

☞ **07hr_JCR-AR_Misc_pt36b**



☞ Details: Complaint.

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2007-08

(session year)

Joint

(Assembly, Senate or Joint)

Committee for Review of Administrative Rules...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Stefanie Rose (LRB) (August 2012)

STATE OF WISCONSIN

CIRCUIT COURT
5TH JUDICIAL DISTRICT

DANE COUNTY

**JT ROOFING, INC.,
GERALD T. THULL as President
of JT ROOFING, INC., and as
an individual,**

Plaintiffs,

v.

**WISCONSIN DEPARTMENT OF
WORKFORCE DEVELOPMENT, an
Executive Department of the State
of Wisconsin**

and

**ROBERTA GASSMAN,
Secretary of the Wisconsin Department
of Workforce Development,**

and

**ROBERT (BOB) ANDERSON,
Director of the Labor Standards Bureau,
Wisconsin Department of Workforce
Development,**

and

**JULIE ECKENWALDER,
Chief of Prevailing Wage Section,
Wisconsin Department of Workforce Development,**

and

**TERRENCE MOE,
Investigator, Prevailing Wage Section,
Wisconsin Department of Workforce Development,**

Defendants

CIRCUIT COURT
08 AUG 13 PM 2:17
DANE COUNTY, WI

THIS IS AN AUTHENTICATED COPY OF THE
ORIGINAL DOCUMENT FILED WITH THE DANE
COUNTY CLERK OF CIRCUIT COURT.

CARLO ESQUEDA
CLERK OF CIRCUIT COURT

08CV3636

Case No.: _____

AFFIDAVIT OF NIKKI JOZWOWSKI

4. I report directly to Gerald (Jerry) Thull, the President and Chief Executive Officer of JTR.

5. I supervise 5 administrative clerical people who execute the creation and maintenance of the records described in paragraphs 2 and 3 under my direction and control.

6. On-site roofers and sheet metal workers are supervised at the front-line by Crew Management Leaders who are assigned to those positions by President/CEO Thull. These people also perform roofing and sheet metal work working with the tools of the trade. They are hourly paid.

7. One of the jobs of a Crew Manager is to call into corporate headquarters at the end of each day's work turn, the number of hours worked by each person on a particular project on that given day. JTR does not use a timecard, timesheet or "pen-and-pencil" time-keeping system.

8. An administrative/clerical person, under my direction, enters the raw hourly data from these oral reports into a computer, which utilizes a software system, trade name, ForeFront, to calculate compensation owed during a given payroll period – bi-weekly in the case of JTR. The individual roofer/sheet metal worker's hourly basic rate and hourly value of employee benefits has been pre-programmed into the ForeFront system, and the system, through a simple algorithm (hours worked multiplied by base rate and hourly value of employee benefits, and a premium to be paid on base rate, if appropriate), which yields gross weekly pay, with appropriate allocation to the relevant employee benefits. Participation in the health plan and life insurance plan is voluntary. The same software system is programmed for appropriate employment tax and income tax deductions. The ForeFront system then generates a check for net weekly pay, which is paid to the worker according to his prior instructions.

9. All of this data is electronically maintained in the ForeFront system, and can be retrieved in spreadsheet format in various combinations “requested” by a person familiar with retrieval protocols, such as myself.

10. No free-standing paper payroll records are created or maintained at JTR, including copies of negotiated weekly payroll checks issued to roofers and sheet metal workers.

11. The ForeFront software system record keeping system is designed to take account of a workplace culture in construction work in which individual workers, who may work on different projects at many different location, within a given payroll period, do not easily take to the generation of paper and pencil record keeping. Mechanical timecard clock/machines are inappropriate in a business in which the workplace is not a single set location, like a factory or warehouse, or central back-room clerical processing location. The ForeFront software payroll system has been in effect at JTR since January 2004.

12. Exhibit 1 to my Affidavit is a Schedule A, which from my own knowledge, I know was a document accompanying a June 24, 2008, letter to the Wisconsin Department of Workforce Development (DWD), proposing a settlement to a dispute between DWD and JTR, arising from directives from DWD to JTR of April 9, 2008, and May 14, 2008, to conduct “self-audits” of all payroll records in period from May 14, 2008 to December 20, 2005. See Exhibits 2 and 3 to my Affidavit.

13. Schedule A was a document retrieved from the payroll information embedded in the ForeFront software system in the form requested by the outside litigation counsel for JTR, Attorney David F. Loeffler. The document displays the gross and net pay paid to each roofers and sheet metal worker working on the municipal public project – construction at the Craig High School during the period April 19, 2008 – May 31, 2008, a segment of the ordered entire self-audit period set forth in the May 14, 2008 order to conduct a self-audit.

14. Exhibit 4 to my Affidavit is a document titled Schedule C, which was derived from the payroll data embedded in the ForeFront software system. Schedule C accompanied the Loeffler letter to the DWD of June 24, 2008, proposing a settlement to a dispute with the DWD. These data, on a spreadsheet document, identify the individual by classification; hours worked daily, base pay rate paid (variable by a management assessment of skill and productivity, and actual assigned tasks). Length of experience with JTR is the usual predictor of skill and experience. The "Corrected Pay Rate" is the sum of the determined prevailing base rate, including the determined overtime premium, and determined employee benefits, expressed as an hourly rate. "Back Pay Due" is the difference between the determined prevailing rate and the full-load rate actually paid by JTR to roofers and sheet metal workers (base rate plus employee benefits expressed as an hourly rate), on the Craig Project March 2008 to May 2008, the period of the May 14, 2008 look-back self-audit. The shortfall aggregated to \$20,654.75 gross, \$18,739.17 net. Schedule C was prepared at the instruction of outside litigation counsel David F. Loeffler for use in the negotiation of the settlement of the dispute created by the April 9 and May 14, 2008 DWD orders to conduct "look-back" self-audits, and transmit the results to the DWD.

15. Exhibit 5 to my Affidavit, which accompanied Attorney Loeffler's June 24, 2008 letter, is a document, Schedule B, which I prepared and used as worksheet showing the steps of my analysis of what the full-load determined prevailing rate (basic pay plus employee benefits valued at an hourly rate) was for each roofer and sheet metal worker who worked on-site on the Craig project during the relevant self-audit period. "The Fringes to be deducted" entry was the hourly rate of employee benefits actually paid by JTR to those workers who participated in the program, a sum to be deducted from the prevailing hourly rate for benefits, as part of the calculation of the shortfall between JTR payments in fact and the determined full-load prevailing rate (base wage plus employer benefits expressed or valued as an hourly rate). See Schedule C,

Exhibit 4. Schedule B also shows how I calculated the determined overtime premium rate to be paid in base pay yielding a determined hourly rate of \$54.72 on overtime hours worked. Schedule B is a kind of amplification and I hope clarification, of the compensation rates set out in Schedule C. Schedule B was prepared at the request of Attorney Loeffler for use in the negotiation of a settlement of the dispute arising from the April 9, 2008, May 14, 2008 DWD orders to conduct look-back "self-audits," and transmit the results to the DWD.

16. Exhibits 6(a) to 6(e) to my Affidavit are a series of correspondence between DWD and JTR. I was the author of the JTR responses. Exhibit 6(a) is a copy of the Prevailing Wage Complaint of Christopher DeFrancisco of December 10, 2007, amended January 10, 2008, and transmitted to JTR by DWD letter of January 11, 2008. DeFrancisco claimed he was owed \$10,348.60 in straight-time and overtime shortfall on three state and municipal prevailing rate projects. His Complaint was assigned a case number – LS-2007-04575. Exhibit 6(b) is a February 11, 2008 JTR response to DWD letter of January 11, 2008, describing the classification assigned to DeFrancisco while working on These 3 public projects, his hourly base pay rate of \$15.00 per hour, as a new hire sub-journeyman and a schedule of daily hours he worked on these projects and on private projects in the relevant accounting period. The spreadsheet data on his base wage rate and hours worked on each public and private project was retrieved from the electronically created and maintained ForeFront software system. Exhibit 6(c) is a letter of February 15, 2008, DWD to JTR, requesting further payroll information on all workers working on these three public projects, information specific to DeFrancisco; JTR's performance bond on the three projects, and a letter from DWD sent to DeFrancisco requesting his response to JTR's response of February 11, 2008, to the DWD directive of January 11, 2008. Exhibit 6(d) is the JTR response I prepared to the DWD directive of February 15, 2008. The response was a spreadsheet derived from the payroll information, embedded in the electronically created and

