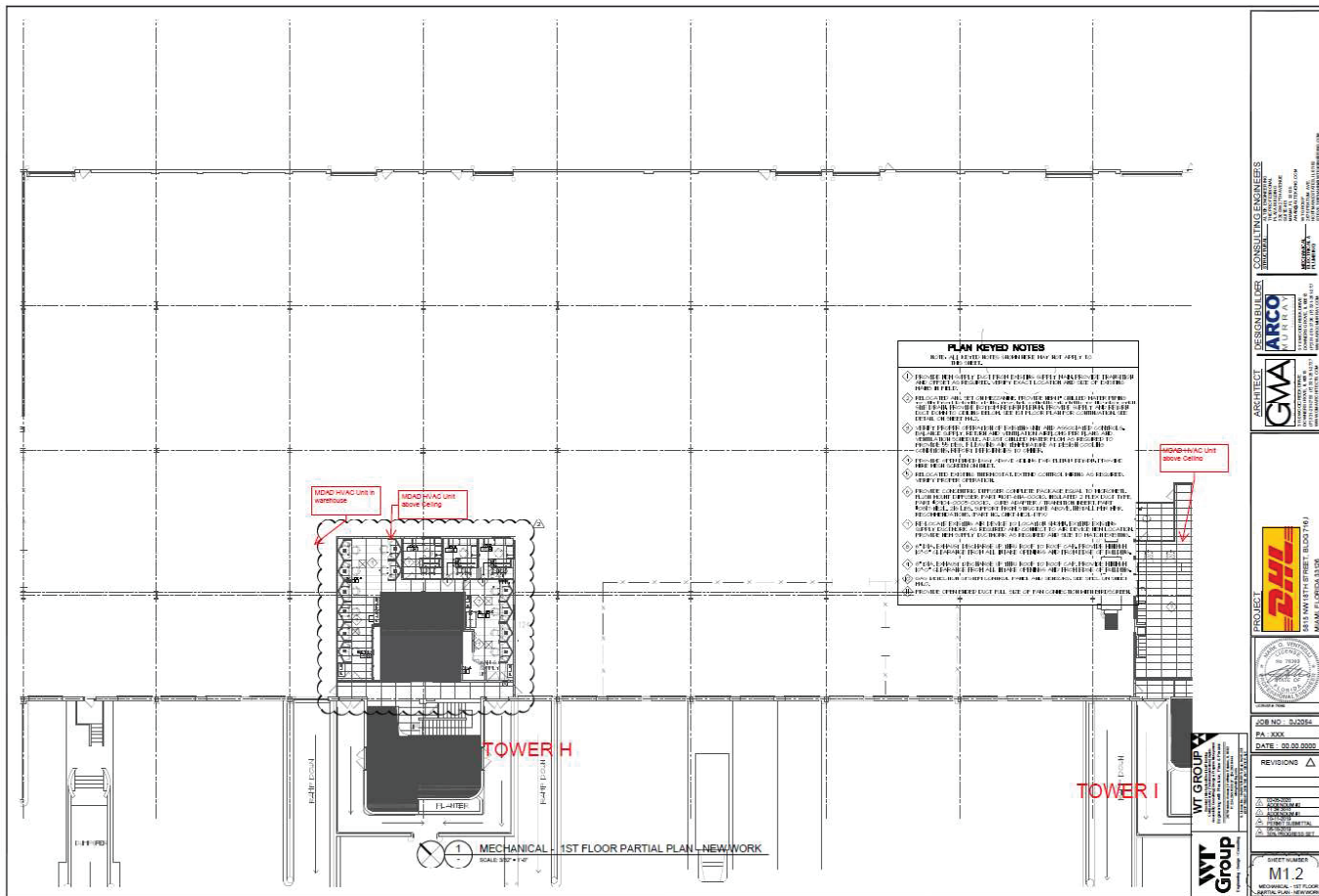
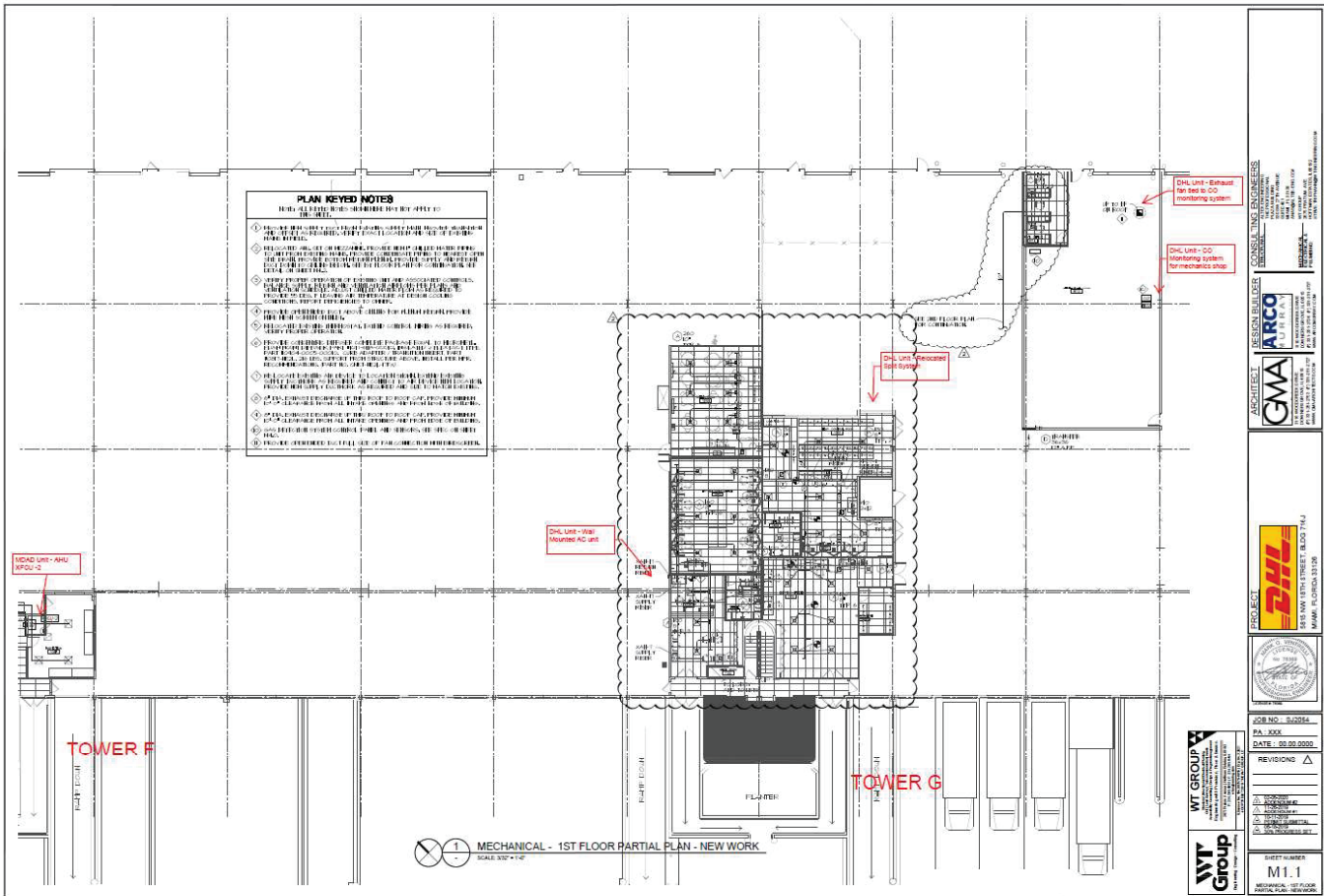
Mitsubishi Model MUYGL24NAU1 Serial 9001138T & MUYGL24NAU1 9001138T

