

MINNESOTA DEPARTMENT OF TRANSPORTATION
PRIME CONTRACTOR – SUBCONTRACTOR’S
STATEMENT OF COMPLIANCE
FEDERAL COPELAND ACT / DAVIS BACON ACT
MINNESOTA PREVAILING WAGE STATUTES

Table with 3 columns: REPORT NUMBER, STATE PROJECT NUMBERS (S), DATE, PRIME CONTRACTOR/SUBCONTRACTOR, PHONE NUMBER, CONTRACT NUMBER, ADDRESS, FEDERAL PROJECT NUMBER, TYPE OF WORK.

(Complete as described on proposal)

STATEMENT WITH RESPECT TO COMPLIANCE AND WAGES PAID

I, Molly Musolf, Project Administrator do hereby state:
(Name of signatory party) (Title)

(1) That I pay or supervise the payment of the persons employed by Northland Constructors of Duluth, a Division of Mathy Construction Company on said Contract; that during the payroll period commencing on the 25th day of August of the year 2024, and ending the 31st day of August of the year 2024, there were 25 workers performing covered work on said Contract.

DESCRIBE LEGAL DEDUCTIONS

(2) That the payroll submitted under said Contract is complete and accurate; that the wage rate(s) of the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid according to the wage determination(s) and labor provisions incorporated in said Contract and according to applicable laws;

(3) That any apprentices employed during said payroll period are duly registered in a bona fide apprenticeship program registered with the Minnesota Department of Labor and Industry, or are registered with the Bureau of Apprenticeship and Training; United States Department of Labor.

(4) That: (Check one box only)

(a) WHERE FRINGE BENEFITS ARE PAID TO ANY APPROVED PLANS, FUNDS, OR PROGRAMS

[X] In addition to the basic hourly wage rates paid to each laborer, worker, or mechanic listed on said payroll, payments to current, bona fide fringe benefit programs as set forth in paragraph 4(d), have been or will be made to the program’s administrators, per state and federal regulations and plan requirements, as set forth in paragraph 4(e) for the benefit of said workers, except as noted in Section 4(c).

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH TO ALL WORKERS

[] Each laborer, worker, or mechanic listed on said payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic rate plus the fringe rate as listed in the appropriate wage determination incorporated into said Contract.

NOTE---FRINGE BENEFITS SECTION C, D, E, AND SIGNATURE BLOCK IS ON PAGE 2.

(c) EXCEPTIONS

WORKER NAME	CLASSIFICATION/OCCUPATION	EXPLANATION

(d) BENEFIT PROGRAM INFORMATION in DOLLARS CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

PROGRAM TITLE, CLASSIFICATION TITLE, OR INDIVIDUAL WORKERS	HEALTH/WELFARE	VACATION/HOLIDAY	APPRENTICESHIP/TRAINING	PENSION	OTHER INCLUDE TITLE
Central Pension Operators 49	\$12.55	\$0	\$.55	\$13.30	\$.53
Cement Masons Local 633	\$9.48	\$7.22	\$.51	\$11.39	\$2.24
Laborers 1091 Duluth Bld	\$9.65	\$3.35	\$.42	\$11.00	\$.61
Carpenters Local 361	\$13.60	\$2.81	\$.85	\$16.70	\$.62
MN Teamsters Local 346	\$13.15	\$0	\$0.30	\$9.50	\$0.76
BAC Local Union 1	\$12.84	\$2.00	\$.41	\$13.24	\$5.60
Carpenters Local 361 Pile Driver	\$11.02	\$1.83	\$.82	\$17.24	\$.72
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$

(e) BENEFIT PROGRAM INFORMATION (Must be completed if 4(a) is checked)

NAME AND ADDRESS OF FRINGE BENEFIT FUND, PLAN, OR PROGRAM ADMINISTRATOR	BENEFIT ACCOUNT NUMBER	THIRD PARTY TRUSTEE AND/OR CONTRACT PERSON	TELEPHONE NUMBER
Central Pension Fund Metro Blvd Mpls, MN 55439	49-04569	Fred P Dereschunk	312-788-9441
MN Cement Masons Local 633 Central Ave, Mpls, MN 55414		Denny White	612-379-1558
MN Laborers Fringe Benefit Metro Blvd, Mpls, MN 55439	16-07456	Tom Pender	218-741-3638
MN Teamsters Metro Blvd Mpls, MN 55439	50-01108	Clarence Laborde	218-628-1034
Carpenters Local 361 London Road, Duluth, MN 55812			218-724-3297

The willful falsification of any of the above statements may subject the prime contractor or subcontractor to civil or criminal prosecution under federal and/or state law. See Minnesota Statute 15C; 16B; 161.315, Subdivision 2; 177.43, Subdivision 5; 177.44, Subdivision 6; 609.63; or United States Code 18 U.S.C. 1001; 31 U.S.C. 231; CFR 5.12.

NAME AND TITLE OF CONTRACTOR'S REPRESENTATIVE (PRINT)	SIGNATURE	DATE
As a representative of the contractor submitting the attached payroll, I hereby certify that the information is true and accurate to the best of my knowledge.		