maintained ForeFront payroll system, indicating hours worked by DeFrancisco on public and private projects during the relevant accounting period. Reviewing that spreadsheet information, I determined that DeFrancisco was not paid the correct prevailing overtime rate on some hours worked on these projects. The shortfall was \$3,118.07 gross, \$2,424.83 net. I prepared a check and sent the negotiable instrument to DWD. To the best of my knowledge, the shortfall was a function of entry error with respect to the pay rate to be applied to hours worked in excess of 10 on a given day, 40 in a work week, and work on Saturdays, Sunday and enumerated holidays, leading to a software system computational error. Exhibit 6(e) is a copy of the March 7, 2008, DWD letter to DeFrancisco, copy to JTR, asking him whether he agreed with the analysis and calculation leading to the shortfall payment of \$3,118.07 gross, \$2,424.83 net, a 70% discount from DeFrancisco's original demand. Compare Exhibit 6(e) with Exhibit 6(a). On April 9, 2008, JTR received a letter from the DWD, which among other things, accepted the transfer of \$3,118.07 as full satisfaction of DeFrancisco's Complaint of December 10, 2007/January 10, 2008. See second paragraph of DWD letter to JTR of April 9, 2008, Exhibit 7 to my Affidavit. JTR has received no further communication for the DWD with respect to DeFrancisco's work on those three public projects.

17. At the request of outside litigation counsel, Attorney David Loeffler, I generated from the ForeFront payroll records regular business records of JTR, Exhibit 8 to my Affidavit, a spreadsheet showing the aggregate payrolls on the three public projects on which DeFrancisco worked, totaling \$281,152.65. The shortfall paid to DeFrancisco is about 1% of that gross payroll.

18. During the audit period, July 1, 2008-December 10, 2005, JTR employed, on average, 95 roofers and sheet metal workers per day on all on-site projects, public and private. I obtained this number from a review of all payroll checks issued bi-weekly during this indicated

information in the JTR electronically created and maintained payroll system. DeFrancisco's employment was about 1% of the total JTR workforce during this audit period.

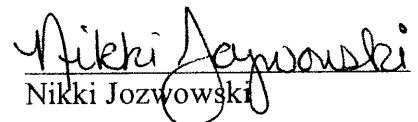
19. As disclosed by job numbers embedded in the electronically created and maintained regular business record system of JTR, during the accounting period of July 1, 2008 – December 10, 2005, JTR performed on-site work on a total of 2,624 construction projects, public and private of which 2,568 were private projects, 56 public projects. 16 of the 2,568 private jobs were on projects located outside the state of Wisconsin in Ohio, Maryland, Pennsylvania, Utah, Missouri, New York, Virginia and Nebraska. The ratios of public jobs to total jobs was about 2%. (As disclosed by the job numbers embedded in the electronically created and maintained regular business records system of JTR, a total of 2,333 private construction jobs were undertaken by JTR during the period July 1, 2008 – April 1, 2006).

20. JTR does not maintain separate paper documents which are copies of negotiated payroll checks in its record keeping system. Embedded in the ForeFront electronic system are data of checks issued, by number, to specific roofer and sheet metal workers, and the date of issuance. The depository banks used by JTR do not maintain the negotiated payroll checks in "hard-copy" form, returned to JTR periodically, accompanying bank statements. Evidence of specific negotiated JTR payroll checks is embedded in the depository banks electronically created and maintained business records system, and "hard-copies" of such negotiated checks can be obtained from the banks on request.

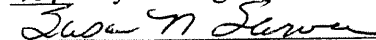
21. As of the date of execution of this Affidavit, no record in the possession of JTR indicates that any roofer or sheet metal worker, other than DeFrancisco, has filed a Complaint or claim with the DWD, or any court, alleging nonpayment of any determined prevailing wage including an overtime premium on any public project during the period from execution of this Affidavit to December 10, 2005. Nor has any roofer or sheet metal worker employed by JTR on

any private project claimed any violation of any kind of Wisconsin labor standards or the labor standards of any other state within three years of this Affidavit, except for DeFrancisco, who filed a complaint of the violation of overtime provisions on private work, a complaint that was promptly resolved with a transfer to DeFrancisco in January 2008 of \$180.00 gross, \$165.14 net, Case No. LS-2007-04576. I prepared all the relevant documents. The shortfall was simply an oversight error. Exhibits 8(a), 8(b), 8(c) and 8(d).

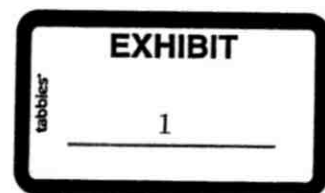
22. I have estimated that 180 consecutive hours of labor will be entailed in producing all the payroll records requested for work on 2,624 projects at public and private work sites, July 1, 2008 – December 10, 2005. Since I am the person most familiar with the data embedded in the ForeFront software system, and most familiar with the process of retrieval of that electronically created and maintained information from the ForeFront software system, I assigned a value of \$29.00 per hour to work, a measure of the opportunity cost to JTR of retrieving the information rather than working on the regular flow of economic information, given my monthly and annual salary, or \$4,200.00 in direct labor opportunity cost. The market cost of the paper materials inputs consumed in the production of spreadsheets capturing the requested information is \$75.00. The opportunity cost of a day of President Thull's time, and my time spent in preparing for and "explaining" these documents to a DWD investigator, is estimated to be \$812.00. Therefore, the total direct cost of producing the information as requested is \$5,087.00.


Nikki Jozwowski

Subscribed and sworn to before me
this 12 day of August, 2008.


Notary Public, Ozaukee County, WI
My Commission is/expires: 2/21/2010

SCHEDULE A



DATE: 06/23/08

JT ROOFING, INC.

PAGE: 1

TIME: 12:51:06

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

FROM CHECK DATE: 04/28/08 EMPLOYEE: BL6745 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

BL6745	FRANCISCO BLANCO		CURRENT	RES ST:	WI	WORK ST:					
04/19/08	33.00	396.00				30.29	8.37		357.34	31520	05/02/08
05/03/08	48.50	582.00				44.52	17.94		519.54	31619	05/16/08
05/17/08	78.00	936.00	18.00	24.25		72.98	46.17	25.45-	785.15	31729	05/30/08
05/31/08	39.50	474.00				36.27	11.96		425.77	31853	06/13/08
05/03/08	8.50	102.00				7.79			94.21	31948	05/16/08
05/31/08	67.50	810.00		9.85		61.97	34.94		703.24	31955	06/13/08

	275.00	3,300.00	.00	18.00	34.10	253.82	119.38	25.45-	2,885.25		

=====											
TOTAL:	275.00	3,300.00		18.00	34.10	253.82	119.38	25.45	2,885.25		

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08

JT ROOFING, INC.

PAGE: 1

TIME: 12:51:39

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

FROM CHECK DATE: 04/28/08 EMPLOYEE: BR2218 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

BR2218	DOUG BRANDENBURG		CURRENT	RES ST:	WI	WORK ST:					
04/19/08	43.00	1,193.25		95.99	78.20	50.88	218.73-	749.45	31524	05/02/08	
05/03/08	77.00	2,136.77	208.13	325.76	166.30	128.35	264.80-	1,459.69	31622	05/16/08	
05/03/08	1.00	27.76			2.13			25.63	31709	05/16/08	
05/17/08	72.50	2,011.89		245.83	140.82	107.57	251.48-	1,266.19	31732	05/30/08	
05/17/08	18.00	499.50		24.30	38.21	15.76	19.98-	401.25	31827	05/30/08	
05/31/08	55.00	1,526.25	222.00	182.56	120.66	89.66	240.93-	1,114.44	31855	06/13/08	

	266.50	7,395.42	.00	430.13	874.44	546.32	392.22	995.92-	5,016.65		

TOTAL:	266.50			874.44		392.22		5,016.65			
		7,395.42	430.13		546.32		995.92				

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:52:09

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: CA8037 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER	NET	CHECK
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS		CHECK# DATE

CA8037	LUIS CARABALLO			CURRENT	RES ST:	WI	WORK ST:		
04/19/08	61.00	976.00		544.00	56.65		116.28	90.22	1,256.85 31527 05/02/08
05/03/08	52.00	832.00					63.66	40.13	728.21 31625 05/16/08
05/17/08	53.50	856.00					65.48	41.88	748.64 31735 05/30/08
05/31/08	54.50	872.00		152.00			78.34	54.11	891.55 31858 06/13/08
05/17/08	4.00	64.00					4.90		59.10 31962 06/13/08

