



ADVANCED RESOURCE SOLUTIONS

INNOVATIVE SOLUTIONS FOR PROJECT SUCCESS

DATE: _____

PREVAILING WAGE AND FRINGE BENEFIT PROGRAM ACKNOWLEDGEMENT

PERSONAL			
Last Name	First	Initial	Social Security #

Dear Employee,

We appreciate your employment with our company. We would like to make clear our company's wage and hour policy. You will be assigned to jobs and paid the market rate agreed upon at your hiring subject to the shop rules, safety codes, periodic evaluations, and job conditions. However, from time to time, you may be assigned to a public works project often called a prevailing wage job. When you are assigned to a prevailing wage job many of our hiring conditions are over ruled by law. We must pay you according to a Department of Labor's wage determination schedule. These pay rates vary from job to job. We are required to post the wage rates which we will do in full compliance.

It is our company policy to abide strictly with the various prevailing wage laws. Therefore, all employees on the prevailing wage project can expect to be compensated with the appropriate posted base rate in the contract. All fringe dollars will be paid to *bona fide* fringe benefits.

The certified fringe program deducts the 7.65% FICA withholdings along with a check processing fee upon withdraw. All excess fringe dollars will be paid to US Bank, trustee for the Prevailing Wage Contractors Association's supplemental unemployment plan that will compensate you each month for short work weeks or upon completion of the prevailing wage project.

You will be paid competitive wage on your primary normal jobs, and union scale on prevailing wage jobs.

Best Regards,
Advanced Resource Solutions

CERTIFICATION & AUTHORIZATION

By signing this form, I acknowledge that I authorize a deduction to my weekly payroll in the amount described above.

I hereby acknowledge that I have read and agree to the above statements.

Signature

Date