NAME AND TITLE OF PRIME CONTRACTOR (PRINT)	SIGNATURE	DATE
Molly Musolf, Project Administrator	<i>Molly Musolf</i>	9/5/24
As a representative of the Prime Contractor, I have reviewed the attached forms and certify to the best of my knowledge that they accurately reflect operations of this company on this project and meet the contract requirements for this project.		

NOTE: For information regarding this form, submission of payroll records, or copies of the laws stated above, contact the Minnesota Department of Transportation, Labor Compliance Unit, Mail Stop 650, 395 John Ireland Boulevard, St. Paul, Minnesota 55155-1899, or call 651-366-4209 or 651-366-4204.

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Anderson Jr, Bruce W - 4367 M/EX: M/O Race/Sex: W/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 090624471	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	10.00	10.00	8.75	0.00	0.00	0.00	28.75	38.550	1,108.31	Federal Withhol	175.68		
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime Hourly	0.00	0.00	2.00	3.25	2.75	0.00	0.00	0.00	8.00	57.825	462.60	FICA - Soc. Sec	128.17		
													0.00	FICA - Medicare	29.98		
													0.00	FICA - Addl Mei			
													1,570.91	Wisconsin Tax \	77.34		
														Minnesota Tax \	17.00		
														2,067.24	428.17	1,639.07	
Charnley, Tyler J - 4938 M/EX: S/O Race/Sex: W/M Operating Engineers Local 49 (304) Grp 1 Crane Opr CCO EEO: Check #: 090624471	WI Operators Local 1 / 305 G2/1B	Regular Hourly	0.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	8.00	47.530	380.24	Federal Withhol	208.35		
	WI Operators Local 1 / 305 G2/1B	Auto Overtime	0.00	0.00	0.00	0.00	1.50	0.00	0.00	0.00	1.50	71.295	106.94	FICA - Soc. Sec	111.51		
													0.00	FICA - Medicare	26.08		
													0.00	FICA - Addl Mei			
													487.18	Wisconsin Tax \	14.75		
														Minnesota Tax \	50.00		
														Support - Amou	230.77		
													Work Dues %	26.22			
													Admin-Gross	7.31			
													Admin-Benefit	3.94			
													1,798.41	678.93	1,119.48		

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)			
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross	Deductions		Net Pay			
Curtis, Jason M - 4662	MN/WI Carpenters / 704 Carp Apprentice 83'	Regular Hourly	0.00	8.00	3.50	8.00	8.00	0.00	0.00	0.00	27.50	35.070	964.44	Federal Withhol	269.58		
M/EX: S/O	MN/WI Carpenters / 704 Carp Apprentice 83'	Auto Overtime	0.00	2.00	0.00	0.50	1.50	0.00	0.00	0.00	4.00	52.605	210.42	FICA - Soc. Sec	103.83		
Race/Sex: I/M													0.00	FICA - Medicare	24.28		
MN/WI Carpenters													0.00	FICA - Addl Me			
704 Carp Apprentice 83%														Wisconsin Tax \	63.15		
EEO:														Minnesota Tax \			
Check #: 090624471														Support - Amou	43.84		
														Garnishment - /			
														Work Dues	76.06		
														Vacation Fund	126.46		
														1,674.62	707.20		967.42
Ehle, Carson R - 4632	WI Local 139 Apprent / 80% Group 2 Appren	Regular Hourly	0.00	8.00	4.00	8.00	0.00	0.00	0.00	0.00	20.00	33.300	666.00	Federal Withhol	184.59		
M/EX: S/O	WI Local 139 Apprent / 80% Group 2 Appren	Auto Overtime	0.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00	6.00	49.950	299.70	FICA - Soc. Sec	93.96		
Race/Sex: W/M													0.00	FICA - Medicare	21.98		
Operating Engineers Local 49													0.00	FICA - Addl Me			
Operator Apprentice 77.5%														Wisconsin Tax \	50.31		
EEO:														Minnesota Tax \	18.00		
Check #: 090624471														Work Dues %	8.33		
														Admin-Gross	16.48		
														Admin-Benefit	9.42		
														1,515.56	403.07		1,112.49