	225.00	3,600.00	.00	696.00	56.65		328.66	226.34	.00 3,684.35

TOTAL:	225.00	3,600.00		696.00	56.65		328.66	226.34	.00 3,684.35

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:52:28

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: GA0480 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

GA0480	DAVID GARTHWAITE		CURRENT	RES ST:	WI	WORK ST:					
04/19/08	32.50	601.25				46.00	23.97		531.28	31537	05/02/08
05/03/08	34.00	629.00				48.12	25.88		555.00	31634	05/16/08
05/17/08	63.00	1,165.50		64.06		89.16	64.59		947.69	31747	05/30/08
05/31/08	52.50	971.25		34.92		74.30	50.45		811.58	31871	06/13/08

	182.00	3,367.00	.00	.00	98.98	257.58	164.89	.00	2,845.55		

=====

TOTAL:	182.00				98.98		164.89		2,845.55		
		3,367.00				257.58					

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
 TIME: 12:54:18

JT ROOFING, INC.
 EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: GA6511 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

GA6511	GUSTAVE PASCOE GARCIA			CURRENT	RES ST:	WI	WORK ST:				
04/19/08	71.00	1,278.00		117.00	27.96	106.71	80.37		1,179.96	31539	05/02/08
05/03/08	55.50	999.00		9.00		77.12	50.18		880.70	31636	05/16/08
05/17/08	78.00	1,404.00		108.00	39.66	115.66	89.49	13.20-	1,253.99	31749	05/30/08
05/31/08	65.00	1,170.00		9.00	6.36	90.20	63.52		1,018.92	31873	06/13/08
05/03/08	8.50	153.00				11.71			141.29	31949	05/16/08
05/31/08	8.50	153.00				11.70			141.30	31956	06/13/08

	286.50	5,157.00	.00	243.00	73.98	413.10	283.56	13.20-	4,616.16		

=====											
TOTAL:	286.50			243.00	73.98	413.10	283.56	13.20	4,616.16		
		5,157.00									

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
 TIME: 12:57:45

JT ROOFING, INC.
 EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: GO8073 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

GO8073	RAFAEL VAZQUEZ GOMEZ			CURRENT	RES ST:	WI	WORK ST:				
04/19/08	39.00	468.00				35.80	14.73		417.47	31542	05/02/08
04/19/08	20.00	240.00				18.36	3.77		217.87	31609	05/12/08
05/03/08	52.00	624.00				47.73	25.48		550.79	31639	05/16/08
05/17/08	59.50	714.00				54.62	31.68		627.70	31752	05/30/08
05/31/08	54.50	654.00		114.00		58.76	35.60		673.64	31876	06/13/08
05/17/08	4.00	48.00				3.66			44.34	31963	06/13/08

	229.00	2,748.00	.00	114.00	.00	218.93	111.26	.00	2,531.81		

=====

TOTAL:	229.00	2,748.00		114.00		218.93	111.26		2,531.81		
--------	--------	----------	--	--------	--	--------	--------	--	----------	--	--

TOTAL NUMBER OF EMPLOYEES LISTED: 1

JT ROOFING, INC.

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

DATE: 06/23/08
TIME: 12:57:57

FROM CHECK DATE: 04/28/08
TO CHECK DATE: 06/23/08
EMPLOYEE STATUS: ALL

EMPLOYEE: GR0610 FROM PERIOD END DATE:
TO PERIOD END DATE: 06/23/08
BANK ACCOUNT: ALL

RESIDENT STATE: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK CHECK#	CHECK DATE

GR0610	GRUENDEMANN LUKE										
				CURRENT	RES ST:	WI	WORK ST:				
04/19/08	68.50	1,746.75		127.50	254.54		137.33	109.83	79.00-	1,293.55	31544 05/02/08
05/03/08	62.00	1,581.00		63.75	197.17		119.78	93.92	54.70	1,288.58	31641 05/16/08
05/17/08	60.00	1,530.00		318.75	248.17		135.38	108.17	79.00-	1,278.03	31754 05/30/08
05/17/08	41.50	1,058.25			108.55		80.97	56.97	142.70	954.46	31830 05/30/08
05/31/08	60.50	1,542.75			171.67		111.97	86.49	79.00-	1,093.62	31878 06/13/08
	292.50	7,458.75	.00	510.00	980.10		585.43	455.38	39.60-	5,908.24	

TOTAL:	292.50				980.10			455.38		5,908.24	
		7,458.75		510.00			585.43		39.60		

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:58:23

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: GU1052 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER	CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

GU1052	JULIO GUTIERREZ		CURRENT	RES ST:	WI	WORK ST:				
04/19/08	33.00	396.00				30.29	8.33	357.38	31545	05/02/08
05/03/08	26.00	312.00				23.88	4.47	283.65	31642	05/16/08
05/17/08	78.00	936.00	18.00	10.78		72.97	46.10	798.70	31756	05/30/08
05/31/08	35.00	420.00				32.13	9.43	378.44	31880	06/13/08
05/31/08	14.50	174.00				13.31		160.69	31957	06/13/08

	186.50	2,238.00	.00	18.00	10.78	172.58	68.33	25.45-	1,978.86	

=====										
TOTAL:	186.50				10.78		68.33		1,978.86	
		2,238.00		18.00		172.58		25.45		

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:58:47

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: GU7611 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK	
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

GU7611	FRANCISCO J GUTIERREZ		CURRENT	RES ST:	WI	WORK ST:				
05/03/08	19.50	273.00				20.89	5.25	246.86	31643	05/16/08
05/03/08	9.50	133.00				10.17		122.83	31711	05/16/08
05/17/08	57.00	798.00				61.05	37.72	699.23	31757	05/30/08
05/17/08	10.00	140.00				10.71		129.29	31831	05/30/08
05/17/08	5.00	70.00				5.35		64.65	31841	05/30/08
05/31/08	53.50	749.00		105.00		65.34	41.79	746.87	31881	06/13/08
05/03/08	8.50	119.00				9.09		109.91	31950	05/16/08

	163.00	2,282.00	.00	105.00	.00	182.60	84.76	.00	2,119.64	

=====

TOTAL:	163.00						84.76		2,119.64	
		2,282.00		105.00		182.60				

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:59:10

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: HE6382 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK	
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

HE6382	JUVENAL LOPEZ HERNANDEZ		CURRENT	RES ST:	WI	WORK ST:				
04/19/08	24.00	324.00			24.79	7.59		291.62	31546	05/02/08
04/19/08	40.00	540.00	189.00		55.77	32.69		640.54	31610	05/12/08
05/03/08	52.00	702.00			53.70	30.79		617.51	31644	05/16/08
05/17/08	53.50	722.25			55.25	32.20		634.80	31758	05/30/08
05/31/08	54.50	735.75	128.25		66.10	42.52		755.38	31882	06/13/08
05/17/08	10.00	135.00			10.33			124.67	31964	06/13/08

	234.00	3,159.00	.00	317.25	.00	265.94	145.79	.00	3,064.52	

TOTAL: 234.00 3,159.00 .00 317.25 .00 265.94 145.79 3,064.52

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:59:24

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: KU5165 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

KU5165	JAMES KUHL			CURRENT	RES ST:	WI	WORK ST:				
04/19/08	22.00	352.00			25.01	26.92	9.12		290.95	31557	05/02/08
05/03/08	55.50	888.00			103.20	67.94	44.64		672.22	31654	05/16/08
05/17/08	50.00	800.00			90.00	61.20	38.23		610.57	31770	05/30/08
05/17/08	15.00	240.00			13.81	18.36	3.96		203.87	31833	05/30/08
05/31/08	46.50	744.00			81.60	56.90	34.16		571.34	31895	06/13/08

	189.00	3,024.00	.00	.00	313.62	231.32	130.11	.00	2,348.95		

=====											
TOTAL:	189.00				313.62		130.11		2,348.95		
		3,024.00				231.32					

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 12:59:35

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: L01745 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER	CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

L01745	RAYMOND	LOTH		CURRENT	RES ST:	WI	WORK ST:			
04/19/08	40.00	1,110.01		416.25	107.04	103.68	77.60	171.00-	1,066.94	31562 05/02/08
05/03/08	49.00	1,359.76		222.00	115.36	107.91	81.93	171.00-	1,105.56	31660 05/16/08
05/17/08	60.00	1,665.01			127.85	114.30	88.42	171.00-	1,163.44	31776 05/30/08
05/31/08	43.00	1,193.27			58.00	78.20	51.62	171.00-	834.45	31901 06/13/08

	192.00	5,328.05	.00	638.25	408.25	404.09	299.57	684.00-	4,170.39	

=====										
TOTAL:	192.00	5,328.05		638.25	408.25	404.09	299.57	684.00	4,170.39	

TOTAL NUMBER OF EMPLOYEES LISTED: 1

JT ROOFING, INC.

