

## State of New Jersey

## DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT PO BOX 389 TRENTON, NEW JERSEY 08625-0389

Muhommed Feratovic, Owner / Officer and Individually, and 3 Sons Gutters LLC 49 Prospect Place Hillsdale NJ 07642

May 7, 2021

Re: PC-85-0421-COH
Repair to Shed after Storm Damage
Replace and repair roof on shed
Demarest Board of Education

## Dear Muhommed Feratovic:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined that you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of wages assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Wages: If wages are assessed, the gross amount is listed on the attached Assessment Form.

Administrative Fee: If wages are assessed, an administrative fee is due. The fee is equal to a percentage of the amount of gross wages due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

<u>Penalty</u>: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

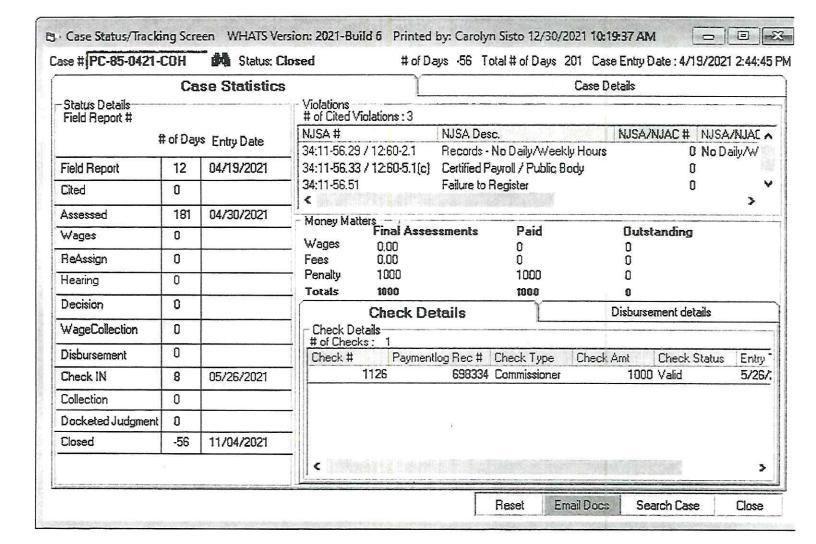
## Respond to this Notice within 15 Days Following the Receipt of the Notice:

- 1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days following the receipt of the notice.
- If you are contesting any portion of this assessment, you must submit a written request for a hearing. Complete the bottom section of the Assessment Form and return within 15 days following the receipt of the notice. We will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

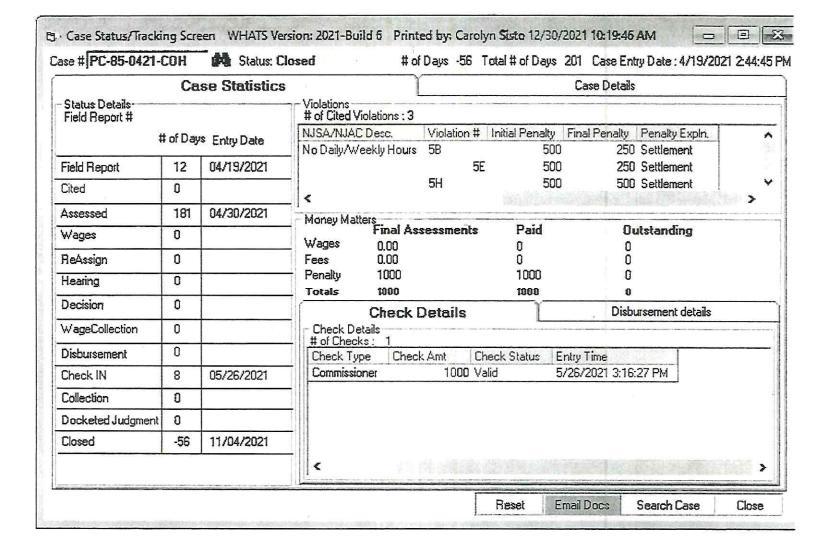
If you have questions about completing the attached form(s), contact this office Monday to Friday, 8:30 am to 4:30 pm.



Kevin Triplett, Bureau Chief Public Contracts Section 609-292-2259



3 Sons Gutters (Emp # 730860)



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