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Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)		
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions
Fagerness, Scott D - 4509	Wisconsin Bldg Trade / 107 MN Pipelayer in	Regular Hourly	0.00	0.00	0.00	0.00	8.00	3.00	0.00	11.00	43.760	481.36	Federal Withhol	156.62		
M/EX: H/O	Wisconsin Bldg Trade / 107 MN Pipelayer in	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	36.85	FICA - Soc. Sec	113.92		
Race/Sex: W/M	Wisconsin Bldg Trade / 107 MN Pipelayer in	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.030	15.09	FICA - Medicare	26.65		
Wisconsin Bldg Trades Laborers	Wisconsin Bldg Trade / 107 MN Pipelayer in	Auto Overtime	0.00	0.00	0.00	0.00	3.00	0.00	0.00	3.00	65.640	196.92	FICA - Addl Mei			
107 MN Pipelayer in WI												Other Taxable	0.00	Wisconsin Tax \	28.43	
EEO:												Other Non Taxable	0.00	Minnesota Tax \	49.00	
Check #: 090624471												Project Total	730.22	Work Dues	17.08	
														V&H Laborer-M	130.68	
														1,837.32	522.38	1,314.94
Fawcett, Melissa M - 4862	Wisconsin Bldg Trade / 107 MN Pipelayer in	Regular Hourly	0.00	8.00	6.00	8.00	7.00	0.00	0.00	29.00	43.760	1,269.04	Federal Withhol	229.46		
M/EX: M/O	Wisconsin Bldg Trade / 107 MN Pipelayer in	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	97.15	FICA - Soc. Sec	106.61		
Race/Sex: W/F	Wisconsin Bldg Trade / 107 MN Pipelayer in	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.030	25.15	FICA - Medicare	24.94		
Wisconsin Bldg Trades Laborers	Wisconsin Bldg Trade / 107 MN Pipelayer in	Auto Overtime	0.00	2.00	0.00	3.00	0.00	0.00	0.00	5.00	65.640	328.20	FICA - Addl Mei			
107 MN Pipelayer in WI												Other Taxable	0.00	Wisconsin Tax \	85.22	
EEO:												Other Non Taxable	0.00	Work Dues	41.48	
Check #: 090624471												Project Total	1,719.54	V&H Laborer-M	122.30	
														1,719.54	610.01	1,109.53
Foucault, Gabe H - 9067	WI Local 139 Apprent / 80% Group 2 Appren	Regular Hourly	0.00	3.00	0.00	0.00	0.00	0.00	0.00	3.00	33.300	99.90	Federal Withhol	149.46		
M/EX: S/O	WI Operators Great L / Class IV Great Lakes	Regular Hourly	0.00	5.00	0.00	0.00	0.00	0.00	0.00	5.00	44.350	221.75	FICA - Soc. Sec	84.06		
Race/Sex: W/M	WI Local 139 Apprent / 80% Group 2 Appren	Auto Overtime	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	49.950	49.95	FICA - Medicare	19.66		
Operating Engineers Local 49												Other Taxable	0.00	FICA - Addl Mei		
373 Grp 5 Apprenticeship 70%												Other Non Taxable	0.00	Wisconsin Tax \	8.73	
EEO:												Project Total	371.60	Minnesota Tax \	53.00	
Check #: 090624471														Work Dues %	19.69	
														Admin-Gross	5.58	
														Admin-Benefit	3.34	
														1,355.90	343.52	1,012.38

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Frank, Charles E - 4365	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly -	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	6.25	38.550	240.94	Federal Withhol	453.33			
M/EX: S/O													0.00	Other Taxable		FICA - Soc. Sec	166.41	
Race/Sex: W/M													0.00	Other Non Taxable		FICA - Medicare	38.92	
Minnesota Teamsters													240.94	Project Total		FICA - Addl Mei		
602 5 Axel Grp 1																Wisconsin Tax \	3.97	
EEO: Journeyman																Minnesota Tax \	143.00	
Check #: 090624471																2,684.05	805.63	1,878.42
Gaskell, Cody K - 4479	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	0.00	0.00	0.00	7.00	0.00	0.00	0.00	7.00	40.260	281.82	Federal Withhol	244.43			
M/EX: M/O	Wisconsin Bldg Trade / 101 MN Laborer	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	23.45	FICA - Soc. Sec	152.77			
Race/Sex: W/M													0.00	Other Taxable		FICA - Medicare	35.73	
Minnesota Laborers													0.00	Other Non Taxable		FICA - Addl Mei		
101 Laborer													305.27	Project Total		Wisconsin Tax \	4.37	
EEO:																Minnesota Tax \	117.00	
Check #: 090624471																Support - Amou	88.85	
																Work Dues	8.54	
																V&H Laborer-M	189.34	
																2,464.11	841.03	1,623.08
Herrick, Brian J - 5065	Wisconsin Bldg Trade / MN Laborer Forema	Regular Hourly	0.00	8.00	8.00	8.00	8.00	7.00	0.00	0.00	39.00	51.070	1,991.73	Federal Withhol	543.84			
M/EX: S/O	Wisconsin Bldg Trade / MN Laborer Forema	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	130.65	FICA - Soc. Sec	189.80			
Race/Sex: W/M	Wisconsin Bldg Trade / MN Laborer Forema	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.030	57.85	FICA - Medicare	44.39			
Wisconsin Bldg Trades Laborers	Wisconsin Bldg Trade / MN Laborer Forema	Auto Overtime	0.00	3.00	0.00	4.00	4.50	0.00	0.00	0.00	11.50	76.605	880.96	FICA - Addl Mei				
MN Laborer Foreman in WI													0.00	Other Taxable		Wisconsin Tax \	156.33	
EEO: Journeyman													0.00	Other Non Taxable		Work Dues	61.61	
Check #: 090624471													3,061.19	Project Total		V&H Laborer-M	188.50	
																3,061.19	1,184.47	1,876.72