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

DATE: 06/23/08
TIME: 13:00:52

FROM CHECK DATE: 04/28/08
TO CHECK DATE: 06/23/08
EMPLOYEE STATUS: ALL

EMPLOYEE: ME5632 FROM PERIOD END DATE:
TO PERIOD END DATE: 06/23/08
BANK ACCOUNT: ALL

RESIDENT STATE: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

ME5632	MARIO MERINO			CURRENT	RES ST:	WI	WORK ST:				
05/03/08	22.50	270.00					20.65	2.57	246.78	31662	05/16/08
05/17/08	49.00	588.00					44.98	18.39	524.63	31778	05/30/08
05/31/08	54.50	654.00					50.03	23.26	580.71	31903	06/13/08

	126.00	1,512.00	.00	.00	.00		115.66	44.22	.00	1,352.12	

TOTAL: 126.00 1,512.00 115.66 44.22 1,352.12

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 13:01:07

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: ME5684 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER		CHECK		
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS	NET	CHECK#	DATE

ME5684	RICARDO A MENOL			CURRENT	RES ST:	WI	WORK ST:				
05/03/08	28.50	370.50			13.40		28.34	9.93	318.83	31663	05/16/08
05/03/08	9.50	123.50					9.45		114.05	31712	05/16/08
05/03/08	28.50	370.50			13.40		28.35	9.93	318.82	31717	05/16/08
05/17/08	57.00	741.00			60.96		56.68	33.88	589.48	31779	05/30/08
05/17/08	10.00	130.00					9.94		120.06	31836	05/30/08
05/17/08	5.00	65.00					4.98		60.02	31843	05/30/08
05/31/08	53.50	695.50		97.50	68.76		60.67	37.66	625.91	31904	06/13/08

	192.00	2,496.00	.00	97.50	156.52		198.41	91.40	.00	2,147.17	

=====											
TOTAL:	192.00				156.52			91.40		2,147.17	
		2,496.00		97.50			198.41				

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
 TIME: 13:01:19

JT ROOFING, INC.
 EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: RE8549 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

RE8549	JOSE RELLES			CURRENT	RES ST:	WI	WORK ST:				
04/19/08	68.50	1,781.00			136.19	136.25	108.68		1,399.80	31576	05/02/08
05/03/08	78.00	2,028.00			178.12	155.14	124.74		1,570.00	31676	05/16/08
05/17/08	59.50	1,547.00			101.09	118.34	92.31		1,235.26	31792	05/30/08
05/31/08	53.50	1,391.00		78.00	89.39	112.38	86.63		1,180.60	31915	06/13/08

	259.50	6,747.00	.00	78.00	504.79	522.11	412.36	.00	5,385.74		

TOTAL:	259.50				504.79		412.36		5,385.74		
		6,747.00		78.00		522.11					

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
 TIME: 13:01:35

JT ROOFING, INC.
 EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: RI1744 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

RI1744	JUAN	RIANOS		CURRENT	RES ST:	WI	WORK ST:				
04/19/08	64.00	1,776.00		638.25	205.31	184.68	149.89	321.23-	1,553.14	31577	05/02/08
05/03/08	54.00	1,498.52			67.95	114.64	88.57	321.23-	906.13	31677	05/16/08
05/17/08	63.00	1,748.26			105.41	133.74	106.60	321.23-	1,081.28	31793	05/30/08
05/31/08	54.50	1,512.39		263.62	109.57	135.87	108.40	334.43-	1,087.74	31916	06/13/08

	235.50	6,535.17	.00	901.87	488.24	568.93	453.46	1,298.12-	4,628.29		

=====											
TOTAL:	235.50	6,535.17		901.87	488.24	568.93	453.46	1,298.12	4,628.29		

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
 TIME: 13:02:08

JT ROOFING, INC.

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

FROM CHECK DATE: 04/28/08 EMPLOYEE: SA6035 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD END DATE	HOURS	REGULAR EARNINGS	OVERTIME EARNINGS	OTHER EARNINGS	FIT TAXES	FICA TAXES	OTHER TAXES	OTHER DEDUCTIONS	NET	CHECK#	CHECK DATE

SA6035 RICARDO SALINAS				CURRENT	RES ST:	WI	WORK ST:				
04/19/08	40.00	1,110.01		152.63	81.30	90.55	64.21	79.00-	947.58	31583	05/02/08
05/03/08	56.00	1,554.01		13.88	127.08	113.90	88.02	79.00-	1,159.89	31683	05/16/08
05/17/08	80.00	2,220.01		457.88	293.58	198.81	162.06	91.25-	1,932.19	31799	05/30/08
05/31/08	68.00	1,887.01			174.95	138.32	110.65	79.00-	1,384.09	31922	06/13/08
05/03/08	8.50	235.88				18.04	1.08		216.76	31951	05/16/08
05/31/08	25.50	707.64			26.53	54.14	27.34		599.63	31960	06/13/08

	278.00	7,714.56	.00	624.39	703.44	613.76	453.36	328.25-	6,240.14		

=====											
TOTAL:	278.00	7,714.56		624.39	703.44	613.76	453.36	328.25	6,240.14		

TOTAL NUMBER OF EMPLOYEES LISTED: 1

DATE: 06/23/08
TIME: 13:02:23

JT ROOFING, INC.
EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

PAGE: 1

FROM CHECK DATE: 04/28/08 EMPLOYEE: SA9520 FROM PERIOD END DATE: RESIDENT STATE: ALL
TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER	NET	CHECK
END DATE	HOURS	EARNINGS	EARNINGS	EARNINGS	TAXES	TAXES	DEDUCTIONS		CHECK# DATE

SA9520	PASCUAL SANTIAGO		CURRENT	RES ST:	WI	WORK ST:			
04/19/08	64.00	768.00	408.00	65.63	89.96	65.36		955.05	31585 05/02/08
05/03/08	52.00	624.00			47.74	25.54		550.72	31685 05/16/08
05/17/08	45.00	607.50			46.48	24.40		536.62	31801 05/30/08
05/31/08	54.50	735.75	128.25	22.36	66.10	42.65		732.89	31924 06/13/08
05/17/08	4.00	54.00			4.12			49.88	31965 06/13/08

	219.50	2,789.25	.00	536.25	87.99	254.40	157.95	.00	2,825.16

=====

TOTAL:	219.50			87.99		157.95		2,825.16	
		2,789.25		536.25		254.40			

TOTAL NUMBER OF EMPLOYEES LISTED: 1

JT ROOFING, INC.

DATE: 06/23/08

TIME: 13:02:41

EMPLOYEE EARNINGS HISTORY SUMMARY REPORT

FROM CHECK DATE: 04/28/08 EMPLOYEE: T05364 FROM PERIOD END DATE: RESIDENT STATE: ALL
 TO CHECK DATE: 06/23/08 TO PERIOD END DATE: 06/23/08
 EMPLOYEE STATUS: ALL BANK ACCOUNT: ALL

PERIOD	REGULAR	OVERTIME	OTHER	FIT	FICA	OTHER	OTHER	NET	CHECK
END DATE	HOURS	EARNINGS	EARNINGS	TAXES	TAXES	TAXES	DEDUCTIONS		CHECK# DATE

T05364	RAFAEL TORRES		CURRENT	RES ST:	WI	WORK ST:			
04/19/08	61.00	945.50	527.00	110.11	112.64	86.94		1,162.81	31595 05/02/08
05/03/08	52.00	806.00		16.56	61.67	38.42		689.35	31695 05/16/08
05/17/08	12.50	212.50			16.25	2.54		193.71	31810 05/30/08
05/31/08	54.50	926.50	161.50	52.43	83.24	58.95		893.38	31935 06/13/08

