



State of New Jersey

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

July 1, 2024

Daniella Gordon, Esq.
McCarter & English, LLP
1600 Market Street, Suite 3900
Philadelphia, PA 19103

Via Email ONLY: dgordon@McCarter.com

RE: JH Williams Enterprises, Inc. -- case numbers PC-248-0723-ESP, PC-304-0923-ESP,
Notice of Immediate Suspension / Revocation of PWCR certificate number 20496

Dear Ms. Gordon,

In consideration of the mutual promises and obligations of this agreement, the Division of Wage and Hour Compliance (the "Division") and JH Williams Enterprises, Inc. (the "Firm") agree fully and finally to settle the above-captioned matters, pursuant to the terms and conditions below.

The Division agreed to revise its initial total assessments of:

Monies Due Employees: \$12,169.52
Admin. Fee: \$2,556.51
Admin. Penalty: \$9,500.00

The revised and accepted total assessments are as follows:

Monies Due Employees: \$6,051.92 (PAID)
Admin. Fee: \$1,316.45 (8/19/24 PAID)
Admin. Penalty: \$8,000.00

The Division accepted these revisions based upon your evidence, explanation, and assurance of future compliance, and with the understanding that this matter will be regarded as a "prior offense" for purposes of determining the fee and/or penalty for any future violation.

The Firm will submit payment to the Division, at PO Box 389, Trenton, NJ 08625-0389.
Payment to be made as follows:

<u>Date Due:</u>	<u>Amount:</u>	<u>Purpose:</u>	<u>Payee:</u>
07/15/2024	\$8,597.66	Admin. Fee/Penalty	"Commissioner of Labor"

Division of Wage and Hour Compliance
609-925-6000 • FAX 609-925-1199 • www.nj.gov/labor

DWD
DIVISION OF WAGE AND HOUR COMPLIANCE

Settlement Agreement
JH Williams Enterprises, Inc.
July 1, 2024

The Division agrees to rescind its Notice of Intent to Revoke the Firm's Public Works Contractor Registration ("PWCR"). The Firm agrees to a voluntary prohibition from public works projects for a period of twelve (12) months, effective May 24, 2024 through May 23, 2025. Therefore, the Firm is prohibited from bidding on or engaging in work subject to New Jersey prevailing wage during the aforementioned 12-month period and its PWCR certificate will be suspended for the same 12-month period. Notwithstanding the terms of this agreement, the Firm may perform work on the projects listed in Appendix A (attached) during the aforementioned period of voluntary prohibition.

If the Firm fails to make any payment required under this agreement, or breaches the agreement in any other respect, the Firm and its principal will immediately be placed on the debarment list resulting in a prohibition against bidding on or engaging in public work for a period of three years. It is understood that in the event of a breach resulting in placement on the debarment list, as described in the previous sentence, the Firm and its principal expressly waive any right to a hearing to contest the debarment. Additionally, in the event of a breach of the agreement, the Division specifically reserves the right to pursue action to compel payment of the initial assessments, without further notice or opportunity to cure.

This agreement does not impair any worker's right to pursue a claim for wages.

Accepted By:

For the Division


David A. Biglin, Director

Date:

7/18/2024

For the Firm:


James Williams, President

Date:

7/18/24

By signing, I am indicating that I understand and agree that if the Firm fails to make any payment required under this agreement or breaches the agreement in any other respect, the Firm and its principals will immediately be placed on the debarment list resulting in a prohibition against bidding on or engaging in public work for a period of three years. I also understand and agree that in the event of a breach and resulting placement on the debarment list, as described in the previous sentence, I and the Firm expressly waive any right to a hearing to contest the debarment.

Appendix A

Allowable work during the period of voluntary prohibition (May 24, 2024 – May 23, 2025):

Borough of Ship Bottom	Ship Bottom Municipal Building
Mercer County	County Facilities and Systems Repair Contract
Princeton Housing Authority	Improvements to the Redding Circle Community Center and the Pannell Learning Center
Vineland Housing Authority	21-021 Kidston and Olivio Towers Elevator Modernization
West Windsor-Plainsboro Regional School District Board of Education	Media Center Renovations at Maurice Hawk ES
Vineland Housing Authority	Fire Pump Replacement of Kidston and Olivio Towers Project
County of Burlington	2023-2024 Mount Holly Complex Upgrades Phase 2: Passenger Elevator Modernization at the Burlington County Courts Facility
Hamilton Township Board of Education	22K113 Kitchen Upgrades Mercerville Elementary School
Princeton Public Schools Board of Education	New Security Vestibules at Princeton High School
Pennsville Board of Education	Pennsville High School and Penn Beach Park Elementary School Security Vestibules
Princeton Housing Authority	Henry F. Pannell Learning Center Renovations
Princeton Housing Authority	Henry F. Pannell Learning Center Playground
Hamilton Township Board of Education	23K083 Lab & Media Center Casework Upgrades
County of Camden	New Pavilion at Haddon Lake Park for the Camden County Parks Department

Settlement Agreement
JH Williams Enterprises, Inc.
July 1, 2024

Appendix A (continued)

The College of New Jersey	Forcina Hall Swing Project
Borough of Barrington	Police Department Renovations at the Municipal Building
Township of Riverside	Administrative Office Transaction Door
City of Trenton	Maintenance Contract

PUBLIC CONTRACTS
R & A REVIEW SHEET

Field Rep Jessica Espinal

CASE NUMBER PC-248-0723-ESP

Project: Wicoff Addition/Renovations

Project Address 1: 321 Village Road East West Windsor NJ

Public Body: West Windsor-Plainsboro Regional School District

SEND LETTER TO: Employer # 20496

Owner's Name: James Williams

Company Name: J.H William Enterprises, Inc.

Address 1: 513 Pleasant Valley Avenue

City: Moorestown

State: NJ

Zip: 08057

ADMINISTRATIVE FEE / PERCENTAGE / PENALTY / WAGES INFORMATION:

INITIAL ADMINISTRATIVE FEE: \$ ~~1249.49~~ INITIAL % DUE: 18

INITIAL ADMINISTRATIVE PENALTY: \$ 6250 WAGES DUE: \$ 6941.09

ALLEGED VIOLATIONS

<input checked="" type="checkbox"/>	Failure to Pay Prevailing Wage	N.J.S.A. 34:11-56.27	\$ <u>3500</u> <u>7x500</u>
<input checked="" type="checkbox"/>	Failure to Keep Accurate Certified Payroll	N.J.S.A. 34:11-56.29	\$ <u>1000</u> <u>1800 x 1000</u>
<input type="checkbox"/>	Records/Obstruction	N.J.S.A. 34:11-56.31	\$
<input type="checkbox"/>	Prevailing Wage Rates Not Posted	N.J.S.A. 34:11-56.32	\$
<input type="checkbox"/>	File Records 10 Days / Public Body	N.J.S.A. 34:11-56.33	\$
<input type="checkbox"/>	Records - GE	N.J.S.A. 34:11-56a20	\$
<input type="checkbox"/>	Failure To Register	N.J.S.A. 34:11-56.51	\$
<input type="checkbox"/>	Contracted Unregistered Subcontractor	N.J.A.C. 12:62-2.1	\$
<input checked="" type="checkbox"/>	Unpaid Wages / Late Payment	N.J.S.A. 34:11-4.2	\$ <u>1750</u> <u>7EE x 250</u>
<input type="checkbox"/>	Illegal Deductions	N.J.S.A. 34:11-4.4	\$
<input type="checkbox"/>	Failure to Pay Prevailing Wage-EDA Project	N.J.S.A. 34:1B-5.1	\$
<input type="checkbox"/>	Failure to Pay Prevailing Wage-Utility Project	N.J.S.A. 34:13B-2.1	\$
<input type="checkbox"/>	Obstruction Hindering	N.J.S.A. 34:11-56.35	\$
<input type="checkbox"/>	Misclassification	N.J.S.A. 34:20-5	\$
<input type="checkbox"/>	Other		\$

MW216 Field Rep.: Jessica Espinal

MW169 PC Field Rep.: Jessica Espinal

GC Trade Name: J.H. Williams Enterprises, Inc.