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											***** Weekly Totals ***** (Week Ending 8/31/24)					
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Project Amounts	Total Gross	Deductions	Net Pay				
Higbee, Shamus P - 6171 M/EX: M/O Race/Sex: W/M Minnesota Cement Mason 706 Cement Mason EEO: Journeyman Check #: 090624471	Minnesota Cement Mas / 706 Cement Mason	Regular Hourly	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	45.120	135.36	Federal Withhol	347.89			
														Other Taxable	0.00	FICA - Soc. Sec	139.17	
															Other Non Taxable	0.00	FICA - Medicare	32.55
															Project Total	135.36	FICA - Addl Me	
																Wisconsin Tax \		
																Minnesota Tax \	114.00	
																Vacation Fund	335.73	
															2,244.72	969.34	1,275.38	
Hughes, Travis R - 4771 M/EX: M/O Race/Sex: W/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 090624471	WI Operators Local 1 / 313 G3/2C	Regular Hourly	0.00	0.00	7.00	0.00	0.00	0.00	0.00	0.00	7.00	43.700	305.90	Federal Withhol	148.78			
	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	0.00	8.00	8.00	6.00	0.00	0.00	30.00	44.230	1,326.90	FICA - Soc. Sec	134.14			
	WI Operators Local 1 / 305 G2/1C	Auto Overtime	0.00	2.00	0.00	3.00	3.00	0.00	0.00	0.00	8.00	66.345	530.77	FICA - Medicare	31.37			
															Other Taxable	0.00	FICA - Addl Me	
															Other Non Taxable	0.00	Wisconsin Tax \	108.76
															Project Total	2,163.57	Admin-Gross	32.46
																Admin-Benefit	18.68	
															2,163.57	474.19	1,689.38	
Humphris, Thomas J - 4883 M/EX: M/O Race/Sex: W/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 090624471	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	10.00	38.550	385.50	Federal Withhol	240.88			
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime Hourly	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	2.00	57.825	115.65	FICA - Soc. Sec	151.77			
															Other Taxable	0.00	FICA - Medicare	35.49
															Other Non Taxable	0.00	FICA - Addl Me	
															Project Total	501.15	Wisconsin Tax \	19.44
																Minnesota Tax \	94.00	
																2,447.96	541.58	1,906.38

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)		
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay	
Hynes Jr, Timothy D - 4696	WI Local 139 Apprent / 90% of Area 2 Buildir	Regular Hourly	0.00	8.00	6.00	8.00	8.00	6.00	0.00	36.00	37.470	1,348.93	Federal Withhol	274.82		
M/EX: S/O	WI Operators Great L / Class IV Great Lakes	Regular Hourly	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00	44.350	88.70	FICA - Soc. Sec	119.39		
Race/Sex: W/M	WI Local 139 Apprent / 90% of Area 2 Buildir	Auto Overtime	0.00	2.00	0.00	3.00	2.50	0.00	0.00	7.50	56.205	421.54	FICA - Medicare	27.92		
WI Local 139 Apprentice	WI Operators Great L / Class IV Great Lakes	Auto Overtime	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	66.525	66.53	FICA - Addl Mei			
90% of Area 2 Building												0.00	Wisconsin Tax \	96.15		
EEO:												0.00	Admin-Gross	28.89		
Check #: 090624471												Project Total	1,925.70	Admin-Benefit	14.91	
														1,925.70	562.08	1,363.62
Johnson, Troy W - 4658	Minnesota Teamsters / 603 GRP 1 Low Boy	Overtime Hourly	0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	59.325	177.98	Federal Withhol	353.38		
M/EX: M/O												0.00	FICA - Soc. Sec	164.29		
Race/Sex: W/M												0.00	FICA - Medicare	38.42		
Minnesota Teamsters												Project Total	177.98	FICA - Addl Mei		
602 5 Axel Grp 1														Wisconsin Tax \		
EEO: Journeyman														Minnesota Tax \	164.00	
Check #: 090624471														2,649.91	720.09	1,929.82
Kemp, Richard A - 6179	Minnesota Cement Mas / 706 Cement Maso	Regular Hourly	0.00	0.00	0.00	0.00	5.50	0.00	0.00	5.50	45.120	248.16	Federal Withhol	402.03		
M/EX: S/O	Minnesota Cement Mas / 706 Cement Maso	Auto Overtime	0.00	0.00	0.00	0.00	2.50	0.00	0.00	2.50	67.680	169.20	FICA - Soc. Sec	153.16		
Race/Sex: W/M												0.00	FICA - Medicare	35.82		
Minnesota Cement Mason												0.00	FICA - Addl Mei			
706 Cement Mason												Project Total	417.36	Wisconsin Tax \	11.11	
EEO: Journeyman														Minnesota Tax \	126.00	
Check #: 090624471														Vacation Fund	357.39	
														2,470.32	1,085.51	1,384.81