	180.00	2,890.50	.00	688.50	179.10	273.80	186.85	.00	2,939.25

TOTAL:	180.00	2,890.50	688.50	179.10	273.80	186.85		2,939.25	

TOTAL NUMBER OF EMPLOYEES LISTED: 1

Jim Doyle
Governor

Roberta Gassman
Secretary

Jennifer A. Ortiz
Division Administrator



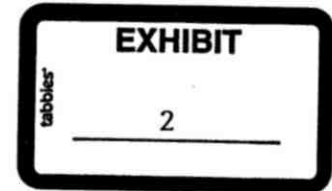
EQUAL RIGHTS DIVISION
P.O. Box 8928
Madison, WI 53708
Telephone: (608) 266-6860
Fax: (608) 267-4592
TTY: (608) 264-8752
www.dwd.state.wi.us

State of Wisconsin
Department of Workforce Development

April 9, 2008

CERTIFIED MAIL #70070710000549114055

Gerald T. Thull, Registered Agent
J.T. Roofing, Inc.
350 Tower Drive
Saukville, WI 53080



RE: ERD Case #LS200704575

Dear Gerald Thull:

Sections 66.0903(10)(b) and 103.49(5), Wis. Stats. authorize the department to demand and examine copies of payrolls, other records and information relating to the wages paid and hours worked by persons on public works projects subject to Wisconsin's prevailing wage rate laws. Such a request was made of you in regard to UW Washington County Roof Rehabilitation; City of West Bend, County of Washington, WI (PWR Determination #200700653), Mukwonago Area School District 2007 Roof Replacement; Village of Mukwonago, Waukesha County, WI (PWR Determination #200700731) and Senior Center Roof Replacement; City of Manitowoc, County of Manitowoc, WI (PWR Determination #200700343) and you provided the requested information.

This investigation revealed that one of your employees was not paid the correct prevailing wage rate for work performed on these projects. Thank you for your payment to this employee in the total amount of \$3,118.07. Nonetheless, failure to pay prevailing wage at the time the work was performed is a violation of DWD 290.04 of the Wisconsin Administrative code. Contractors who violate Wisconsin's prevailing wage rate laws are required to: 1) conduct a self-audit of past prevailing wage projects and 2) complete and return Weekly Payroll Report forms for work being performed on all current public works projects subject to these laws.

1. Self Audit

Because this violation may affect other projects that your firm worked on, you are instructed to perform a self-audit to ensure that all employees who worked on this and other prevailing wage projects are properly compensated. The self-audit must cover ALL public works projects subject to §66.0903 and §103.49, Wis. Stats., that your firm worked on since December 10, 2005. If your self-audit reveals that any other employees were improperly compensated, you are further instructed to make the necessary payments directly to the affected employee(s); however, *you must send me*

J. T. Roofing, Inc, LS200704575
Page 2

the results of your self-audit, including documentation of the public works projects on which you worked, which employees worked on each project including their classification and copies of checks & payment stubs reflecting payments that were made. If your audit determines no one else is owed monies, let me know that in writing as well.

The self-audit, including the payment of any unpaid wages, must be completed by April 25, 2008.

Any valid wage and hour complaint that this department receives DURING the self-audit period will be investigated on its own merits. Similar complaints received AFTER the self-audit deadline which prove to be valid, will result in an extensive on-site investigation conducted by a representative of this department. At the conclusion of the on-site investigation, in addition to any unpaid wages, you will be assessed a penalty of up to 50% of the total found due.

2. Submission of Weekly Payroll Reports

Because this violation indicates that you may have some misunderstanding about how to calculate prevailing wage rates, please complete and return a Payroll Report form (or more if necessary) for each week for *all* employees of your firm who are currently working on any public works projects subject to §66.0903 or §103.49, Wis. Stats. Be sure to include the prevailing wage rate determination number where indicated on the form. DO NOT report any Wisconsin Department of Transportation (DOT) projects. Complete a separate form for *each* public works project that any of your employees are working on. The wage and hour information must include all work performed by each employee for the entire week including both public and private. It is very important that you complete both sides of the form. Three Payroll Report forms (ERD-5844) are enclosed. You will need to make additional copies as necessary.

IMPORTANT: To determine the accuracy of your payroll information, you must describe the type of work you performed on the public project. If you had any heavy equipment operators on the project you must describe the piece of equipment used by each employee. The back of the Payroll Report form allows for the entry of such information.

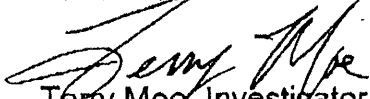
If you are not presently working on a public works project subject to §66.0903 or §103.49, Wis. Stats., you must notify me in writing within 10 days of the date of this correspondence. But *when you do begin working on a public works project you must begin to send me the Payroll Report forms weekly.* You must also indicate that your work on the public project has been completed on the last Payroll Report form that you send me.

You will be notified by the department when you are no longer required to file weekly payroll report forms.

J. T. Roofing, Inc, LS200704575
Page 3

If you need assistance completing these forms or have any other questions about this matter, please call me at (608)266-0028.

Sincerely,
Labor Standards Bureau



Terry Moe, Investigator
Construction Wage Standards Section
Tel: 608-266-0028

Enclosure – 3 Payroll Report forms

Department of Workforce Development
Equal Rights Division
P.O. Box 8928
Madison, WI 53708-8928
Telephone: (608) 266-6860
Fax: (608) 267-4592
TTY: (608) 264-8752

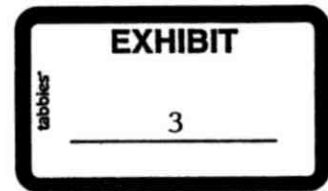


State of Wisconsin
Department of Workforce Development
Jim Doyle, Governor
Roberta Gassman, Secretary
Jennifer A. Ortiz, Division Administrator

May 14, 2008

J.T. Roofing, Inc.
Gerald T. Thull, Registered Agent
350 Tower Drive
Saukville, WI 53080

RE: *Craig High School - School District of Janesville*
City of Janesville, Rock County, WI
Determination No. 200700719 - Project No. 2786
Case No. LS200801498



Dear Mr. Thull:

The Department of Workforce Development is authorized under §66.0903(10), Wis. Stats. (copy enclosed) to conduct inspections of prevailing wage project sites and to request payroll records from contractors working on those projects. On May 9, 2008, I visited the *Craig High School - School District of Janesville* project site. I spoke to some of your employees regarding prevailing wage rate requirements in connection with that project and they were willing to answer some questions. As a result, you will need to provide complete payroll records, as noted below.

In order to follow-up on that visit, please respond to each of the following, question-by-question and provide the requested information by May 30, 2008.

- 1)
 - a) Are you a subcontractor or a prime contractor on this job?
 - b) If you are a subcontractor, what is the name of the business with which you contracted to do this project and what is that business' address?
 - c) If you subcontracted any of your work on this project, what is the name of the business to which you subcontracted work and what is that business' address?

- 2) Provide copies of payroll and time records for all of your employees who worked at the *Craig High School - School District of Janesville* project site for the period April 28th, 2008 through May 23, 2008. The records should include the name of each employee, his or her job classification(s) (the job classification(s) must correspond to the appropriate job classification listed on the enclosed prevailing wage rate determination), copies of timecards for all work performed (both public and private jobs) during the weeks in question for each of these employees, payroll records showing the rate(s) of pay, gross wages earned, deductions, and net wages paid.

- 3)
 - a) If you provide your employees *bona fide* fringe benefits, identify and specifically describe each benefit and its corresponding hourly rate that

J.T. Roofing, Inc. - LS200801498

Page 2

adds up to the total hourly fringe benefit rate toward each employee's benefits.

- b) If any of your employees receive *bona fide* fringe benefits through their union rather than through you, indicate the amount that you send to the union on behalf of each employee (in terms of an hourly rate). In addition, provide the name of the union to which you send the money and a contact person (with a telephone number) at that union who would have knowledge of receipts of your payments.

If you do not respond to 3a) or 3b), it will be assumed that your employees receive no fringe benefits either through you or through a union.

- 4) If any of the employees listed in response to Question 2 is an apprentice, provide a copy of the individual's contract or indenture papers (in addition to the requested payroll information).


Enclosed for your information is a pamphlet entitled "Wisconsin's Prevailing Wage Rate Laws."

It is illegal for an employer to retaliate against an employee for providing information for an investigation or inspection under the prevailing wage laws. That type of retaliation is subject to penalties under the law. §§103.49(5)(b) and 111.322(2m), Wis. Stats.

Thank you in advance for your cooperation. You may call me at 608-266-0028 if you have any questions regarding this matter.