GC Employer #: 20496

Sub Trade Name:

Sub Employer #: 0

Entry Date and Notes

18-Jul-2023 9:40 am

Jessica Espinal

INVESTIGATIVE NARRATIVE

Case Number: PC-248-0723-ESP

Site Records # 106443

General Contractor: J.H Williams Enterprises, Inc.
GC Address #: 513 Pleasant Valley Avenue Morrestown, NJ 08057
Claim: Complaint
Claim Number: 522803
Field Investigator: Jessica Espinal

I. REASON FOR THE INVESTIGATION

* [REDACTED] filed a complaint alleging that J.H Williams Enterprises, Inc. is missing foreman requirements, there are no fringe benefits explanations and craft classification missing on the Certified Payrolls and there are apprentice working alone.

Contractor Registration

* Employer, J.H Williams Enterprises, Inc. is a registered contractor.

II. STATUS OF COMPLIANCE

Project Scope - The company performed Additions and renovations to Wicoff Elementary School

Public Body - West Windsor-Plainsboro Regional School District (see Exhibits B- Contract)

Contract Date Contract Total
8/31/2021 \$5,738,000.00

Certified Payrolls

- * The Certified Payrolls are missing the Craft Classification for many Employees, making this a Certified Payroll Violation.
- * The Certified Payroll is also on the wrong form, making it another Failure to Keep Certified Payroll.
- * The Certified Payroll is also missing the Fringe Benefits Breakdown.

Record Keeping

* Company failed to provide benefits breakdown for employees [REDACTED] Audit was calculated without benefit credit due to no records being provided.

Back Wages Computation

* [REDACTED] is listed as a Painter Apprentice, an apprenticeship program showed that J.H Williams Enterprises, Inc. is not enrolled in an apprenticeship program.

* [REDACTED] is listed as 'Mason' but is not paid the correct rate, his rate was adjusted to the correct Mason

Journeyman Rate

* [REDACTED] is listed on the Certified Payroll as a Mason Apprentice, his rate was adjusted to Mason Journeyman.

* In the Certified Payroll where there are two or more Carpenters listed, [REDACTED] was made the Carpenter Foreman.

SITE REPORT NOTES

MW216 Field Rep.: Jessica Espinal

MW169 PC Field Rep.: Jessica Espinal

GC Trade Name: J.H. Williams Enterprises, Inc.

GC Employer #: 20496

Sub Trade Name:

Sub Employer #: 0

Entry Date and Notes

- * [REDACTED] wages were adjusted to reflect the correct Painter Rate.
- * [REDACTED] was listed as a Carpenter Apprentice, his rate was adjusted to reflect the correct Carpenter Journeymen Rate.
- * [REDACTED] Carpenter Rate was adjusted to reflect the correct rate.
- * The owed wages computed reflect the audit that was conducted to include 7 employees that had discrepancies in their pay rates.
- * Wages Due = \$7,128.53

III. CONCLUSION

- * After speaking with James Williams on July 10, 2023, the employer recognized that they were not complying with New Jersey wage laws.

Alleged Violations

- * Failure to Keep Accurate Certified Payrolls
- * Unpaid/Late Wages
- * Failure to Pay Prevailing Wage

Total Notes: 1

PC-248-0723-ESP

Summary of Audit of employees

- 1) [REDACTED] will give credit for medical benefits of 4.83 per hour therefore, still would be due \$6.22 per for a total of 141 hours for a total of \$877.02 due. Will not credit any medical benefits from previous years as per the request from the company.
- 2) [REDACTED] - credit direct for all hours paid as per the audit paid total of \$684.32
- 3) [REDACTED] - audit stands we cannot substantiate if in a bona fide apprenticeship program and have no level (year) of apprenticeship to determine rate. Due \$270.08
- 4) [REDACTED] - audit stands we cannot substantiate if in a bona fide apprenticeship program and have no level (year) of apprenticeship to determine rate. Due \$1944.00
- 5) [REDACTED] - credit direct for all hours paid as per the audit paid total of \$1400.64
- 6) [REDACTED] - will only credit direct pay for \$704.00, we cannot credit 16 hours as apprentice. Still due is \$308.00 as we cannot substantiate if in a bona fide apprenticeship program and have no level (year) of apprenticeship to determine rate.
- 7) [REDACTED] - Credited for medical benefits - therefore no monies is due and will be removed from the audit

Total wages still due is \$3,399.10

NAME OF FIRM:	JH Williams Enterprices, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

VIOLATION CODES

PREVAILING WAGE RATES, JOURNEYMAN	
	01
BENEFITS, JOURNEYMAN	
	02
PREVAILING WAGE RATES, APPRENTICES:	
OUT OF RATIO	03
OFF SCHEDULE	04
NON-BONAFIDE	05
BENEFITS, APPRENTICES	06
OVERTIME:	
DAILY	07
WEEKLY	08
SATURDAY	09
SUNDAY	10
HOLIDAY	11
OTHER	12

NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

Classification	Hourly Rate	Hourly Benefits Rate	Total Hourly Rate	Overtime Hourly Rate	Overtime Benefits Rate	Total Overtime Rate
Carpenter Journeyman	\$ 51.89	\$ 30.12	\$ 82.01	\$ 77.84	\$ 30.12	\$ 107.96
Carpenter Foreman	\$ 59.67	\$ 34.56	\$ 94.23	\$ 89.51	\$ 34.56	\$ 124.07
Commercial Painter Journeyman	\$ 42.15	\$ 27.11	\$ 69.26	\$ 63.23	\$ 27.11	\$ 90.34
Mason Journeyman	\$ 45.20	\$ 33.73	\$ 78.93	\$ 67.80	\$ 33.73	\$ 101.53

NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

[illegible]

NAME OF FIRM:	JH Williams Enterprices, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

[illegible]

[illegible]

NAME OF FIRM:	JH Williams Enterprices, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

[illegible]

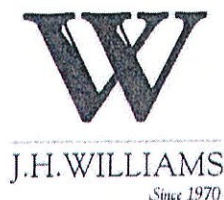
NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations
EMPLOYEE	

[illegible]

[illegible]

NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

[illegible]



J.H. Williams Enterprises, Inc.
513 Pleasant Valley Avenue
Moorestown, New Jersey 08057
Phone (856) 793-7114
Fax (856) 222-0017
www.JHWilliamsInc.com

April 26, 2024

Via Electronic Mail

Mr. William Kiss
Assistant Section Chief
Division of Wage and Hour Compliance
Department of Labor and Workforce Development
P.O. Box 389
Trenton, NJ 08625-0389

Re: PC-248-0723-ESP – West Windsor-Plainsboro Wicoff ES Addition

Dear Mr. Kiss:

We reviewed our payroll and project records, and the reports prepared by your office, for the referenced case number. We found several errors that are addressed below according to the employee names. These errors and corrective payments are summarized on the attached tables. Checks showing corrective payments and back-up documentation supporting the conclusions are attached.

The Assessment Form you provided assesses an Administrative Fee of \$1,249.40 and a Penalty of \$6,250.00. We are requesting that these fees and penalties be waived for the following reasons. First, as the explanation below shows, some of the back wages assessed are not owed, rather the correct wages were paid in those instances. Where the correct wages were not paid, it was the result of clerical errors.

Second, our firm performed public works for over thirty years without incurring a single wage violation until the last several years. We have now incurred eight citations in a short period of time. We believe that this is a result of our firm's growth attracting more attention from competitors. As with this citation in this case number, some of the citations are correct and some are not. We recognize that it is possible that an increased volume of work has led to some errors. To that end we have put in place controls to prevent errors including utilizing a payroll service.

Finally, we recognize that among the eight citations we received there are recurring assessments for failure to pay a Carpenter Foreman when there is more than one Carpenter working on a project. We have paid all back wages owed for this issue. We also have started an internal audit of this issue. We expect to have the audit completed by the end of May 2024. At that point we will issue checks for any owed wages on this issue. We have every intention to comply with the prevailing wage rules completely.

Thank you for your time and consideration.