Mitsubishi Model MSYGL24NAU1 Serial 9005206T & MSYGL24NAU1 9005206T

Chilled Water Air Handling Unit Model 39LD03-AL-BLF119 Serial 4515U30509

IT Room Model BDVW-B015W28401 Serial 346843-1

EXHIBIT F (PLANS)



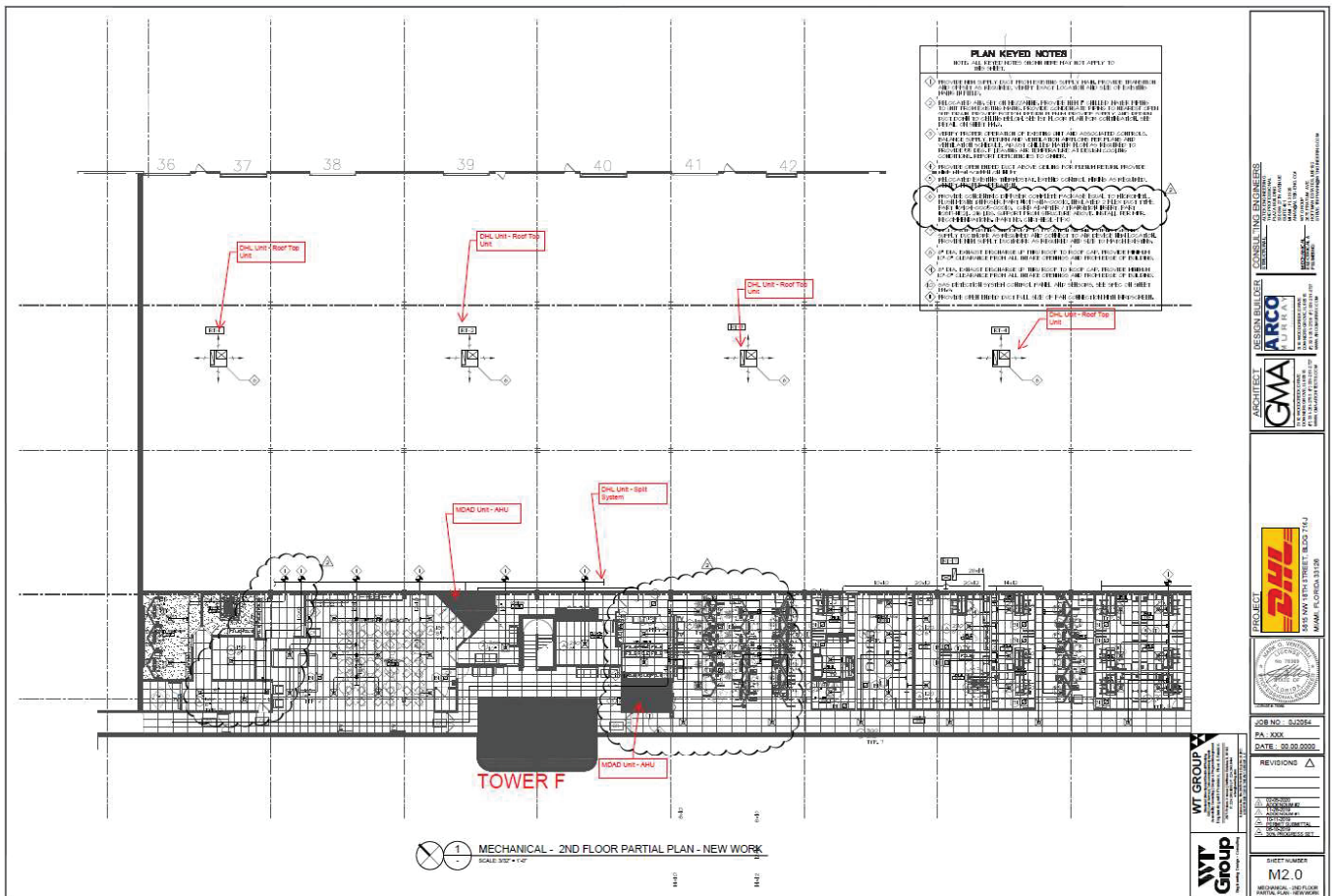
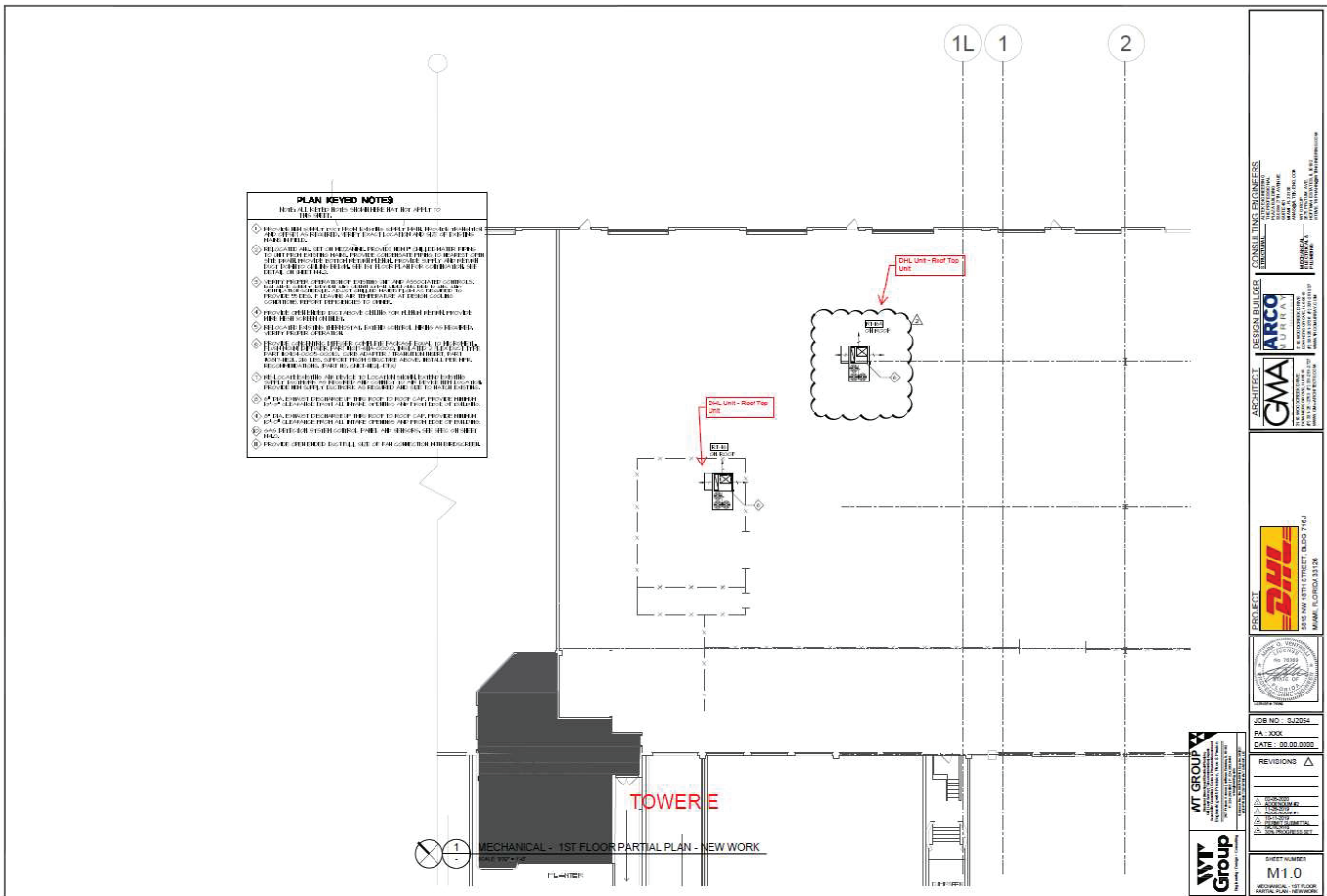