Sincerely,

LABOR STANDARDS BUREAU



Terry Moe, Investigator
Construction Wage Standards Section

- Encls: 1) §66.0903, Wis. Stats.
2) *Wisconsin's Prevailing Wage Rate Laws*
3) Prevailing Wage Rate Determination No. 200700719

SCHEDULE C

tabbles®
EXHIBIT
4

DATE	EMPLOYEE	CLASSIFICATION	HOURS	REG		CORRECTED		CORRECTED		BACKPAY		TOTAL
				PAYRATE	PAYRATE	PAYRATE	OT RATE	GROSS	GROSS	DUE	BACKPAY	
5/6/2008	BLANCO, FRANCISCO	ROOFER	9	\$ 12.00	\$ 108.00	\$ 37.88	\$ 54.72	\$ 340.92	\$ 232.92			
5/8/2008	BLANCO, FRANCISCO	ROOFER	11.5	\$ 12.00	\$ 138.00	\$ 37.88	\$ 54.72	\$ 460.88	\$ 322.88			
5/9/2008	BLANCO, FRANCISCO	ROOFER	9.5	\$ 12.00	\$ 114.00	\$ 37.88	\$ 54.72	\$ 359.86	\$ 245.86			
10/2008	BLANCO, FRANCISCO	ROOFER	6	\$ 12.00	\$ 72.00	\$ 37.88	\$ 54.72	\$ 227.28	\$ 155.28			
12/2008	BLANCO, FRANCISCO	ROOFER	11.5	\$ 12.00	\$ 138.00	\$ 37.88	\$ 54.72	\$ 460.88	\$ 322.88			\$ 1,279.82
17/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00	** REGULAR PAYRATE IS \$27.75						
18/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00	** PREVAILING WAGE RATE IS \$27.35						
19/2008	BRANDENBURG, DOUG	ROOFER	10.5	\$ 27.75	\$ 291.38							
20/2008	BRANDENBURG, DOUG	ROOFER	10.5	\$ 27.75	\$ 291.38							
24/2008	BRANDENBURG, DOUG	ROOFER	3	\$ 27.75	\$ 83.25							
26/2008	BRANDENBURG, DOUG	ROOFER	5	\$ 27.75	\$ 138.75							
28/2008	BRANDENBURG, DOUG	ROOFER	5	\$ 27.75	\$ 138.75							
31/2008	BRANDENBURG, DOUG	ROOFER	4	\$ 27.75	\$ 111.00							
4/2/2008	BRANDENBURG, DOUG	ROOFER	9.5	\$ 27.75	\$ 263.63							
4/3/2008	BRANDENBURG, DOUG	ROOFER	9.5	\$ 27.75	\$ 263.63							
4/4/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00							
4/8/2008	BRANDENBURG, DOUG	ROOFER	4	\$ 27.75	\$ 111.00							
4/9/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00							
11/2008	BRANDENBURG, DOUG	ROOFER	3	\$ 27.75	\$ 83.25							
14/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00							
15/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00							
16/2008	BRANDENBURG, DOUG	ROOFER	9	\$ 27.75	\$ 249.75							
22/2008	BRANDENBURG, DOUG	ROOFER	2	\$ 27.75	\$ 55.50							
24/2008	BRANDENBURG, DOUG	ROOFER	8	\$ 27.75	\$ 222.00							
25/2008	BRANDENBURG, DOUG	ROOFER	5	\$ 27.75	\$ 138.75							
28/2008	BRANDENBURG, DOUG	ROOFER	2	\$ 27.75	\$ 55.50							
29/2008	BRANDENBURG, DOUG	ROOFER	5.5	\$ 27.75	\$ 152.63							
30/2008	BRANDENBURG, DOUG	ROOFER	11	\$ 27.75	\$ 305.25							
5/1/2008	BRANDENBURG, DOUG	ROOFER	10	\$ 27.75	\$ 277.50							
5/9/2008	BRANDENBURG, DOUG	ROOFER	10	\$ 27.75	\$ 277.50							
29/2008	CARABALLO, LUIS	ROOFER	10.5	\$ 16.00	\$ 168.00	\$ 37.79	\$ 54.72	\$ 405.26	\$ 237.26			
30/2008	CARABALLO, LUIS	ROOFER	10.5	\$ 16.00	\$ 168.00	\$ 37.79	\$ 54.72	\$ 405.26	\$ 237.26			\$ 474.52
20/2008	GARTHWAITE, DAVID	ROOFER	10.5	\$ 18.50	\$ 194.25	\$ 37.73	\$ 54.72	\$ 404.66	\$ 210.41			
26/2008	GARTHWAITE, DAVID	ROOFER	5	\$ 18.50	\$ 92.50	\$ 37.73	\$ 54.72	\$ 188.65	\$ 96.15			
4/2/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84			
4/3/2008	GARTHWAITE, DAVID	ROOFER	8.5	\$ 18.50	\$ 157.25	\$ 37.73	\$ 54.72	\$ 320.71	\$ 163.46			
4/4/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84			
4/9/2008	GARTHWAITE, DAVID	ROOFER	2.5	\$ 18.50	\$ 46.25	\$ 37.73	\$ 54.72	\$ 94.33	\$ 48.08			