Respectfully,

Mark P. Williams

C: Mr. Kenneth O'Connell, District Supervisor – NJ DOL
Mr. James H. Williams, President – JHWE

The summary report you provided shows that [REDACTED] was paid a rate of \$58.21 per hour for work as a Painter when the required rate was \$69.26 per hour. The \$11.05 per hour difference was the withholding for [REDACTED] medical benefits. Attached hereto is the annual invoice for [REDACTED] medical benefits. The total amount shown of \$8,281.08 divided by the 1,711 hours that [REDACTED] worked in 2022 equates to \$4.83 per hour. Based on this calculation alone, it would appear that [REDACTED] was underpaid \$6.22 per hour. However, a complete review of [REDACTED] hours worked and the cost of the medical benefits provided shows that from 2018 to 2024, the withholdings from [REDACTED] pay for medical benefits were \$8,200.63 less than the cost of the medical benefits. Accordingly, we do not believe that [REDACTED] is entitled to a pay adjustment. Attached is the documentation of the medical cost and relevant certified payrolls.

EMPLOYEE		WEEK ENDING DATE	CODE VIOLATIONS	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]								
CRAFT/TRADE:	Painter Journeyman							
RATE PAID	\$58.21	08/28/22		24	\$63.04	\$69.26	\$6.22	\$149.28
BENEFITS PAID	\$4.83	06/12/22		40	\$63.04	\$69.26	\$6.22	\$248.08
TOTAL PAID	\$63.04	06/19/22		32	\$63.04	\$69.26	\$6.22	\$199.04
		06/26/22		21	\$63.04	\$69.26	\$6.22	\$130.62
		06/05/22		24	\$63.04	\$69.26	\$6.22	\$149.28
							TOTAL	\$876.30

J.H. WILLIAMS ENTERPRISES, INC
Customer No. [REDACTED]

P.

Invoice No. [REDACTED]
Invoice Date: 12/03/2021
Bill Group [REDACTED]
Coverage Period: 01/01/2022 - 01/31/2022
Due Date: 01/01/2022

Details

Current Detail - 1/01-1/31/2022							Adjustment Detail			Totals
Policy No.	Name	Plan	ID	Coverage	Status	Charge Amount	Period	Code	Amount	Total
						\$690.09				\$690.09
						\$1,050.04				\$1,050.04
						\$1,258.73				\$1,258.73
						\$2,962.44				\$2,962.44
Total						\$5,961.30			\$0.00	\$5,961.30

Coverage Type	Status	Code
E Employee Only	A Active	ADD Retroactive Addition
ES Employee and Spouse	C Cobra	TRM Retroactive Termination
ESC Employee and Family	P Pre 65 Retiree	CHG Retroactive Change
EC Employee and Child(ren)	R Post 65 Retiree	
E1D Employee and One Dependent	S Surviving Spouse	
	T Terminated	

Questions? Visit us at www.jhwilliams.com
Toll Free 1-888-761-1215



01/25/2023 10:04 TP35/BEELANS
JHILL

Check Register Summary for Multiple Periods spanning: 12/21/2021 - 12/27/2022
Sorted by: Employee for 01/01/2022-12/31/2022

Page 1

Employee ID	Check Date	Gross Pay	Type	No	Description	Hours	Salary/ Wages/ Amount	Description	Withholdings	Amount	#	Description	Deductions	Amount	Dep
		Net Pay													
		Gross: 148516.87	Reg	02	Regular	1895.000	147016.87	Federal		23034.41	06	401K	17662.07		
		Net: 89262.59	Reg	02	Regular	0.000	1500.00	State		11267.49					
								NIS001 St. Other 1		6725.30					
								NIS002 St. Other 2		415.85					
								NIS003 St. Other 3		152.24					
										16.92					
		Gross: 23676.21	Reg	02	Regular	959.000	25176.21	Federal		1861.94	05	401K	3021.17		
		Net: 18060.53	Reg	02	Regular	0.000	500.00	State		1964.24					
								NIS001 St. Other 1		587.32					
								NIS002 St. Other 2		71.89					
								NIS003 St. Other 3		98.21					
										10.91					
		Gross: 109572.78	Reg	02	Regular	1651.000	109072.78	Federal		11625.53	06	401K	13088.78		
		Net: 71211.93	Reg	02	Regular	0.000	500.00	State		8382.32					
								NIS001 St. Other 1		4788.26					
								NIS002 St. Other 2		306.80					
								NIS003 St. Other 3		152.24					
										16.92					
		Gross: 113440.58	Reg	02	Regular	1631.000	112640.58	Federal		11428.14	06	401K	12626.77		
		Net: 76366.78	Reg	02	Regular	0.000	800.00	State		8678.21					
								NIS001 St. Other 1		3853.89					
								NIS002 St. Other 2		317.63					
								NIS003 St. Other 3		152.24					
										16.92					
		Gross: 106118.62	Reg	02	Regular	1711.000	105318.62	Federal		13655.68	06	401K	12638.26		
		Net: 67086.27	Reg	02	Regular	0.000	800.00	State		8118.07					
								NIS001 St. Other 1		4160.05					
								NIS002 St. Other 2		297.13					
								NIS003 St. Other 3		152.24					
										16.92					
		Gross: 151221.32	Reg	02	Regular	1914.000	150221.32	Federal		24916.09	06	401K	18026.54		
		Net: 89327.13	Reg	02	Regular	0.000	1000.00	State		11306.71					
								NIS001 St. Other 1		7052.27					
								NIS002 St. Other 2		423.42					
								NIS003 St. Other 3		152.24					
										16.92					

06/06/2022 13:17 TR45/HUNTERSON
JEWELL

Certified Payroll, Page Break by Job
Pay Period Start Date: 05/30/2022 Pay Period End Date: 06/05/2022

Check Date: 06/06/2022

Page 1

Employee Name		Address		Social Security No.		Fed Exempt. EEO Class, Gender		Job Title	
PAINTER									
-5-		05/30 05/31 06/01 06/02 06/03 06/04 06/05		Total		Pay		Gross	
-0-		Mon Tue Wed Thu Fri Sat Sun		Hours		Rate		Pay	
-5-		8.0 8.0 8.0 8.0		32.00		82.01		2624.32	
-0-				.00				.00	
						FICA 200.76		FICA 200.76	
						STOCK 141.53		STOCK 141.53	
						STOCK 7.35		STOCK 7.35	
								Other	
								Deductions	
								Total W/H	
								and Dedu	
								This Week	
								1230.33	
								1391.59	
PAINTER									
-5-		8.0 8.0 8.0		24.00		59.21		1397.04	
-0-				.00				.00	
						FICA 106.86		FICA 106.86	
						STOCK 41.01		STOCK 41.01	
						STOCK 3.32		STOCK 3.32	
PAINTER									
-5-		4.0 8.0 8.0		20.00		69.26		1385.20	
-0-				.00				.00	
						FICA 105.97		FICA 105.97	
						STOCK 42.72		STOCK 42.72	
						STOCK 9.77		STOCK 9.77	
PAINTER									
-5-				76.00				5406.56	
-0-				.00				.00	
						FICA 783.91		FICA 783.91	
						STOCK 413.61		STOCK 413.61	
						STOCK 225.26		STOCK 225.26	
						STOCK 21.04		STOCK 21.04	
Subtotal for 719p								2361.33	
(PAINTER)								3045.23	

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Page 1

[illegible]

Employee Name
Address
Social Security Number

Social Security No.

Fed Exmpts, 350 Class, Gender
Job Title

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Red Exmpts: [REDACTED] BEO: [REDACTED] Gender: M
PAINTER

PAINTER.

Pod Exmpts: EEO: Gender: M
PAINTER

PAINTER

Red Exmpts: ZEO: Gender: M
PAINTER

Red Example
PAINTER

Subtotal for 719P
(PAINTER)

(PAINTER)

06/13 06/14 06/15 06/16 06/17 06/18 06/19										Total	Pay	Gross	Other	Total W/H	Net
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hours	Rate	Pay	Withholding	Deductions	and Deds	This Week	
-S-	8.0	8.0	8.0	8.0	8.0			40.00	82.01	3280.40	Fedwht 620.88	492.06	Non-tax dedts	1553.64	
-O-								.00		.00	STWR 180.57			1726.75	
											STOCh 9.18				
-S-	8.0	8.0	8.0	8.0				32.00	58.21	1862.72	Fedwht 250.75	223.53	Non-tax dedts	698.93	
-O-								.00		.00	FICA 142.50			1157.83	
											STWR 76.90				
											STOCh 5.21				
-S-	8.0	8.0						16.00	63.26	1108.16	Fedwht 144.68	262.22	Non-tax dedts	537.44	
-O-								.00		.00	FICA 84.76			570.72	
											STWR 37.96				
											STOCh 7.82				
-S-								88.00		6251.28	Fedwht 1016.31			2789.97	
-O-								.00		.00	FICA 478.21			3461.31	
											STWR 235.43				
											STOCh 22.21				

Page 1

Job Title

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100

Red Examples: **Red: Gender = M**

[illegible]

DECEMBER 1964
(PAINTED)

08/23/2022 15:44 T935/RENTING
JIBPILL

08/23/2022 15:44 T935/RENTING
J H Williams Enterprises Inc
Certified Payroll, Wage Break by Job
Pay Period Start Date: 08/22/2022 Pay Period End Date: 08/28/2022

Check Date: 08/21/2022

Page 1

Employee Name

Address

Social Security No.