EXHIBIT Y

MIAMI-DADE COUNTY, FLORIDA

AVIATION DEPARTMENT – FACILITIES DIVISION

TENANT AIRPORT CONSTRUCTION NON-REIMBURSABLE (TAC-N) PROJECTS

PURPOSE

To provide details for the initiation and management of a Tenant Airport Construction Program non-reimbursable project.

DEFINITIONS

FAA	Federal Aviation Administration
A/E	Tenant's State Registered Architect or Engineer responsible for the design of the project.
BCC	Board of County Commissioners
GSA	General Services Administration
MARC	Miscellaneous Asbestos Recovery Contract
MCC/TAC	Miscellaneous Construction Contract/Tenant Airport Construction
MDAD	Miami Dade Airport Aviation
NTP	Notice to Proceed
PM	Project Manager
TAC-N	Tenant Airport Construction Non-Reimbursable Project
Tenant	Business Partner, Lessee

GENERAL INFORMATION

Summary of Department Process for Design and Construction of TAC-N Projects

When an airport tenant wishes to improve or expand a leasehold area, the tenant must contact the MDAD Manager, Properties and Commercial Operations to discuss the proposed improvement or expansion. The Manager, Properties and Commercial Operations or designee determines whether the proposed design and construction will be a reimbursable or a non-reimbursable project.

If the determination is that the proposed design and construction are non-reimbursable, the tenant must submit a letter to MDAD requesting approval to design and construct the project, detailing the proposed construction and providing a proposed schedule and cost estimate.

The Manager, Properties and Commercial Operations or designee prepares a Quick Check Form and forwards it to the MDAD Manager, Planning, the MDAD Design Chief, the MDAD Manager, Maintenance Engineering, the MDAD Manager, Terminal Facilities, and others as appropriate, for review and approval. The following documents, at a minimum, are attached to the form:

- Tenant's Letter to MDAD requesting MDAD to approve the project shall include the following attachments:
- Conceptual drawings/sketches
- Completed Tenant Project Information Sheet providing the following information:
 - ✓ Project Name
 - ✓ Scope of Work (project description)
 - ✓ Project Cost (tenant's estimate) broken down between design and construction
 - ✓ Tenant's Name and Contact Person's name and telephone numbers
 - ✓ A/E of Record Name and Contact Person's name and telephone numbers
 - ✓ Contractor Name and Contact Person's name and telephone numbers
 - ✓ Verification that the Tenant has been instructed on insurance responsibilities and MDAD TAC-N procedures and requirements

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The Manager, Planning ensures that the project is assigned a Project Number in accordance with Facilities Division Procedure FD1-020.

If the listed Managers or designees approve the Quick Check Form and the project does not require approval by the Miami-Dade Board of County Commissioners (BCC), the Manager, Properties and Commercial Operations issues a Concept Approval Letter to the tenant, advising the tenant to proceed with the project and addressing compliance with the MDAD Design Guidelines as applicable and compliance with the TAC-N design and construction procedures. The Manager, Properties and Commercial Operations forwards copies of the letter to the Assistant Aviation Director, Facilities Development, the Manager, Planning, and the MCC/TAC Chief, copying all attachments to the MCC/TAC Chief.