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)		
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions
Kirkwood, Eric J - 4320	WI Operators Local 1 / 304 G1/1A	Regular Hourly	0.00	8.00	4.00	8.00	8.00	6.00	0.00	34.00	48.780	1,658.52	Federal Withhol	338.91		
M/EX: S/O	WI Operators Local 1 / 304 G1/1A	Auto Overtime	0.00	2.00	0.00	3.00	2.50	0.00	0.00	7.50	73.170	548.78	FICA - Soc. Sec	136.85		
Race/Sex: W/M												0.00	FICA - Medicare	32.00		
WI Operators Local 139												0.00	FICA - Addl Me			
304 G1/1A												Project Total	2,207.30	Wisconsin Tax \	111.07	
EEO: Journeyman													Admin-Gross	33.11		
Check #: 090624471													Admin-Benefit	17.22		
													2,207.30	669.16		1,538.14
Livadaros, Jason M - 4399	MN/WI Carpenters / 704 Carpenter Crew Lead	Regular Hourly	0.00	0.00	0.00	0.00	3.50	0.00	0.00	3.50	43.750	153.13	Federal Withhol	165.35		
M/EX: S/O	MN/WI Carpenters / 704 Carpenter Crew Lead	Auto Overtime	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	65.625	32.81	FICA - Soc. Sec	121.06		
Race/Sex: W/M												0.00	FICA - Medicare	28.31		
MN/WI Carpenters												0.00	FICA - Addl Me			
704 Carpenter Crew Lead												Project Total	185.94	Wisconsin Tax \	2.02	
EEO:													Minnesota Tax \	100.00		
Check #: 090624471													Support - Amou	15.00		
													Work Dues	72.67		
													Vacation Fund	120.83		
													1,952.57	625.24		1,327.33
McIntosh, Dylan A - 4416	Operating Engineers / 313 Group 3	Regular Hourly	0.00	0.00	0.00	0.00	3.00	0.00	0.00	3.00	45.010	135.03	Federal Withhol	238.50		
M/EX: S/O												0.00	FICA - Soc. Sec	120.00		
Race/Sex: W/M												0.00	FICA - Medicare	28.07		
Operating Engineers Local 49												Project Total	135.03	FICA - Addl Me		
313 Group 3													Wisconsin Tax \	0.22		
EEO: Journeyman													Minnesota Tax \	93.00		
Check #: 090624471													Work Dues %	38.71		
													1,935.45	518.50		1,416.95

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Metcalf, Randall S - 4711	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	7.00	8.00	8.00	6.00	0.00	37.00	44.230	1,636.51	Federal Withhol	321.34				
M/EX: S/O	WI Operators Local 1 / 305 G2/1C	Auto Overtime	0.00	2.00	0.00	3.00	2.50	0.00	0.00	7.50	66.345	497.59	FICA - Soc. Sec	132.31				
Race/Sex: W/M												0.00	FICA - Medicare	30.95				
WI Operators Local 139												0.00	FICA - Addl Me					
305 G2/1C													Project Total		2,134.10	Wisconsin Tax \	107.19	
EEO: Journeyman																Admin-Gross	32.01	
Check #: 090624471																Admin-Benefit	18.47	
																2,134.10	642.27	1,491.83
Olson, Cory L - 4637	Operating Engineers / (304) Grp 1 Crane Op	Regular Hourly	0.00	0.00	0.00	0.00	0.00	8.00	0.00	8.00	47.250	378.00	Federal Withhol	371.51				
M/EX: M/O	Operating Engineers / (304) Grp 1 Crane Op	Auto Overtime	0.00	0.00	0.00	0.00	0.00	2.25	0.00	2.25	70.875	159.47	FICA - Soc. Sec	188.59				
Race/Sex: W/M												0.00	FICA - Medicare	44.11				
Operating Engineers Local 49												0.00	FICA - Addl Me					
(304) Grp 1 Crane Opr CCO													Project Total		537.47	Wisconsin Tax \	14.21	
EEO:																Minnesota Tax \	141.00	
Check #: 090624471																Work Dues %	60.83	
																3,541.73	820.25	2,721.48
Renne, Beau R - 8048	MN/WI Carpenters / 704 Carp MN/WI Forem	Regular Hourly	0.00	1.00	0.00	1.50	0.00	0.00	0.00	2.50	49.210	123.03	Federal Withhol	452.05				
M/EX: M/O	MN/WI Carpenters / 704 Carp MN/WI Forem	Auto Overtime	0.00	0.00	1.00	0.00	2.00	0.00	0.00	3.00	73.815	221.45	FICA - Soc. Sec	211.28				
Race/Sex: W/M												0.00	FICA - Medicare	49.42				
MN/WI Carpenters												0.00	FICA - Addl Me					
704 Carp MN/WI Foreman													Project Total		344.48	Wisconsin Tax \	8.37	
EEO:																Minnesota Tax \	149.00	
Check #: 090624471																Work Dues	100.56	
																Vacation Fund	167.20	
																3,407.83	1,137.88	2,269.95