Red Stamp, HZO Class, Gender

Job Title

08/22 08/23 08/24 08/25 08/26 08/27 08/28

Mon Tue Wed Thu Fri Sat Sun

Hours

Rate

Total Pay

Gross Pay

Withholding

Other

Deductions

Total W/H

and Ded

Net

Wages

This Week

072.06

524.18

167.65

106.87

188.06

106.87

106.87

57.68

57.68

1.92

399.64

236.34

236.34

129.17

62.67

4.65

824.67

817.54

1562.21

69.25

24.00

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Subtotal for 719P

(FEDERAL)

48.00

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3059.25

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FedWR 418.40

FICA 214.06

SECA 120.35

SECA 8.57

1348.85

1710.40

The summary report you provided shows that in three pay periods, the weeks ending June 26, 2022, July 10, 2022 and July 17, 2022, [REDACTED] worked a total of 56 hours as a carpenter at a rate of \$82.01 per hour when he should have been compensated as a Foreman at a rate of \$94.23. Our certified payroll records reconcile with the summary report. Accordingly, [REDACTED] should have been paid an additional \$12.22 per hour for fifty-six (56) hours for a total of \$684.32. The relevant certified payroll reports and checks showing these payments are attached.

E M P L O Y E E		WEEK ENDING DATE	OVER TIME RATES	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]								
CRAFT/TRADE:	Carpenter Foreman							
RATE PAID	\$82.01	07/10/22		16	\$82.01	\$94.23	\$12.22	\$195.52
BENEFITS PAID	\$0.00	07/17/22		16	\$82.01	\$94.23	\$12.22	\$195.52
TOTAL PAID	\$82.01	06/26/22		24	\$82.01	\$94.23	\$12.22	\$293.28
							TOTAL	\$684.32

CASH ONLY IF ALL CheckLock™ SECURITY FEATURES LISTED ON BACK INDICATE NO TAMPERING OR COPYING

J.H. WILLIAMS ENTERPRISES, INC.
513 PLEASANT VALLEY AVE
MOORESTOWN, NJ 08057

WILMINGTON SAVINGS FUND
SOCIETY BANK
62-10/311

05/06/24

PAY TO THE ORDER OF [REDACTED] \$ 684.32

Six Hundred Eighty-four & 32/100 : DOLLARS

PROTECTED AGAINST FRAUD

MEMO [REDACTED]

[REDACTED]

J.H. WILLIAMS ENTERPRISES, INC.

J.H. WILLIAMS ENTERPRISES, INC.

PAYMENT
RECORD

06/27/2022 09:36 TP42/KQUINN
JHMLL

J H Williams Enterprises Inc
Certified Payroll, page break by Job
Pay Period Start Date: 06/20/2022 Pay Period End Date: 06/26/2022

Check Date: 06/29/2022

Employee Name

Address

Social Security No.

Fed Exempt, EEO Class, Gender

Job Title

06/20 06/21 06/22 06/23 06/24 06/25 06/26

Mon Tue Wed Thu Fri Sat Sun

Hours

Rate

Gross Pay

Withholding

Other Deductions

Total W/H and Dedts

Net

Wages This Week

[Redacted] Gender: M
Fed Exempt: EEO: CARPENTER

8.0 8.0 8.0 8.0 8.0 8.0 8.0
40.00 82.01 3280.40
FedEx 620.88
FICA 250.96
STWH 180.57
Stoth 9.19

1553.66 1726.74

[Redacted] Gender: M
Fed Exempt: EEO: CARPENTER

8.0 8.0 8.0 8.0 8.0 8.0 8.0
24.00 82.01 1968.26
FedEx 310.35
FICA 150.56
STWH 93.55
Stoth 5.52

898.44 1063.82

Subtotal for 719C
(CARPENTER)

64.00 5248.66
FedEx 931.23
FICA 401.52
STWH 274.12
Stoth 14.71

2452.10 2796.56

07/18/2022 12:23 TBS0/ATHORPSON
JHILL

Pay Period Start Date: 07/11/2022 Pay Period End Date: 07/17/2022

Check Date: 07/20/2022

Page 1

Employee Name
Address

Social Security No.
Fed Exempts, EEO Class, Gender
Job Title

[REDACTED]

Fed Exempts: EEO Gender: M
CARPENTER

07/11 07/12 07/13 07/14 07/15 07/16 07/17
Mon Tue Wed Thu Fri Sat Sun

8.0 8.0 8.0 8.0 8.0 8.0 8.0

-S-
-O-

Total Hours
40.00
.00

Gross Pay
3280.40
.00

Withholding
FEDNH 620.88
FICA 250.94
STNH 180.57
STOTH 9.18

Other Deductions
492.06 Non-tax deductions

Total W/H and Deductions
1353.63

Net Wages This Week
1726.77

[REDACTED]

Fed Exempts: EEO Gender: M
CARPENTER

8.0 8.0 8.0 8.0 8.0 8.0 8.0

-S-
-O-

Total Hours
56.00
.00

Gross Pay
4592.54
.00

Withholding
FEDNH 824.88
FICA 351.12
STNH 242.17
STOTH 12.86

Total W/H and Deductions
2152.51

Net Wages This Week
2440.03

Subtotal for 719C
(CARPENTER)

The summary report you provided shows that during the week ending April 10, 2022, [REDACTED] worked a total of eight (8) hours as a Carpenter Journeyman at a rate of \$48.25 per hour when he should have been compensated at a rate of \$82.01. During the week in question, [REDACTED] was enrolled in a carpentry apprentice program. Our certified payroll reports indicate that during the week in question, [REDACTED] worked with a Carpenter Journeyman, [REDACTED]. Accordingly, [REDACTED] was paid the correct rate. The relevant certified payroll reports are attached.

E M P L O Y E E		WEEK ENDING DATE	CODE TO VIOLATIONS	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]								
CRAFT/TRADE:	Carpenter Foreman							
RATE PAID	\$48.25	04/10/22		8	\$48.25	\$48.25	\$0.00	\$0.00
BENEFITS PAID	\$0.00							
TOTAL PAID	\$48.25							
							TOTAL	\$0.00

04/11/2022 13:48 TM62/KQIGW
JHILL

J R Williams Enterprises Inc
Certified Payroll, page break by Job
Pay Period Start Date: 04/04/2022 Pay Period End Date: 04/10/2022

Check Date: 04/13/2022

Page 1

Employee Name

Address

Social Security No.