DATE	EMPLOYEE	CLASSIFICATION	HOURS	REG PAYRATE	GROSS	CORRECTED PAYRATE	CORRECTED OT RATE	CORRECTED GROSS	BACKPAY DUE	TOTAL BACKPAY
14/2/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84	
15/2/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84	
16/2/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84	
24/2/2008	GARTHWAITE, DAVID	ROOFER	8	\$ 18.50	\$ 148.00	\$ 37.73	\$ 54.72	\$ 301.84	\$ 153.84	
25/2/2008	GARTHWAITE, DAVID	ROOFER	4	\$ 18.50	\$ 74.00	\$ 37.73	\$ 54.72	\$ 150.92	\$ 76.92	
29/2/2008	GARTHWAITE, DAVID	ROOFER	9	\$ 18.50	\$ 166.50	\$ 37.73	\$ 54.72	\$ 339.57	\$ 173.07	
5/1/2008	GARTHWAITE, DAVID	ROOFER	9	\$ 18.50	\$ 166.50	\$ 37.73	\$ 54.72	\$ 339.57	\$ 173.07	
5/2/2008	GARTHWAITE, DAVID	ROOFER	4	\$ 18.50	\$ 74.00	\$ 37.73	\$ 54.72	\$ 150.92	\$ 76.92	
5/6/2008	GARTHWAITE, DAVID	ROOFER	8.5	\$ 18.50	\$ 157.25	\$ 37.73	\$ 54.72	\$ 320.71	\$ 163.46	
5/7/2008	GARTHWAITE, DAVID	ROOFER	3.5	\$ 18.50	\$ 64.75	\$ 37.73	\$ 54.72	\$ 132.06	\$ 67.31	
5/9/2008	GARTHWAITE, DAVID	ROOFER	9.5	\$ 18.50	\$ 175.75	\$ 37.73	\$ 54.72	\$ 358.44	\$ 182.69	
10/2/2008	GARTHWAITE, DAVID	ROOFER	4	\$ 18.50	\$ 74.00	\$ 37.73	\$ 54.72	\$ 150.92	\$ 76.92	
12/2/2008	GARTHWAITE, DAVID	ROOFER	9	\$ 18.50	\$ 166.50	\$ 37.73	\$ 54.72	\$ 339.57	\$ 173.07	
13/2/2008	GARTHWAITE, DAVID	ROOFER	9	\$ 18.50	\$ 166.50	\$ 37.73	\$ 54.72	\$ 339.57	\$ 173.07	\$ 2,777.62
3/1/2008	GARTHWAITE, SHANE	ROOFER	2	\$ 16.00	\$ 32.00	\$ 37.82	\$ 54.72	\$ 75.64	\$ 43.64	
4/2/2008	GARTHWAITE, SHANE	ROOFER	8	\$ 16.00	\$ 128.00	\$ 37.82	\$ 54.72	\$ 302.56	\$ 174.56	
4/3/2008	GARTHWAITE, SHANE	ROOFER	8.5	\$ 16.00	\$ 136.00	\$ 37.82	\$ 54.72	\$ 321.47	\$ 185.47	
4/4/2008	GARTHWAITE, SHANE	ROOFER	8	\$ 16.00	\$ 128.00	\$ 37.82	\$ 54.72	\$ 302.56	\$ 174.56	\$ 578.23
5/6/2008	GUSTAVE, PASCO GARCIA	ROOFER	12	\$ 18.00	\$ 216.00	\$ 37.79	\$ 54.72	\$ 487.34	\$ 271.34	
5/9/2008	GUSTAVE, PASCO GARCIA	ROOFER	9.5	\$ 18.00	\$ 171.00	\$ 37.79	\$ 54.72	\$ 359.01	\$ 188.01	
10/2/2008	GUSTAVE, PASCO GARCIA	ROOFER	6	\$ 18.00	\$ 108.00	\$ 37.79	\$ 54.72	\$ 226.74	\$ 118.74	
12/2/2008	GUSTAVE, PASCO GARCIA	ROOFER	11.5	\$ 18.00	\$ 207.00	\$ 37.79	\$ 54.72	\$ 459.98	\$ 252.98	\$ 831.07
4/2/2008	GALLEGOS, ALEJANDRINO	ROOFER	8.5	\$ 16.00	\$ 136.00	\$ 37.79	\$ 54.72	\$ 321.22	\$ 185.22	
4/3/2008	GALLEGOS, ALEJANDRINO	ROOFER	8.5	\$ 16.00	\$ 136.00	\$ 37.79	\$ 54.72	\$ 321.22	\$ 185.22	
4/4/2008	GALLEGOS, ALEJANDRINO	ROOFER	8	\$ 16.00	\$ 128.00	\$ 37.79	\$ 54.72	\$ 302.32	\$ 174.32	\$ 544.75
7/29/2008	GOMEZ, RAFAEL	ROOFER	10.5	\$ 12.00	\$ 126.00	\$ 37.88	\$ 54.72	\$ 406.16	\$ 280.16	
7/30/2008	GOMEZ, RAFAEL	ROOFER	10.5	\$ 12.00	\$ 126.00	\$ 37.88	\$ 54.72	\$ 406.16	\$ 280.16	\$ 560.32
1/17/2008	GRUENDEMAN, LUKE	ROOFER	8	\$ 25.50	\$ 204.00	\$ 33.90	\$ 54.72	\$ 271.20	\$ 67.20	
1/18/2008	GRUENDEMAN, LUKE	ROOFER	8	\$ 25.50	\$ 204.00	\$ 33.90	\$ 54.72	\$ 271.20	\$ 67.20	
1/19/2008	GRUENDEMAN, LUKE	ROOFER	0.5	\$ 25.50	\$ 12.75	\$ 33.90	\$ 54.72	\$ 16.95	\$ 4.20	
4/2/2008	GRUENDEMAN, LUKE	ROOFER	2	\$ 25.50	\$ 51.00	\$ 33.90	\$ 54.72	\$ 67.80	\$ 16.80	
4/5/2008	GRUENDEMAN, LUKE	ROOFER	2.5	\$ 25.50	\$ 63.75	\$ 33.90	\$ 54.72	\$ 84.75	\$ 21.00	
7/24/2008	GRUENDEMAN, LUKE	ROOFER	8	\$ 25.50	\$ 204.00	\$ 33.90	\$ 54.72	\$ 271.20	\$ 67.20	
5/1/2008	GRUENDEMAN, LUKE	ROOFER	2	\$ 25.50	\$ 51.00	\$ 33.90	\$ 54.72	\$ 67.80	\$ 16.80	
5/9/2008	GRUENDEMAN, LUKE	ROOFER	7	\$ 25.50	\$ 178.50	\$ 33.90	\$ 54.72	\$ 237.30	\$ 58.80	\$ 319.20

DATE	EMPLOYEE	CLASSIFICATION	HOURS	REG		CORRECTED		CORRECTED		BACKPAY		TOTAL BACKPAY
				PAYRATE	GROSS	PAYRATE	GROSS	OT RATE	GROSS	DUE	BACKPAY	
5/6/2008	GUTIERREZ, JULIO	ROOFER	9	\$ 12.00	\$ 108.00	\$ 37.88	\$ 340.92	\$ 54.72	\$ 340.92	\$ 232.92		
5/8/2008	GUTIERREZ, JULIO	ROOFER	11.5	\$ 12.00	\$ 138.00	\$ 37.88	\$ 460.88	\$ 54.72	\$ 460.88	\$ 322.88		
5/9/2008	GUTIERREZ, JULIO	ROOFER	9.5	\$ 12.00	\$ 114.00	\$ 37.88	\$ 359.86	\$ 54.72	\$ 359.86	\$ 245.86		
10/2008	GUTIERREZ, JULIO	ROOFER	6	\$ 12.00	\$ 72.00	\$ 37.88	\$ 227.28	\$ 54.72	\$ 227.28	\$ 155.28		
12/2008	GUTIERREZ, JULIO	ROOFER	11.5	\$ 12.00	\$ 138.00	\$ 37.88	\$ 460.88	\$ 54.72	\$ 460.88	\$ 322.88	\$ 1,279.82	
29/2008	GUTIERREZ, FRANCISCO	ROOFER	10.5	\$ 14.00	\$ 147.00	\$ 37.88	\$ 406.16	\$ 54.72	\$ 406.16	\$ 259.16		
30/2008	GUTIERREZ, FRANCISCO	ROOFER	9.5	\$ 14.00	\$ 133.00	\$ 37.88	\$ 359.86	\$ 54.72	\$ 359.86	\$ 226.86		
5/1/2008	GUTIERREZ, FRANCISCO	ROOFER	9	\$ 14.00	\$ 126.00	\$ 37.88	\$ 340.92	\$ 54.72	\$ 340.92	\$ 214.92		
5/9/2008	GUTIERREZ, FRANCISCO	ROOFER	9.5	\$ 14.00	\$ 133.00	\$ 37.88	\$ 359.86	\$ 54.72	\$ 359.86	\$ 226.86	\$ 927.80	
19/2008	HERNANDEZ, JUVENAL	ROOFER	10.5	\$ 13.50	\$ 141.75	\$ 37.84	\$ 405.76	\$ 54.72	\$ 405.76	\$ 264.01		
20/2008	HERNANDEZ, JUVENAL	ROOFER	10.5	\$ 13.50	\$ 141.75	\$ 37.84	\$ 405.76	\$ 54.72	\$ 405.76	\$ 264.01		
4/3/2008	HERNANDEZ, JUVENAL	ROOFER	8.5	\$ 13.50	\$ 114.75	\$ 37.84	\$ 321.64	\$ 54.72	\$ 321.64	\$ 206.89		
4/4/2008	HERNANDEZ, JUVENAL	ROOFER	8	\$ 13.50	\$ 108.00	\$ 37.84	\$ 302.72	\$ 54.72	\$ 302.72	\$ 194.72		
21/2008	HERNANDEZ, JUVENAL	ROOFER	11.5	\$ 13.50	\$ 155.25	\$ 37.84	\$ 460.48	\$ 54.72	\$ 460.48	\$ 305.23		
22/2008	HERNANDEZ, JUVENAL	ROOFER	6	\$ 13.50	\$ 81.00	\$ 37.84	\$ 227.04	\$ 54.72	\$ 227.04	\$ 146.04		
23/2008	HERNANDEZ, JUVENAL	ROOFER	6.5	\$ 13.50	\$ 87.75	\$ 37.84	\$ 245.96	\$ 54.72	\$ 245.96	\$ 158.21		
29/2008	HERNANDEZ, JUVENAL	ROOFER	10.5	\$ 13.50	\$ 141.75	\$ 37.84	\$ 405.76	\$ 54.72	\$ 405.76	\$ 264.01		
30/2008	HERNANDEZ, JUVENAL	ROOFER	10.5	\$ 13.50	\$ 141.75	\$ 37.84	\$ 405.76	\$ 54.72	\$ 405.76	\$ 264.01	\$ 2,067.13	
20/2008	KUHLS, JAMES	ROOFER	10.5	\$ 16.00	\$ 168.00	\$ 37.79	\$ 405.26	\$ 54.72	\$ 405.26	\$ 237.26		
28/2008	KUHLS, JAMES	ROOFER	5	\$ 16.00	\$ 80.00	\$ 37.79	\$ 188.95	\$ 54.72	\$ 188.95	\$ 108.95		
31/2008	KUHLS, JAMES	ROOFER	4	\$ 16.00	\$ 64.00	\$ 37.79	\$ 151.16	\$ 54.72	\$ 151.16	\$ 87.16		
4/2/2008	KUHLS, JAMES	ROOFER	9.5	\$ 16.00	\$ 152.00	\$ 37.79	\$ 359.01	\$ 54.72	\$ 359.01	\$ 207.01		
4/3/2008	KUHLS, JAMES	ROOFER	9.5	\$ 16.00	\$ 152.00	\$ 37.79	\$ 359.01	\$ 54.72	\$ 359.01	\$ 207.01		
4/4/2008	KUHLS, JAMES	ROOFER	8	\$ 16.00	\$ 128.00	\$ 37.79	\$ 302.32	\$ 54.72	\$ 302.32	\$ 174.32		
14/2008	KUHLS, JAMES	ROOFER	7	\$ 16.00	\$ 112.00	\$ 37.79	\$ 264.53	\$ 54.72	\$ 264.53	\$ 152.53		
15/2008	KUHLS, JAMES	ROOFER	7	\$ 16.00	\$ 112.00	\$ 37.79	\$ 264.53	\$ 54.72	\$ 264.53	\$ 152.53		
16/2008	KUHLS, JAMES	ROOFER	8	\$ 16.00	\$ 128.00	\$ 37.79	\$ 302.32	\$ 54.72	\$ 302.32	\$ 174.32		
25/2008	KUHLS, JAMES	ROOFER	4	\$ 16.00	\$ 64.00	\$ 37.79	\$ 151.16	\$ 54.72	\$ 151.16	\$ 87.16		
29/2008	KUHLS, JAMES	ROOFER	9.5	\$ 16.00	\$ 152.00	\$ 37.79	\$ 359.01	\$ 54.72	\$ 359.01	\$ 207.01		
5/1/2008	KUHLS, JAMES	ROOFER	10	\$ 16.00	\$ 160.00	\$ 37.79	\$ 377.90	\$ 54.72	\$ 377.90	\$ 217.90	\$ 2,013.15	
29/2008	LOTH, RAYMOND	SHEETMETAL	6.5	\$ 27.75	\$ 180.38	\$ 30.96	\$ 201.24	\$ 54.90	\$ 201.24	\$ 20.87	\$ 20.87	
5/6/2008	MERINO, MARIO	ROOFER	9	\$ 12.00	\$ 108.00	\$ 37.88	\$ 340.92	\$ 54.72	\$ 340.92	\$ 232.92		
5/9/2008	MERINO, MARIO	ROOFER	9.5	\$ 12.00	\$ 114.00	\$ 37.88	\$ 359.86	\$ 54.72	\$ 359.86	\$ 245.86	\$ 478.78	