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Total Gross	Deductions	Net Pay		
Ruzynski, Gary L - 4480 M/EX: H/O Race/Sex: W/M Minnesota Laborers 101 Laborer EEO: Check #: 090624471	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	0.00	0.00	0.00	8.00	0.00	0.00	0.00	8.00	40.260	322.08	Federal Withhol	353.27			
	Wisconsin Bldg Trade / 101 MN Laborer	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	26.80	FICA - Soc. Sec	156.83			
													0.00	0.00	FICA - Medicare	36.68		
													0.00	0.00	FICA - Addl Me			
														348.88	Wisconsin Tax \	7.82		
															Minnesota Tax \	136.00		
															Work Dues	9.76		
														V&H Laborer-M	194.36			
														2,529.51	894.72		1,634.79	
Smith, Peter J - 4769 M/EX: S/O Race/Sex: W/M Minnesota Laborers 101 Laborer Apprentice 80% EEO: Check #: 090624471	Wisconsin Bldg Trade / MN Laborer App in V	Regular Hourly	0.00	8.00	6.00	8.00	8.00	2.00	0.00	0.00	32.00	32.210	1,030.72	Federal Withhol	242.34			
	Wisconsin Bldg Trade / MN Laborer App in V	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.350	107.20	FICA - Soc. Sec	110.24			
	Wisconsin Bldg Trade / MN Laborer App in V	Fringe Variable -	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.030	60.36	FICA - Medicare	25.78			
	Wisconsin Bldg Trade / MN Laborer App in V	Auto Overtime	0.00	2.00	0.00	3.00	3.00	4.00	0.00	0.00	12.00	48.315	579.80	FICA - Addl Me				
													0.00	0.00	Wisconsin Tax \	88.32		
													0.00	0.00	Work Dues	53.68		
														1,778.08	V&H Laborer-M	167.56		
														1,778.08	687.92		1,090.16	
Wakefield, David J - 4652 M/EX: S/O Race/Sex: W/M MN/WI Carpenters 704 Carpenter Crew Lead EEO: Check #: 090624471	MN/WI Carpenters / 704 Carpenter Crew Le	Regular Hourly	0.00	8.00	6.50	8.00	8.00	0.00	0.00	0.00	30.50	43.750	1,334.39	Federal Withhol	395.35			
	MN/WI Carpenters / 704 Carpenter Crew Le	Auto Overtime	0.00	2.00	0.00	2.50	2.00	0.00	0.00	0.00	6.50	65.625	426.56	FICA - Soc. Sec	151.43			
													0.00	0.00	FICA - Medicare	35.42		
													0.00	0.00	FICA - Addl Me			
														1,760.95	Wisconsin Tax \	99.59		
															Minnesota Tax \	20.00		
															Work Dues	85.35		
														Vacation Fund	141.91			
														2,442.49	929.05		1,513.44	

Certified Payroll Transcript

Period 8/25/2024 - 8/31/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 8/31/24)				
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Waller, James W - 4583	Minnesota Teamsters / 603 GRP 1 Low Boy	Regular Hourly -	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	4.00	39.550	158.20	Federal Withhol	355.17		
M/EX: S/O													0.00	Other Taxable			
Race/Sex: W/M													0.00	Other Non Taxable			
Minnesota Teamsters													158.20	Project Total			
602 5 Axel Grp 1															FICA - Soc. Sec	141.05	
EEO: Journeyman															FICA - Medicare	32.99	
Check #: 090624471															FICA - Addl Me		
															Wisconsin Tax \	1.04	
															Minnesota Tax \	131.00	
															2,275.07	661.25	1,613.82
													***** Weekly Totals ***** (Week Ending 8/31/24)				
Job Totals	Hours	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Project Amounts	Total Gross	Deductions	Net Pay				
	Regular Hourly	0.00	89.00	60.00	84.50	114.00	44.00	0.00	391.50	16,581.64	Federal Withhol	7,616.91					
	Regular Hourly - Tru	0.00	0.00	30.25	10.00	8.75	0.00	0.00	49.00	1,892.95	FICA - Soc. Sec	3,582.60					
	Overtime Hourly - Tri	0.00	0.00	7.00	3.25	2.75	0.00	0.00	13.00	756.23	FICA - Medicare	837.91					
	Fringe Variable - Cas	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	580.55	FICA - Addl Me						
	Auto Overtime	0.00	22.00	4.00	27.00	31.00	6.25	0.00	90.25	5,727.59	Wisconsin Tax \	1,167.91					
										0.00	Minnesota Tax \	1,715.00					
										0.00	Support - Amou	378.46					
										25,538.96	Project Total						
											Garnishment - A						
											Work Dues	526.79					
											Work Dues %	153.78					
											Admin-Gross	155.84					
											Admin-Benefit	85.98					
											Vacation Fund	1,249.52					
											V&H Laborer-M	992.74					
											58,284.25	18,463.44	39,820.81				



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

APPRENTICESHIP AGREEMENT

DLI OFFICE USE ONLY	
Agreement No.	165381
Date Approved	9/18/2020
Director of Apprenticeship	Kate Perushak

PARTIES TO THIS AGREEMENT:

Apprentice Name: JASON M CURTIS	Employer Name:	Agreement Date: 9/17/2020
Sponsor Name: DULUTH CARPENTERS JAC		Union: CARPENTERS LOCALS 361,606 & 1934

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 9/17/2020
Term of Apprenticeship (Total OJT) 7000	Hours Credited to Apprentice: 0	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on **5/1/2020** was **31.70**.