Fed Emps. EEO Class, Gender

Job Title

04/04 04/05 04/06 04/07 04/08 04/09 04/10

Mon Tue Wed Thu Fri Sat Sun

Gross

Pay

Withholding

Deductions

Other

Deductions

Total W/H

and Deds

Net

Payes

This Week

388.16

8.0

8.00 81.26

650.07

FedEx 101.17

78.01

251.91

388.16

-S-

-O-

Fed Emps: EEO: Gender: M

CARPENTER

Subtotal for 719C

(CARPENTER)

8.00

650.07

FedEx 101.17

78.01

261.91

388.16

-S-

-O-

J H Williams Enterprises Inc
Certified Payroll, page break by Job
Pay Period Start Date: 04/04/2022 Pay Period End Date: 04/10/2022

Check Date: 04/13/2022

Employee Name:

Address
Social Security No.
Fed Exempts, EEO Class, Gender
Job Title

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
04/04	04/05	04/06	04/07	04/08	04/09	04/10	

Fed Empls: [REDACTED] EEO: Gender: M
Job Code Title Missing

Subtotal for 719CA
(Job Code title M)

Carpenter
Apprentice

Total Hours	Pay Rate	Gross Pay	Withholding	Other Deductions	Total W/H and Deds	Net Wages This Week
8.00	48.25	386.00	FedWH 46.51	57.90 Non-tax Deds	148.78	237.22
.00		.00	FICA 29.53			
			SCM 12.11			
			StoCh 2.73			
8.00		386.00	FedWH 46.51		148.78	237.22
.00		.00	FICA 29.53			
			SCM 12.11			
			StoCh 2.73			

The summary report you provided shows that during the weeks ending March 27, 2022 and April 3, 2022, [REDACTED] worked a total of forty-eight (48) hours as a Mason Journeyman at a rate of \$38.23 per hour when he should have been compensated at a rate of \$78.93 per hour. During the period in question, [REDACTED] was enrolled in a masonry apprenticeship program. Our certified payroll reports indicate that during the week in question, [REDACTED] worked with a Mason Journeyman, [REDACTED]. Accordingly, [REDACTED] was paid the correct rate. The relevant certified payroll reports are attached.

EMPLOYEE	WEEK ENDING DATE	CITY/STATE	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]							
CRAFT/TRADE:	Carpenter Foreman						
RATE PAID	\$38.43	03/27/22	8	\$38.43	\$38.43	\$0.00	\$0.00
BENEFITS PAID	\$0.00	04/03/22	40	\$38.43	\$38.43	\$0.00	\$0.00
TOTAL PAID	\$38.43						
						TOTAL	\$0.00

The summary report you provided shows that during the weeks ending March 27, 2022 and April 3, 2022, [REDACTED] worked a total of forty-eight (48) hours as a Mason Journeyman at a rate of \$50.00 per hour when he should have been compensated at a rate of \$78.93 per hour, and during the weeks ending January 30, 2022 and May 15, 2022, [REDACTED] worked sixteen (16) hours as a Mason Journeyman at a rate of \$78.18 per hour when he should have been compensated at a rate of \$78.93 per hour. Our certified payroll reports reconcile with the summary reports. Accordingly, [REDACTED] should have been paid an additional \$28.93 per hour for forty-eight hours and an additional \$0.75 per hour for sixteen hours. The relevant certified payroll reports are attached.

EMPLOYEE		WEEK ENDING DATE	CODE TOTAL HOURS	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]								
CRAFT/TRADE:	Mason Journeyman							
RATE PAID	\$50.00	04/03/22		40	\$50.00	\$78.93	\$28.93	\$1,157.20
BENEFITS PAID	\$0.00	03/27/22		8	\$50.00	\$78.93	\$28.93	\$231.44
TOTAL PAID	\$50.00	05/15/22		8	\$78.18	\$78.93	\$0.75	\$6.00
		01/30/22		8	\$78.18	\$78.93	\$0.75	\$6.00
							TOTAL	\$1,400.64

CASH ONLY - All CheckLoc® SECURITY FEATURES LISTED ON BACK INDICATE NO TAMPERING OR COPYING

J.H. WILLIAMS ENTERPRISES, INC.
513 PLEASANT VALLEY AVE
MOORESTOWN, NJ 08057

WILMINGTON SAVINGS FUND
SOCIETY BANK
62-10/311

05/06/24

PAY TO THE ORDER OF [REDACTED] \$1,400.64

One thousand four hundred & 64/100 DOLLARS

PROTECTED AGAINST FRAUD

MEMO [REDACTED]

Intelligent CheckLoc® Secure Check

J.H. WILLIAMS ENTERPRISES, INC.

J.H. WILLIAMS ENTERPRISES, INC.

PAYMENT
RECORD



03/29/2022 11:51 TP42/KQUINN
JRMILL

J H Williams Enterprises Inc
Certified Payroll, page break by Job
Pay Period Start Date: 03/21/2022 Pay Period End Date: 03/27/2022

Page 1

Check Date: 03/30/2022

Employee Name

Address

Social Security No.

Fed Exempt, EEO Class, Gender

Job Title

03/21 03/22 03/23 03/24 03/25 03/26 03/27

Mon Tue Wed Thu Fri Sat Sun

Total
Hours

Gross
Pay

Withholding

Other
Deductions

Total W/H
and Ded

Net
Wages
This Week

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399.99

65.37

48.00

165.28

234.71

Fed Exempt: EEO: Gender: M
MASON

Subtotal for 713M
(MASON)

-S-

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8.00

399.99

65.37

48.00

165.28

234.71

William McClure should have been paid \$78.93/hour as a Mason Journeyman

03/28/2022 11:51 TP42/XQTINB
JHMLL

J N Williams Enterprises Inc
Certified Payroll, Page Break by Job
Pay Period Start Date: 03/21/2022 Pay Period End Date: 03/27/2022

Check Date: 03/30/2022

Page 1

Employee Name

Address

Social Security No.

Fed Exempt, EEO Class, Gender

Job Title

03/21 03/22 03/23 03/24 03/25 03/26 03/27

Mon Tue Wed Thu Fri Sat Sun

Total

Hours

Rate

Gross Pay

Withholding

Deductions

Other

Total W/H

and Ded

Net

Wages

This Week

196.81

110.63

46.12

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Fed Exempt: EEO: Gender: M

NA

Subtotal for 7155A

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Mason
Apprentice

04/04/2022 11:43 TP50/ATKINSON
JHWILL

Page 1

J H Williams Enterprises Inc

Certified Payroll, page Break by Job

Check Date: 04/06/2022

Pay Period Start Date: 03/28/2022

Pay Period End Date: 04/03/2022

Employee Name

Address

Social Security No.

Red Exempt, EEO Class, Gender

Job Title

[REDACTED]

Red Exempt: EEO: Gender: M

MR

03/28 03/29 03/30 03/31 04/01 04/02 04/03
Mon Tue Wed Thu Fri Sat Sun

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-O-

Total Hours: Rate Pay Gross Pay

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Total W/H
and Deds

553.11

Net
Wages
This Week

984.09

Other
Deductions

230.58

Net
Wages
This Week

984.09

Withholding
Deductions

146.38

Net
Wages
This Week

984.09

FICA
117.60

117.60

Net
Wages
This Week

984.09

SNR
45.72

45.72

Net
Wages
This Week

984.09

STOCK
19.83

19.83

Net
Wages
This Week

984.09

FICA
148.38

148.38

Net
Wages
This Week

984.09

SNR
45.72

45.72

Net
Wages
This Week

984.09

STOCK
19.83

19.83

Net
Wages
This Week

984.09

FICA
117.60

117.60

Net
Wages
This Week

984.09

SNR
45.72

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Net
Wages
This Week

984.09

STOCK
19.83

19.83

Net
Wages
This Week

984.09

Subtotal for 7199A

(96)

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mason
Apprentice

The summary report you provided shows that during the weeks ending June 19, 2022 and July 10, 2022, [REDACTED] worked a total of twenty-three (23) hours as a Painter Journeyman at a rate of \$25.26 per hour when he should have been compensated at a rate of \$69.26 per hour. Our certified payroll reports indicate that during the week ending July 10, 2022 [REDACTED] worked sixteen (16) hours as a Painter Journeyman at a rate of \$25.26 per hour when he should have been compensated at a rate of \$69.26 per hour, and that during the week ending June 19, 2022 [REDACTED] worked seven (7) hours as a Painter Apprentice at a rate of \$25.26. During the period in question [REDACTED] was enrolled in a painter apprenticeship program. During the week ending June 19, 2022, [REDACTED] was working as a Painter Apprentice with a Painter Journeyman, [REDACTED]. Accordingly, [REDACTED] should have been paid an additional \$44.93 per hour for sixteen (16) hours. The relevant certified payroll reports are attached.