If the project requires approval by the Miami-Dade Board of County Commissioners (BCC), the Manager, Properties and Commercial Operations prepares the necessary documentation for presentation to the BCC requesting an amendment to the existing lease and to authorize the project.

Upon approval by the BCC, the Manager, Properties and Commercial Operations will send a letter, attaching copies of the executed lease amendment, the County Manager's memorandum, and the BCC resolution to the tenant advising the tenant to proceed with the project in accordance with the terms of the lease as approved by the BCC. The letter will constitute the Hand Off to the Facilities Division.

PROCEDURES for DESIGN and CONSTRUCTION

Upon receipt of the copy of the letter from Properties to the tenant, the MCC/TAC Chief shall prepare a New Project Memorandum providing details and requirements of the project and designating a TAC-N Project Manager.

1. The TAC-N Project Manager shall contact the tenant to review the design and construction process.
2. It is the responsibility of the tenant through its Architect/Engineer (A/E) and/or Contractor to:
 - Obtain copies of relevant as-built drawings from MDAD Technical Support Division (305-876-7057)
 - Verify field conditions, including but not limited to electrical, mechanical, HVAC, plumbing, water, sewer, structural, and connecting points for all utilities, HVAC, fire protection, and smoke evacuation systems.
 - Ensure that if the project is located at the MIA Terminal Complex, the design is in compliance with the MDAD Design Guidelines Manual (found at www.miami-airport.com). Exception: projects in the cargo areas and at the General Aviation Airports need only meet civil work Design Guidelines or as noted as per the terms of the lease.
 - Obtain an MDAD Miscellaneous Asbestos Recovery Contract Status Report for the project from MDAD Environmental Engineering Division (305-876-8326).
 - Coordinate schedules and locations for material deliveries to MIA with MDAD Landside Operations Division (305-876-7086).
 - Coordinate schedules and construction activities at MIA with MDAD Terminal Operations Division (305-876-7082).
 - Coordinate airside access at MIA with MDAD Airside Operations Division (305-876-7482).
 - Coordinate MIA identification badging and security orientation requirements with MDAD Safety and Security Operations Division (306-876-4028).
 - Coordinate utility information and issues, including shutdown procedures, with MDAD Maintenance Engineering (305-876-7477).

EXHIBIT Y

MIAMI-DADE COUNTY, FLORIDA

AVIATION DEPARTMENT – FACILITIES DIVISION

- Coordinate requirements and specific procedures for obtaining Miami-Dade Department of Environmental Resources Management (DERM) and Florida Department of Environmental Protection (DEP) permits and for dewatering, excavating, trenching, stockpiling, maintenance and disposal of contaminated material activities with the MDAD Environment and Airport Engineering Division (305-869-1063).
- Each sheet of the construction plans shall be identified with a title box that includes the following information:

PROPERTY OWNER:	MIAMI-DADE AVIATION DEPARTMENT	
ADDRESS:	P.O. BOX 592075, MIAMI, FLORIDA 33159-2075	
TAC-N PROJECT MANAGER:		
TAC-N PROJECT MANAGER PHONE:		FAX No. _____
PROJECT OWNER/ LESSEE:		
ADDRESS:		
TENANT PROJECT MANAGER:		
TENANT PROJECT MANAGER PHONE:		FAX No. _____

3. The TAC-N Project Manager shall determine at what design phase how many sets of construction documents shall be submitted for review.
4. The tenant or its A/E shall submit the required number of sets of documents to the TAC-N Project Manager.
5. The TAC-N Project Manager shall forward document sets to pre-determined reviewers. The documents shall be attached to a TAC-N Design Review Memorandum (Facilities Division Form FD3-061). The memorandum shall identify at what percent completion the drawings are and by what date review comments must be returned.
6. Concurrently to sending the review package the TAC-N Project Manager shall forward by email to the reviewers Chief a Design Review Transmittal (Facilities Division Form FD3-009), notifying them of the review process.
7. The TAC-N Project Manager shall submit the sets of Construction Documents to Consultants and MDAD staff for in-house Design Review. This process has a duration of fourteen (14) calendar days. The Reviewers will fax any issues/comments directly to the tenants' A/E of Record and to the TAC-N Project manager within (14) calendar days of receipt of the plans. The tenant or tenants' A/E shall confirm receipt of all Review Comments with the TAC-N Project Manager.
8. The TAC-N Project Manager shall ensure that comments and issues introduced by reviewers are discussed and resolved.
9. The tenant must submit for back-check, three sets of 100% construction documents with all reviewer-required changes incorporated. One of these sets must have the A/E of Record's signature and seal on every design sheet.
10. The 100% construction drawings submitted for back-check must be accompanied with notarized letter to the TAC-N Project Manager on the A/E's company's letterhead requesting a TAC-N Letter of Concurrence to be provided to the tenant (Facilities Division Form FD5-017). The A/E's letter must contain the following two paragraphs verbatim:

This letter will serve as our request for the issuance of your TAC-N Letter of Concurrence for the above referenced project that will allow the tenant to apply for a Building Permit.