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	875	63.00%	19.97	
HOURS	876	1750	68.00%	21.56	
HOURS	1751	2625	73.00%	23.14	
HOURS	2626	3500	78.00%	24.73	
HOURS	3501	4375	83.00%	26.31	
HOURS	4376	5250	88.00%	27.90	
HOURS	5251	6125	93.00%	29.48	
HOURS	6126	7000	97.00%	31.70	

JAC

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the **CARPENTER** are hereby made a part of this Agreement.

Apprentice Signature: JASON M CURTIS	Telephone Number: 715-919-1433	Date of Birth: 3/11/1991	Ethnic Group: HISPANIC or LATINO
Street Address (Apprentice): 3302 MINNESOTA AVENUE	City, State & Zip Code: DULUTH, MN 55802	Gender: Male	Race: AMERICAN INDIAN or ALASKA NATIVE AMERICAN INDIAN or ALASKA NATIVE
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO	SSN: xxx-xx-1957	
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY, DULUTH, MN 55811	Officer Signature: MATT CAMPANARIO	Veteran: (with 181 days or more on active duty) Non Veteran	



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	170252
Date Approved	06/16/2022
Director of Apprenticeship	Jessica Grosz

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: CARSON R EHLE	Employer Name: NORTHLAND CONSTRUCTORS INC.	Agreement Date: 06/13/2022
Sponsor Name: MN OPERATING ENG JAC	Union: IUOE LOCAL 49	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR	Standard Number: 9187	Apprenticeship Start Date: 06/13/2022
Term of Apprenticeship (Total OJT Training) 6000	Hours Credited to Apprentice:	Remaining Hours to Complete: 6000
Related Instruction Training Hours: 432	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/02/2022 was 38.25

0 - 1,500	Hours	70.00%	\$26.78	1,501 - 3,000	Hours	77.50%	\$29.64
3,001 - 4,500	Hours	85.00%	\$32.51	4,501 - 6,000	Hours	92.50%	\$35.38

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) CARSON R EHLE	Telephone Number: 218-393-9883	To be completed by Apprentice	
		Date of Birth 06/05/2003	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Street Address (Apprentice): 2408 HANFORD AVE.	City, State & Zip Code: DULUTH, MN 55811	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Sponsor Name: MN OPERATING ENG JAC	Officer Name: GEOFF MOVOLD	SSN: xxx-xx-4060	
Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD HINCKLEY, MN 55037	Officer Signature:	<input type="checkbox"/> Veteran (with 181 days or more on active duty)	
Employer Name: NORTHLAND CONSTRUCTORS INC.	Officer Name:		
Street Address, City, State & Zip Code: 4843 RICE LAKE RD DULUTH, MN 55803	Officer Signature:		



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY
Agreement No. 170252
Date Approved 6/16/2022
Director of Apprenticeship Jessica Grosz

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: CARSON R EHLE	Employer Name: NORTHLAND CONSTRUCTORS INC.	Agreement Date: 6/13/2022
Sponsor Name: MN OPERATING ENG JAC		Union: IUOE LOCAL 49

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR	Standard Number: 9187	Apprenticeship Start Date: 6/13/2022
Term of Apprenticeship (Total OJT) 6000	Hours Credited to Apprentice: 0	Remaining Hours to Complete: 6000
Related Instruction Training Hours: 432	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: ***(See CBA)**

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/2/2022 was 38.25.

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	1500	70.00%	26.78	
HOURS	1501	3000	77.50%	29.64	
HOURS	3001	4500	85.00%	32.51	
HOURS	4501	6000	92.50%	35.38	

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: CARSON R EHLE	Telephone Number: 218-393-9883	Date of Birth: 6/5/2003	Ethnic Group: NON-HISPANIC or NON-LATINO
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Street Address (Apprentice): 2408 HANFORD AVE.	City, State & Zip Code: DULUTH, MN 55811	Gender: Male	Race: WHITE
Sponsor Name: MN OPERATING ENG JAC	Officer Name: GEOFF MOVOLD	SSN: xxx-xx-4060	
Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD, HINCKLEY, MN 55037	Officer Signature: GEOFF MOVOLD	Veteran: (with 181 days or more on active duty) Non Veteran	
Employer Name: NORTHLAND CONSTRUCTORS INC.	Officer Name:		
Street Address, City, State & Zip Code: 4843 RICE LAKE RD, DULUTH, MN 55803	Officer Signature:		

Terms of this Agreement:

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian), in conformity to the terms and conditions provided herein, mutually agree as follows:

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the stated trade or craft under applicable standards and according to the attached schedule.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and authorizes any institution where related training is received to release records of related training to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee or its authorized representative, and/or the employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related training records.