EMPLOYEE		WEEK ENDING DATE	CODE VIOLATIONS	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]								
CRAFT/TRADE:	Painter Journeyman							
RATE PAID	\$25.26	07/10/22		16	\$25.26	\$69.26	\$44.00	\$704.00
BENEFITS PAID	\$0.00	06/19/22		7	\$25.26	\$25.26	\$0.00	\$0.00
TOTAL PAID	\$25.26							
							TOTAL	\$704.00

CASH ONLY IF ALL CheckLock™ SECURITY FEATURES LISTED ON BACK INDICATE NO TAMPERING OR COPYING

J.H. WILLIAMS ENTERPRISES, INC.
513 PLEASANT VALLEY AVE
MOORESTOWN, NJ 08057

WILMINGTON SAVINGS FUND
SOCIETY BANK
82-10311

05/06/24

PAY TO THE ORDER OF [REDACTED] \$ 704.00

Seven Hundred Four & 00/100 DOLLARS

PROTECTED AGAINST FRAUD

MEMO [REDACTED]

[REDACTED]

10516

105181

Rev 5/21

J.H. WILLIAMS ENTERPRISES, INC.

J.H. WILLIAMS ENTERPRISES, INC.

PAYMENT
RECORD

Employee Name
Address
Social Security No.
Fed Exempts, EEO Class, Gender
Job Title

06/13 06/14 06/15 06/16 06/17 06/18 06/19														Total Hours	Pay Rate	Gross Pay	Withholding	Other Deductions	Total %/H and Deds	Net Wages This Week
Mon	Tue	Wed	Thu	Fri	Sat	Sun														
			7.00				7.00	25.26	176.82	FedWH 12.60 FICA 13.53 STWH 3.81 STOTH 1.25	21.22	Montax dedts 52.41	124.41							
-S-	-O-						-O-		.00											
Fed Exmpts: [REDACTED] EEO: [REDACTED] Gender: M																				
PA [REDACTED]																				
Subtotal for 7139A																				
(PA) -S-																				
-O-																				
7.00 176.82 FedWH 12.60 FICA 13.53 STWH 3.81 STOTH 1.25																				
.00																				
52.41 124.41																				

painter - Apprentice

06/17/2022 13:03 TP50/RYDMW:SON
JRWILL

J H Williams Enterprises Inc

Certified Payroll, Page Break by Job

Pay Period Start Date: 06/13/2022 Pay Period End Date: 06/19/2022 Check Date: 06/22/2022

Page 1

Employee Name

Address

Social Security No.

Fed Exempt, EEO Class, Gender

Job Title

06/13 06/14 06/15 06/16 06/17 06/18 06/19

Mon Tue Wed Thu Fri Sat Sun

-S-	8.0	8.0	8.0	8.0	8.0	8.0	40.00	82.01	3280.60	Withholding	Other	Total w/h and Deds	Net Wages This Week
-O-							.00			FedEx 620.88	492.06	1553.54	1736.76
										FICA 250.95			
										SCW 180.57			
										StoCh 9.18			

Fed Exempt: EEO: Gender: M

PAINTER

-S-	8.0	8.0	8.0	8.0	8.0	8.0	32.00	58.21	1862.72	Withholding	Other	Total w/h and Deds	Net Wages This Week
-O-							.00			FedEx 250.75	223.53	698.89	1163.83
										FICA 142.50			
										StoCh 76.90			
										StoCh 5.21			

Fed Exempt: EEO: Gender: M

PAINTER

-S-	8.0	8.0	8.0	8.0	8.0	8.0	16.00	69.26	1108.16	Withholding	Other	Total w/h and Deds	Net Wages This Week
-O-							.00			FedEx 144.68	262.22	537.44	570.72
										FICA 84.76			
										StoCh 37.96			
										StoCh 7.82			

Fed Exempt: EEO: Gender: M

PAINTER

Subtotal for 719P
(PAINTER)

-S-	88.00	6251.28	1016.31	2783.97	3461.31
-O-	.00	.00	.00		

The summary report you provided shows that [REDACTED] was paid a rate of \$76.01 per hour for work as a Carpenter when the required rate was \$82.01 per hour. The \$6.00 per hour difference was the withholding for [REDACTED] medical benefits. Attached hereto is the annual invoice for [REDACTED] medical benefits. The total amount shown of \$12,600.48 divided by the 1999 hours per year that [REDACTED] works equates to \$6.30 per hour. As only \$6.00 per hour were withheld from [REDACTED] compensation, [REDACTED] was paid \$0.30 per hour beyond the required rate. Accordingly, we believe that [REDACTED] is not owed additional compensation. Attached is the medical cost documentation and relevant certified payroll report.

EMPLOYEE	WEEK ENDING DATE	REGISTRATION	HOURS WORKED	P A I D	SHOULD RECEIVE	DIFFERENCE	TOTAL
[REDACTED]							
CRAFT/TRADE:	Carpenter Journeyman						
RATE PAID	\$76.01	12/05/21	12	\$82.31	\$82.01	+\$0.30	+\$3.60
BENEFITS PAID	\$6.30						
TOTAL PAID	\$82.31						
						TOTAL	+\$3.60

J.H. WILLIAMS ENTERPRISES, INC
Customer No: 1333385

Invoice No: [REDACTED]
Invoice Date: 12/03/2021
Bill Group: [REDACTED]
Coverage Period: 01/01/2022 - 01/31/2022
Due Date: 01/01/2022

2DREGULARBW0003001-08719-03

Details

Current Detail - 1/01-1/31/2022											Adjustment Detail			Totals
Policy No.	Name	Plan	ID	Coverage	Status	Charge Amount	Period	Code	Amount	Total				
						\$690.09				\$690.09				
						\$1,050.04				\$1,050.04				
						\$1,258.73				\$1,258.73				
						\$2,962.44				\$2,962.44				
Total						\$5,961.30			\$0.00	\$5,961.30				

Coverage Type	Status	Code	
E Employee Only	A Active	ADD	Retroactive Addition
ES Employee and Spouse	C Cobra	TRM	Retroactive Termination
ESC Employee and Family	P Pre 65 Retiree	CHG	Retroactive Change
EC Employee and Child(ren)	R Post 65 Retiree		
E1D Employee and One Dependent	S Surviving Spouse		
	T Terminated		

Questions? Visit www.fidco.com

For Fee 1-888-201-4279



12/25/2023 10:04 TP5/EEBLINE
JHILL

Check Register Summary for Multiple Periods spanning: 12/27/2021 - 12/27/2022
Sorted by: Employee for 01/01/2022-12/31/2022

Employee ID SSN Name	Check Date & Number	Gross Pay Net Pay	Type	No	Description	Hours	Salary/ Regus/ Amount	Withholdings		Deductions		Dir
								Description	Amount	Description	Amount	
	Grs: Net:	138508.39 91285.63	Reg	02	Regular Bonus	1941.000 0.000	137508.38 1000.00	Federal	13483.96	06 401K	16501.06	
								FICA	10595.89			
								State	6084.86			
								NIS001 St Other 1	387.82			
								NIS002 St Other 2	152.24			
	Grs: Net:	46222.85 33692.80	Reg	02	Regular Bonus	1762.000 0.000	46222.85 300.00	Federal	3493.33	06 401K	4347.45	
								FICA	3559.00			
								State	1130.85			
								NIS001 St Other 1	130.26			
								NIS002 St Other 2	152.24			
	Grs: Net:	107660.09 76536.05	Reg	02	Regular Bonus	1602.000 0.000	106860.09 800.00	Federal	16059.51	06 401K	759.49	
								FICA	8236.00			
								State	5189.43			
								NIS001 St Other 1	301.45			
								NIS002 St Other 2	152.24			
	Grs: Net:	160100.72 91470.46	Reg	02	Regular Bonus	1928.000 0.000	157600.72 2500.00	Federal	25683.30	06 401K	23640.11	
								FICA	11435.46			
								State	7276.91			
								NIS001 St Other 1	425.32			
								NIS002 St Other 2	152.24			
	Grs: Net:	154161.12 89492.59	Reg	02	Regular Bonus	2016.000 0.000	152161.12 2000.00	Federal	23138.94	06 401K	22824.17	
								FICA	11349.34			
								State	6761.60			
								NIS001 St Other 1	425.32			
								NIS002 St Other 2	152.24			
	Grs: Net:	438015.44 31763.66	Reg	02	Regular Bonus	528.000 0.000	43015.44 800.00	Federal	6071.49			
								FICA	3351.88			
								State	2324.57			
								NIS001 St Other 1	122.68			
								NIS002 St Other 2	152.24			

Oconnell, Kenneth [DOL]

From: Mark Williams <mpw@jhwilliamsinc.com>
Sent: Friday, April 19, 2024 4:54 PM
To: Oconnell, Kenneth [DOL]
Cc: Jims Williams; Kiss, William [DOL]
Subject: [EXTERNAL] RE: NJ DOL PC-304-0923-ESP
Attachments: Letter 2 to DOL re 694.pdf

This Message Is From an External Sender

This message came from outside your organization.