EXHIBIT Y

As the tenant's Architect/Engineer of Record, we have satisfied all comments and issues originating from the TAC-N Design Review process by means of revisions to the 100% Construction Documents. These revisions will produce a project in compliance with all MDAD and FAA requirements. Further, we realize that the final responsibility for the design and compliance with all applicable codes, standards, and ordinances rests solely with the tenant's Architect/Engineer of Record.

11. The TAC-N Project Manager shall advise the tenant of the Miami-Dade General Services Administration (GSA) Risk Management Division insurance requirements. Prior to the issuance of the MDAD Letter of Concurrence to the tenant, execution of contract documents by the tenant and its contractor, the tenant shall provide copies of all of the contractor's certificates of insurance to the TAC-N Project Manager who shall request MDAD Risk Management to review them. Upon satisfactory review and compliance with item thirteen (13) below, the MDAD Letter of Concurrence will be issued, unless there are more requirements as identified in item fourteen (14) below.
12. The TAC-N Project Manager shall review the submitted documents. The reviewers will be asked to sign a TAC-N Design Review 100% Back Check Form (Facilities Division Form FD3-062) indicating that their comments have been complied with and incorporated into the revised 100% final documents. It is the responsibility of the tenant's Consultants to obtain the reviewer's signature on the 100% back-check form.
13. For those TAC-N projects that require an amended Lease Agreement and as per the terms of the lease, the following documents must be submitted prior to the issuance of the Letter of Concurrence and prior to construction.
 - a) Performance and Payment Bonds in compliance with the terms of the Lease
 - b) Copy of the Building Permit
 - c) The Environmental Insurance Policy as applicable.
 - d) A check in the amount that represents 1% of the budgeted construction hard costs for reimbursement of MDAD Building Department fees.
 - e) Contract completion bond as applicable.
 - f) Insurance required.
14. Once all reviewers have signed the TAC-N Design Review 100% Back Check, the MCC/TAC Chief shall issue a Letter of Concurrence (Facilities Division Form FD5-017) enabling the tenant to apply for a building permit. **Absent the signature of the 100% back-check form indicating incorporation of the reviewer's comments in the back-check drawings, and all the requirements as listed in items twelve (12) thirteen (13) and fourteen (14), the Letter of Concurrence will not be issued.** The Letter of Concurrence will be valid for sixty (60) calendar days from date of issue. If the tenant or A/E of Record has not applied for a building permit within sixty (60) calendar days, a new Letter of Concurrence will have to be issued. The tenant must request the new Letter of Concurrence from the TAC-N Project Manager.
15. The tenant shall complete a Building Permit Application and submit it to the Miami-Dade Building Department Satellite Office on the First Floor of Miami International Airport Building 3030 (4331 NW 22 Street, Suite B-130, Miami FL 33159). The Letter of Concurrence, a copy of the Miscellaneous Asbestos Recovery Contract (MARC) report, if required, and two (2) signed and sealed permit sets of the project 100% construction documents must be attached to the application. The Satellite Office may be reached at 305-869-1081.
16. The tenant shall select a contractor to perform the work.

EXHIBIT Y

MIAMI-DADE COUNTY, FLORIDA

AVIATION DEPARTMENT – FACILITIES DIVISION

17. The TAC-N Project Manager shall complete a Wrap-Up Insurance Program Notification of Contract Award (Facilities Division Form FD5-031, if applicable) and forward it to the Wrap-Up Insurance Program Broker, the Manager, Properties and Commercial Operations, MDAD Risk Management; Thereafter the TAC-N Project Manager issues a Notice to Proceed.
18. Prior to commencement of construction, the tenant shall submit copies of the Construction Schedule, the Design and Construction Budget, and the Building Permit to the TAC-N Project Manager. The tenant must also provide any revisions to these documents to the TAC-N Project Manager as they are issued.
19. The TAC-N Project Manager shall determine, based on the complexity and magnitude of the project, if a pre-construction meeting should be held and if regularly scheduled construction meetings are required. If required, the frequency of construction meetings will be based on the complexity and duration of the project. The tenant's A/E and contractor, the TAC-N Project Manager, or designee, and others, as may be required, will attend the construction meetings.
20. The TAC-N Project Manager, or designee, shall periodically visit the jobsite. The permit set of drawings must be available on the construction site at all times.
21. Depending on a project's complexity, at project completion a walk-through may be scheduled and coordinated by the TAC-N Project Manager.
22. Unless otherwise agreed, the tenant must submit to the TAC-N Project Manager copies of the following documents at project completion:
 - Signed off Building Permit Inspection (within twenty-four hours of issue)
 - Certificate of Occupancy or Certificate of Completion (within twenty-four hours of issue)
 - Warranties, manuals, instructions, etc. for any equipment that will be maintained by MDAD
 - As-Built drawings (record drawings) on bond paper, signed and sealed by the tenant's Architect of Record within thirty (30) days from issue of the Certificate of Occupancy or Completion. Depending on the size or complexity of the project, the tenant may be requested to provide the as-builts as mylar drawings, 35mm aperture cards, or digital files.
23. When the Certificate of Occupancy has been issued and all As-Built Records have been transferred to MDAD Technical Support Division, the TAC-N Project Manager and tenant shall close the project.