DATE	EMPLOYEE	CLASSIFICATION	HOURS	REG		CORRECTED		CORRECTED		BACKPAY		TOTAL BACKPAY
				PAYRATE	GROSS	PAYRATE	GROSS	OT RATE	GROSS	DUE	BACKPAY	
29/2008	MENOL, RICARDO	ROOFER	10.5	\$ 13.00	\$ 136.50	\$ 37.85	\$ 405.86	\$ 54.72	\$ 269.36			
30/2008	MENOL, RICARDO	ROOFER	9	\$ 13.00	\$ 117.00	\$ 37.85	\$ 340.65	\$ 54.72	\$ 223.65			
31/2008	MENOL, RICARDO	ROOFER	9.5	\$ 13.00	\$ 123.50	\$ 37.85	\$ 359.58	\$ 54.72	\$ 236.08			\$ 729.09
26/2008	RELLES, JOSE	ROOFER	4	\$ 26.00	\$ 104.00	\$ 36.89	\$ 147.56	\$ 54.72	\$ 43.56			\$ 43.56
4/2/2008	RIANOS, JUAN	ROOFER	8.5	\$ 27.75	\$ 235.88	\$ 36.89	\$ 313.57	\$ 54.72	\$ 77.69			
29/2008	RIANOS, JUAN	ROOFER	10.5	\$ 27.75	\$ 291.38	\$ 36.89	\$ 396.26	\$ 54.72	\$ 104.89			
30/2008	RIANOS, JUAN	ROOFER	10.5	\$ 27.75	\$ 291.38	\$ 36.89	\$ 396.26	\$ 54.72	\$ 104.89			
5/9/2008	RIANOS, JUAN	ROOFER	11.5	\$ 27.75	\$ 319.13	\$ 36.89	\$ 450.98	\$ 54.72	\$ 131.86			
10/2008	RIANOS, JUAN	ROOFER	9.5	\$ 27.75	\$ 263.63	\$ 36.89	\$ 350.46	\$ 54.72	\$ 86.83			
12/2008	RIANOS, JUAN	ROOFER	10	\$ 27.75	\$ 277.50	\$ 36.89	\$ 368.90	\$ 54.72	\$ 91.40			\$ 597.55
19/2008	RODRIGUEZ, JOSE	ROOFER	10.5	\$ 25.00	\$ 262.50	\$ 36.89	\$ 396.26	\$ 54.72	\$ 133.76			
20/2008	RODRIGUEZ, JOSE	ROOFER	10.5	\$ 25.00	\$ 262.50	\$ 36.89	\$ 396.26	\$ 54.72	\$ 133.76			
26/2008	RODRIGUEZ, JOSE	ROOFER	4	\$ 25.00	\$ 100.00	\$ 36.89	\$ 147.56	\$ 54.72	\$ 47.56			\$ 315.08
5/6/2008	SALINAS, RICARDO	ROOFER	14	\$ 27.75	\$ 388.50	\$ 33.49	\$ 553.78	\$ 54.72	\$ 165.28			
5/9/2008	SALINAS, RICARDO	ROOFER	9.5	\$ 27.75	\$ 263.63	\$ 33.49	\$ 318.16	\$ 54.72	\$ 54.53			
12/2008	SALINAS, RICARDO	ROOFER	13	\$ 27.75	\$ 360.75	\$ 33.49	\$ 499.06	\$ 54.72	\$ 138.31			\$ 358.12
29/2008	SANTIAGO, PASCUAL	ROOFER	10.5	\$ 12.00	\$ 126.00	\$ 37.88	\$ 406.16	\$ 54.72	\$ 280.16			
30/2008	SANTIAGO, PASCUAL	ROOFER	10.5	\$ 12.00	\$ 126.00	\$ 37.88	\$ 406.16	\$ 54.72	\$ 280.16			\$ 560.32
4/2/2008	TORRES, RAFAEL	ROOFER	8.5	\$ 15.50	\$ 131.75	\$ 37.80	\$ 321.30	\$ 54.72	\$ 189.55			
4/3/2008	TORRES, RAFAEL	ROOFER	8.5	\$ 15.50	\$ 131.75	\$ 37.80	\$ 321.30	\$ 54.72	\$ 189.55			
4/4/2008	TORRES, RAFAEL	ROOFER	8	\$ 15.50	\$ 124.00	\$ 37.80	\$ 302.40	\$ 54.72	\$ 178.40			
4/8/2008	TORRES, RAFAEL	ROOFER	8	\$ 15.50	\$ 124.00	\$ 37.80	\$ 302.40	\$ 54.72	\$ 178.40			
4/9/2008	TORRES, RAFAEL	ROOFER	9	\$ 15.50	\$ 139.50	\$ 37.80	\$ 340.20	\$ 54.72	\$ 200.70			
12/21/2008	TORRES, RAFAEL	ROOFER	11.5	\$ 15.50	\$ 178.25	\$ 37.80	\$ 460.08	\$ 54.72	\$ 281.83			
12/22/2008	TORRES, RAFAEL	ROOFER	6	\$ 15.50	\$ 93.00	\$ 37.80	\$ 226.80	\$ 54.72	\$ 133.80			
12/23/2008	TORRES, RAFAEL	ROOFER	6.5	\$ 15.50	\$ 100.75	\$ 37.80	\$ 245.70	\$ 54.72	\$ 144.95			
12/29/2008	TORRES, RAFAEL	ROOFER	10.5	\$ 15.50	\$ 162.75	\$ 37.80	\$ 405.36	\$ 54.72	\$ 242.61			
1/30/2008	TORRES, RAFAEL	ROOFER	10.5	\$ 15.50	\$ 162.75	\$ 37.80	\$ 405.36	\$ 54.72	\$ 242.61			\$ 1,982.40

TOTAL HOURS

TOTAL GROSS PAY

TOTAL BACKPAY DUE TO EMPLOYEES

1085

\$ 20,654.75

\$ 18,739.17