Report Suspicious

Mr. O'Connell:

Attached is a letter explaining our review of this case number. There are wages owed, but I believe some of the amounts in the statements we received are not correct. A couple issues we noticed were:

- 1) employees had the cost of medical benefits withheld, but the amount was shown clearly on the certified payroll so it appeared the proper wage was not paid when it was
- 2) a laborer was assumed to be Class A when he was Class B as noted on the certified payroll
- 3) hours were worked were overstated, and
- 4) the wrong person was listed as a Foreman.

That being said, the wages were still not correct. We issued the corrective checks, which are attached.

Please review and let me know if you have any questions.

Thank you

Mark P. Williams
J.H. Williams Enterprises, Inc
513 Pleasant Valley Avenue
Moorestown, NJ 08057
Phone – (856) 793-7114
Fax – (856) 222-0017

From: Oconnell, Kenneth [DOL] <Kenneth.Oconnell@dol.nj.gov>
Sent: Monday, April 1, 2024 8:31 AM
To: Mark Williams <mpw@jhwilliamsinc.com>
Cc: Jims Williams <jw@jhwilliamsinc.com>; Kiss, William [DOL] <William.Kiss@dol.nj.gov>
Subject: RE: NJ DOL PC-304-0923-ESP

I do think that conducting a self-audit for back wages is the proper approach.

Sincerely,



State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

James Williams, President and Individually, and
JH Williams Enterprises, Inc.
513 Pleasant Valley Avenue
Moorestown NJ 08057

March 27, 2024

Re: PC-248-0723-ESP

Wicoff Addition/Renovations
Wicoff Addition/Renovations
West Windsor-Plainsboro Regional School District

Dear James Williams:

The Wage and Hour Division and Contract Compliance conducted an inspection of your firm. It has been determined 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 back wages, liquidated damages, and misclassification penalty 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.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages are subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are not subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is not subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies 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.

Penalty: 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 of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a telephone conference. Complete the bottom section of the Assessment Form and return within 15 days of the above date. A Division Representative will contact you by telephone to hold an informal conference to discuss your case. If your case cannot be resolved over the telephone, we will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

William Kiss, Section Chief
Public Contracts Section
201-618-4541

Assessment Form

Case No. PC-248-0723-ESP

JH Williams Enterprises, Inc.

3/27/2024

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Unpaid Wages / Late Payment	34:11-4.2	\$1,750.00 (7ee's x 250)
Failure to Pay Prevailing Wage	34:11-56.27	\$3,500.00 (7ee's x 500)
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	\$1,000.00 (1 project x 1000)

Assessments:

Total Monies due Employees	\$6,941.09
Back Wages	\$6,941.09
Liquidated Damages	\$0.00
Misclassification Penalty	\$0.00
Administrative Fee (18% of Total Monies)	\$1,249.40
Penalty	\$6,250.00

Instructions

1. **Payment of Total Monies due Employees:** Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty:** Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.
3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

Wage and Hour Division and Contract Compliance
PO Box 389
Trenton, NJ 08625-0389
Fax (609) 695-1174

- ☐ I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.
- ☐ I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____

Phone: _____

Title: _____

Fax: _____

Signature: _____ Date: _____

Email: _____

Monies Due Employees Form

James Williams, President and Individually, and
JH Williams Enterprises, Inc.
513 Pleasant Valley Avenue
Moorestown NJ 08057

Case No. PC-248-0723-ESP
3/27/2024

If any employee's personal information is missing or incorrect, please provide missing information and/or make the necessary corrections. If the last four digits of the SSN is missing or incorrect, provide the entire SSN.

Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

Employee Name and Mailing Address	SSN	Monies Due Employee
1. [REDACTED] Employee No. 527136	XXX-XX-	Gross Back Wages: \$1,558.05 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$1,558.05
2. [REDACTED] Employee No. 527137	XXX-XX-	Gross Back Wages: \$684.32 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$684.32
3. [REDACTED] Employee No. 527138	XXX-XX-	Gross Back Wages: \$270.08 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$270.08
4. [REDACTED] Employee No. 527139	XXX-XX-	Gross Back Wages: \$1,944.00 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$1,944.00
5. [REDACTED] Employee No. 527140	XXX-XX-	Gross Back Wages: \$1,400.64 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$1,400.64
7. [REDACTED] Employee No. 527141	XXX-XX-	Gross Back Wages: \$1,012.00 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$1,012.00
8. [REDACTED] Employee No. 527142	XXX-XX-	Gross Back Wages: \$72.00 Liquidated Damages: \$0.00 Misclass Penalty: \$0.00 Total Monies Due: \$72.00

Total Gross Back Wages Due: \$6,941.09

Total Liquidated Damages Due: \$0.00

Total Misclass Penalty Due: \$0.00

Total Monies Due Employees: \$6,941.09

7021 1970 0001 1366 7168

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®	
OFFICIAL USE	
Certified Mail Fee \$	Postmark Here
Extra Services & Fees (check box, add fee as appropriate)	
<input type="checkbox"/> Return Receipt (hardcopy) \$	
<input type="checkbox"/> Return Receipt (electronic) \$	
<input type="checkbox"/> Certified Mail Restricted Delivery \$	
<input type="checkbox"/> Adult Signature Required \$	
<input type="checkbox"/> Adult Signature Restricted Delivery \$	
Postage \$	
Total Postage and Fees \$	
Sent to James Williams, President	
Street and Apt. No., or P.O. Box No.	
City, State, ZIP+4®	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	

A) How did you determine who is considered the Carpenter Foreman? Please explain on your narrative report.

Add into Narrative: A conversation with Owner, James Williams on 7/18/2023 I asked Owner indicated that any employee can be bumped up as the Foreman other than [REDACTED] Therefore the audit was calculated with my choosing of who would be Foreman other than said employee requested by Owner.

Added into Narrative

5. The audit sheet for [REDACTED] shows two entries, Week ending 09-19-21 and 09-05-21, Question:

A) Are the week ending dates correct. Please double check just make sure they are correct. Checked the week ending dates they are correct

6. The R&A sheet shows the company address as: ✓

- 513 Pleasant Valley Avenue Moorestown, NJ 08057

But the audit sheets show the company address as:

- 231 Haines Drive Moorestown, NJ 08057

Question:

A) What address is the correct one? Once confirmed, please correct the R&A and audit sheets.

Corrected the address

7. Your audit summary totals = \$4,347.47 but that is incorrect because it is not adding correctly, in addition the other parties screen shows a total of \$11,479.89 which should be the correct sum on your audit summary. Please correct it.

Corrected

corrected audit + corrected amounts

Rates used for braboresse
in correct.

Rate 64.37 paid 64.35

2/5/2024 have file received notes for JH Williams about the corrections that need to be made:

1. You adjusted worker [REDACTED] to the Carpenter Journeyman because he is reported on certified payrolls as an apprentice.

Questions:

- A) How did you verify/confirm that [REDACTED] is not a bona fide apprentice? Did you check with the US Department of Labor? You mention on your narrative report that JH William Enterprises, Inc does not participate on an approved apprenticeship program, but that does not mean that [REDACTED] is or is not registered as an apprentice. Please explain on your narrative report.

[REDACTED] was removed from the audit, he is a listed apprentice. The Exhibit was added to Exhibit D + it was added to the narrative.

2. You completed the audit calculation but your narrative report does not explain what records you used to complete the audit.

Questions:

- A) Did you request any documents from this company, Where is the request of records or appointment letter? Where is the MW10?, if no MW10 please produce it and attach it to the file.
- B) How did you confirm that the rates of pay and workers earnings as reported on certified payrolls are true and correct?
- C) Did you collect any general payroll records?

I did not request records because this is a Limited Investigation.

3. Your narrative report reads "Employer indicated that he only pays for medical benefits for his employee [REDACTED]".

Questions:

- A) How did you learn that statement from this company? Please explain on your narrative report.