COUNTY REQUIRED CONSTRUCTION CODES TENANT MUST ADHERE TO (IF APPLICABLE):

[Sec. 2-11.15. - Works of art in public places:](#)

Art in Public Places ("APP") provisions of the Miami-Dade County Code and Administrative Order, as managed by the Miami-Dade County Department of Cultural Affairs ("Department of Cultural Affairs") pursuant to Procedure 358 in the Miami-Dade County Procedures Manual ("Procedures Manual") provides that the Tenant/Developer shall transmit 1.5% of the Project costs for all development on County land (as outlined in the Procedures Manual) to the Miami-Dade Aviation Department to be deposited in the Aviation Art in Public Places Trust Account for the implementation of the APP program. The Tenant/Developer is required to work collaboratively with the Department of Cultural Affairs on the implementation of the APP program pursuant to the requirements of said program.

EXHIBIT Y

MIAMI-DADE COUNTY, FLORIDA

AVIATION DEPARTMENT – FACILITIES DIVISION

Sec. 2-11.16. - County construction contracts:

Lessee is aware of the policy of Miami-Dade County that in all leases of County-owned land which provide for privately funded construction improvements thereon whose construction costs are greater than or equal to \$5 million dollars, or construction improvements where any portion of

which are financed by any federal, state or local governmental entity or by bonds issued by such entities, including the Industrial Development Authority (IDA), the Tenant shall include the requirements of the Responsible Wages Ordinance codified as Section 2-11.16 of the Miami-Dade County Code, as well as Implementing Order #3-24 in all applicable construction contracts. Lessee agrees to comply with all applicable provisions of such ordinance and implementing order.

Sec. 2-11.17. - Residents First Training and Employment Program:

In accordance with this section of the Miami-Dade County Code, all contractors/subcontractors of any tier performing on a contract for (i) the construction, demolition, alteration and/or repair of public buildings or public works valued in excess of \$1,000,000 funded completely or partially by Miami-Dade County, or (ii) privately funded projects or leases valued in excess of \$1,000,000 for the construction, demolition, alteration or repair of buildings or improvements located on County-owned land, and which are subject to [Section 2-11.16](#) of the Code of Miami-Dade County shall comply with the requirements of the Resident First and Employment Program.

- i. Prior to working on the project, all persons employed by the contractor/subcontractor to perform construction shall have completed, the OSHA 10 Hour safety training course established by the Occupational Safety & Health Administration of the United States Department of Labor. Such training does not need to be completed at the time of bidding but shall be completed prior to the date persons are employed on the project.
- ii. The contractor/subcontractor will make its best reasonable efforts to promote employment opportunities for local residents and seek to achieve a project goal of having fifty-one percent (51%) of all Construction Labor hours performed by Miami-Dade County residents. To verify workers' residency, firms shall require each worker to produce a valid driver's license or other form of government-issued identification.

ASSOCIATED FORMS

- | | |
|-------------------------------------|--|
| 1. Facilities Division Form FD3-009 | Design Review Transmittal |
| 2. Facilities Division Form FD3-061 | TAC-N Design Review Memorandum |
| 3. Facilities Division Form FD3-062 | TAC-N 100% Back Check Sign-off Sheet |
| 4. Facilities Division Form FD5-017 | TAC-N Concurrence Letter |
| 5. Facilities Division Form FD5-031 | Wrap-Up Insurance Program Notification of Contract Award |

MUTUAL RELEASE OF LIABILITY

THIS MUTUAL RELEASE OF LIABILITY (“Release”) is made and entered into this _____ day of _____, 2021, by **MIAMI-DADE COUNTY** (the “County”) and **DHL AERO EXPRESO, S.A.** (“DHL”), (collectively, the “Parties”). Also included in any reference to the Parties within this Release are any subsidiaries, parent companies, affiliated companies, agents, indemnitors, successors, heirs, and assigns of either party.