Needs to be added to the Narrative: A conversation with Owner, James Williams on 7/18/2023 I asked the Mr. Williams how the benefits were provided for employee [REDACTED] and to please provide this explanation in writing. Mr. Williams never sent this information and indicated he already explained that he calculates the medical benefits based on the hours from the prior year. Mr. Williams refused to provide a written explanation or proof of said benefits.

Added in narrative !

Your narrative report also reads "Company failed to provide benefits breakdown for employees [REDACTED] Audit was calculated without benefit credit due to no records being provided"

- B) How did you ask this company for the benefits information or proof of payment for benefits?

Add into this explanation that owner did not provide explanation of benefits therefore credit was not provided.

Added into Narrative.

4. You adjusted workers [REDACTED] and [REDACTED] from Carpenter Journeyman to Carpenter Foreman, as reflected on audit sheets.

Question:

Kenneth O'Connell
District Supervisor
Division of Wage and Hour Compliance
Public Contracts Section
PO Box 389
Trenton, NJ 08625-0389
(609)292-2259

From: Mark Williams <mpw@jhwilliamsinc.com>
Sent: Wednesday, March 27, 2024 4:39 PM
To: Oconnell, Kenneth [DOL] <Kenneth.Oconnell@dol.nj.gov>
Cc: Jims Williams <jw@jhwilliamsinc.com>
Subject: [EXTERNAL] Re: NJ DOL PC-304-0923-ESP

Mr. O'Donnell, thank for the accommodation.

As I mentioned, we are concerned that we have accrued eight penalties in a couple years after going over thirty years without a problem. We have seen two issues. First, paying an apprentice without a journeyman. And second, paying two carpenters together without one being designated as a foreman.

We have no issues paying the proper wages; that is our intention. However, the fines are onerous and arrive unexpected. We would like to discuss performing a self audit of these issues to avoid future fines.

Thank you. I Will contact you when I return the week of April 10.

Regards

Sent from my T-Mobile 5G Device
Get Outlook for Android

From: Oconnell, Kenneth [DOL] <Kenneth.Oconnell@dol.nj.gov>
Sent: Wednesday, March 27, 2024 2:16:56 PM
To: Mark Williams <mpw@jhwilliamsinc.com>
Subject: NJ DOL PC-304-0923-ESP

Mr. Williams,

It was a pleasure speaking with you today. I am granting you the extension that you requested in your March 26, 2024 letter. Once you return to your office please email or call me so that we can discuss the details of the file.

Please note that it was discovered that you were mailed another case file assessment letter. That case number is PC-248-0723-ESP, Wicoff Addition/Renovations – West Windsor-Plainsboro School. Please review those records as well.

Sincerely,

Kenneth O'Connell

01/15/2021 16:18 TMS/HUNSON
JHILL

Employee Name

Address

Social Security No.

Fed Exempt, EEO Class, Gender

Job Title

Pay Period Start Date: 01/11/2021
Certified Payroll, page break by Job
Pay Period End Date: 01/17/2021

Check Date: 01/20/2021

Page 1

01/11 01/12 01/13 01/14 01/15 01/16 01/17									
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hours	Pay Rate	Gross Pay
			8.0	8.0			16.00	64.35	1029.62
-S-									
-O-									
Fed Exempt: EEO: Gender: M									
Job Code Title Missing									
Subtotal for 694L									
(Job Code Title Missing)									
Class B Laborer Journeyman									
-S-									
-O-									
								Total	1629.62
								Pay	.00
								Gross	1029.62
								Rate	64.35
								Hours	16.00
								Other	123.56
								Deductions	123.56
								Withholding	114.88
								FedWH	114.88
								FICA	78.76
								SCWH	46.78
								SCOTH	17.64
								Total W/H and Ded	381.62
								Net Wages This Week	648.00

should have been paid \$64.37 per hour.

District Supervisor
Division of Wage and Hour Compliance
Public Contracts Section
PO Box 389
Trenton, NJ 08625-0389
(609)292-2259

PLEASE NOTE: This electronic message contains information from the New Jersey Department of Labor, and may contain confidential or privileged information. If you are not the intended recipient, do not read, copy or use it or disclose it to others. If you have received this message in error, please notify the sender immediately and then delete it from your system. Thank you.

Exhibit A-1

Audit

NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

VIOLATION CODES

PREVAILING WAGE RATES, JOURNEYMAN		01
BENEFITS, JOURNEYMAN		02
PREVAILING WAGE RATES, APPRENTICES:		
OUT OF RATIO		03
OFF SCHEDULE		04
NON-BONAFIDE		05
BENEFITS, APPRENTICES		06
OVERTIME:		
DAILY		07
WEEKLY		08
SATURDAY		09
SUNDAY		10
HOLIDAY		11
OTHER		12

NAME OF FIRM:	JH Williams Enterprises, Inc.
ADDRESS:	231 Haines Drive Moorestown, NJ 08057
PROJECT:	Wicoff Addition/ Renovations

Classification	Hourly Rate	Hourly Benefits Rate	Total Hourly Rate	Overtime Hourly Rate	Overtime Benefits Rate	Total Overtime Rate
Carpenter Journeyman	\$ 51.89	\$ 30.12	\$ 82.01	\$ 77.84	\$ 30.12	\$ 107.96
Carpenter Foreman	\$ 59.67	\$ 34.56	\$ 94.23	\$ 89.51	\$ 34.56	\$ 124.07
Commercial Painter Journeyman	\$ 42.15	\$ 27.11	\$ 69.26	\$ 63.23	\$ 27.11	\$ 90.34
Mason Journeyman	\$ 45.20	\$ 33.73	\$ 78.93	\$ 67.80	\$ 33.73	\$ 101.53

NAME OF FIRM:	JH Williams Enterprises, Inc.				
ADDRESS:	231 Haines Drive Moorestown, NJ 08057				
PROJECT:	Wicoff Addition/ Renovations				
EMPLOYEE	WEEK	1989-90	1990-91	1991-92	1992-93

[illegible]

NAME OF FIRM: JH Williams Enterprises, Inc.
ADDRESS: 231 Haines Drive Moorestown, NJ 08057
PROJECT: Wicoff Addition/ Renovations

[illegible]

[illegible]

NAME OF FIRM: JH Williams Enterprises, Inc.
ADDRESS: 231 Haines Drive Moorestown, NJ 08057
Project: Wicoff Addition/ Renovation

[illegible]

[illegible]

NAME OF FIRM: JH Williams Enterprises, Inc.
ADDRESS: 231 Haines Drive Moorestown, NJ 08057
PROJECT: Wicoff Addition/ Renovations

[illegible]

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[illegible]

AUDIT SUMMARY

NAME OF FIRM:		JH Williams Enterprises, Inc.				
ADDRESS:		231 Haines Drive Moorestown, NJ 08057				
Project:		Wicoff Addition/ Renovation				

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VIOLATION CODES

PREVAILING WAGE RATES, JOURNEYMAN	
BENEFITS, JOURNEYMAN	01
	02
PREVAILING WAGE RATES, APPRENTICES:	
OUT OF RATIO	03
OFF SCHEDULE	04
NON-BONAFIDE	05
BENEFITS, APPRENTICES	06
OVERTIME:	
DAILY	07
WEEKLY	08
SATURDAY	09
SUNDAY	10
HOLIDAY	11
OTHER	12

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Classification	Hourly Rate	Hourly Benefits Rate	Total Hourly Rate	Overtime Hourly Rate	Overtime Benefits Rate	Total Overtime Rate
Carpenter Journeyman	\$ 51.89	\$ 30.12	\$ 82.01	\$ 77.84	\$ 30.12	\$ 107.96
Carpenter Foreman	\$ 59.67	\$ 34.56	\$ 94.23	\$ 89.51	\$ 34.56	\$ 124.07
Commercial Painter Journeyman	\$ 42.15	\$ 27.11	\$ 69.26	\$ 63.23	\$ 27.11	\$ 90.34
Mason Journeyman	\$ 45.20	\$ 33.73	\$ 78.93	\$ 67.80	\$ 33.73	\$ 101.53

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[illegible]

EMPLOYEE

[illegible]

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EMPLOYEE	WEEK	CODE	DATE		

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EMPLOYEE	WEEK	CODE TO HOUSE	DATE		

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