RECITALS

WHEREAS, DHL currently is a tenant in Building 716 at the Airport and occupies Building 716-I and J, and certain portions of G and H (“Existing Premises”); and

WHEREAS, in addition, DHL expanded its leasehold area (Warehouse and Offices) into 716-E and F, and previously unoccupied portions of G, H and I to include the hallways (the “Expansion Premises”), to renovate said premises, to expand DHL’s operations, and to accommodate an upgraded material handling system; and

WHEREAS, DHL is willingly undertaking the renovations necessary to make the Expansion Premises and the Existing Premises suitable for its upgraded material handling system; and

WHEREAS, DHL undertook construction of improvements on the premises under its prior lease pursuant to prior authorization by the County, but prior to the execution of a renewed lease; and

WHEREAS, said prior lease did not specifically reference Miami Dade County Code section 2-11.16 requiring the payment of “Responsible Wages and Benefits” to workers performing construction services on County-owned land under certain circumstances; and

WHEREAS, DHL was required to pay additional, unanticipated wages (“Wages”) to employees performing construction on the premises as well as penalties to Miami Dade County’s Small Business Development (“SBD”) department in order to comply with Miami Dade County Code section 2-11.16; and

WHEREAS, the County has agreed, through its Miami Dade Aviation Department (MDAD), to provide DHL rental credits (“Rental Credits”) under the renewed lease agreement in a dollar amount equal to 50% of the additional wages and penalties paid by DHL as set forth in the renewed lease; and

WHEREAS, the Parties enter into this Release solely for the purpose of resolving the disputes and claims relating to the payment of the additional Wages by DHL and the County’s agreement to the Rent Credits described herein, (the “Demands”) without the necessity of litigation or protracted lawsuit, based upon the terms and conditions set forth below.

AGREEMENT

1. Payment and Release.

In consideration of the detailed terms of the renewed lease, the Parties hereby completely release and forever discharge each other from any and all past, present and future claims, demands, obligations, actions, causes of actions, rights and damages, attorneys’ fees, interest, costs, loss of services, expenses and compensation of any nature whatsoever, based on any cause of action or theory of recovery whether for compensatory or punitive damages which the Parties now have or may have in the future as a result of or in any way related to or arising from the Demands, any and all claims or damages claimed by the Parties or available to the Parties are being settled and resolved. Said Release is general and the Parties further expressly waive and assume the risk of any and all claims, whether or not known by the Parties, or suspected to exist, which if actually

known would materially affect the Parties' decision to enter into this Release. The failure to have actual knowledge by either party, whether through ignorance, oversight, error, negligence, or otherwise, shall not adversely affect or void this Release. Provided, however, that nothing herein shall bar any future action to enforce the terms of the Lease nor any action to enforce the mutual obligations of DHL and SBD with respect to the payment of Wages.

2. Attorneys' Fees.

Each party shall bear of its own attorneys' fees and costs arising from the Demands, as well as the matters and documents referred to herein, and all related proceedings and matters hereto.

3. No other claims or liens

The Parties represent, covenant, and agree that no claims or liens exist associated with the Demands and that all claims associated with the Demands which are held by the Parties are being fully and completely resolved and extinguished by this Release. To the extent any liens or claims exist, Releasor agrees to indemnify and hold harmless Releasee against any claims related to such liens or claims. Releasee enters this Settlement and Release to resolve and extinguish all remaining claims associated with the Demands.

4. Entire Agreement and Successors in Interest.

This Release contains the entire agreement between the Parties and may not be contradicted by evidence of prior, contemporaneous, written or unwritten oral agreements of the Parties. This Release shall be binding upon and inure to the benefit of the successors, subsidiaries, affiliate companies, agents and assigns of each of the Parties.

5. Governing Law.

This Release is entered into in the State of Florida and shall be construed and interpreted in accordance with the laws of the State of Florida.

6. Interpretation and Counsel.

This Release is the result of negotiations between the Parties and has been typed/printed by one party for the convenience of the Parties, and the Parties covenant that this agreement shall in no way be construed against the drafting party. In entering this Release, the Parties each represent that they have relied upon the advice of their attorneys, who are the attorneys of their own choice, concerning the consequences of this Release, that the terms of this Release, have been completely read and explained to each of the Parties by their attorneys; and, that the terms of this Release, are fully understood and voluntarily accepted by each of the Parties

7. Effectiveness.

This Release shall become effective upon the later of execution by the Parties and payment of the Release Funds by Releasee.

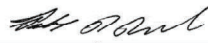
MIAMI-DADE COUNTY

By: _____

Printed Name: _____

Title: _____

DHL AERO EXPRESO, S.A.

DocuSigned by:
By:  _____
DCF28E242B004CC...

Printed Name: Felix Picardi

Title: President