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age.

When the journeyworker wage rate paid to employed journeyworkers in the stated trade exceeds the journeyworker wage rate shown in this agreement, the higher journeyworker wage rate shall apply to this agreement and the apprentice graduated scale shall be adjusted to and increased proportionally to any increase in the journeyworker wage rate paid in the stated trade.

Should the Employer be unable to fulfill their obligations under this agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agree to assume the obligations of this agreement.

The standard must provide a period of probation of not more than 500 hours of employment and instruction



APPRENTICE AGREEMENT AND REGISTRATION - SECTION II

Apprenticeship Agreement (Minn. Stat. §178.07)

PART A: APPRENTICE'S INFORMATION

1. First Name Gabe		Last Name Foucault		Answer Both 4a. and 4b. below 4. a. Ethnicity Non-Hispanic or Latino	5. Veteran Status (Select All That Apply) Non Veteran
Middle Name (Optional) Hobbes		Suffix (Optional)			
Address (No., Street, City, State, Zip Code) 4880 Tamarack Lane, Apt. B Hermantown, MN, 55811				b. Race White	6. Education Level (Select One) High School graduate (including equivalency)
Telephone Number (Optional) (218) 391-3422		E-mail Address (Optional) fouccig@gmail.com			
*Social Security Number (Optional) ***-**-3957					
2. Date of Birth (Mo., Day, Yr.) 7/20/2004		3. Gender (Select One) Male			
7. Employment Status of Apprentice (Select One) New Employee					

8. Did the apprentice complete a career readiness or pre-apprenticeship program prior to their registration in this apprenticeship program?
 No
 If yes, please provide the career readiness or pre-apprenticeship Program Name and Address

PART B: PROGRAM SPONSOR'S INFORMATION

1. Program Number 2021-MN-009187 Sponsor's legal name & address (No., Street, City, State, Zip, County) MN OPERATING ENG JAC 40276 FISHTAIL ROAD HINCKLEY, MN, 55037 Telephone Number: Office (320) 384-7093 ext. Cell Phone Number (Optional) E-mail Address sfore@local49training.org		2. Occupation (The work processes listed in the standards are part of this agreement.) UNIVERSAL EQUIPMENT OPERATOR a. RAPIDS Code: 0365 V1 b. O*NET Code: 47-2073.00 c. Interim Credentials Offered (i.e., Career Lattice Occupation)? N/A	
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a. Sponsor's Principal Place of Business Address (If different from Sponsor's address above). Include Sponsors address; Sponsor's city; Sponsor's state; Sponsor's county; and Sponsor's zip code. b. Employer's Name and Address (If different from Sponsor's address above) NORTHLAND CONSTR OF DULUTH LLC 4843 RICE LAKE RD DULUTH , MN 55803	3. Occupation Type (Select One) Time-Based	4. Term Length (Hrs., Mos., Yrs.) 6000 hours	5. Probationary Period (Hrs. or Wks.) 500 Hours
	6. Credit for Previous On-the-Job Learning Experience (Hrs. Mos., Yrs.): 0 hours a. Remaining Time to Complete (Hrs., Mos., Yrs.) 6000 hours	7. Credit for Previous Related Instruction Experience (Hrs., Mos., Yrs.) 0 hours	8. Apprenticeship Start Date 7/22/2024 a. Expected Completion Date 7/22/2027

9. Related Instruction Provider(s) Name and Address MN Operating Eng Local 49 40276 Fishtail Road Hinckley, MN 55037	a. Total Length of Related Instruction 432 hours (Total)
b. Are Wages Paid During Related Instruction? No	c. Hours When Related Instruction Is Provided Both During & Not During Work Hours

10. Fringe Benefits Provided to Apprentice Yes

11. Progressive Wage Schedule:

a. Apprentice's Entry Wage \$28.95

b. Journeyworker's (i.e., Experienced Worker's) Wage \$41.36

c. Wage Rate Units

Hourly

d. Wage Rate (Select one)

Percentage (%)

Period	Duration (If Applicable)	Competencies (If Applicable)	Wage Percent	Wage Rate(\$)
1	1500	0	70%	\$28.95
2	1500	0	77.5%	\$32.05
3	1500	0	85%	\$35.16
4	1500	0	92.5%	\$38.26
5	6000 Hours	0	100%	\$41.36
6				
7				
8				
9				
10				

12. Name and Contact Information of the Individual Designated by the Program Sponsor to Receive Complaints

GEOFF MOVOLD
40276 FISHTAIL ROAD
HINCKLEY, MN 55037

PART C: AGREEMENT AND SIGNATURES

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian) (collectively the Parties) mutually agree to the following terms:

The registered Standards of Apprenticeship (Standards) for this program Sponsor are incorporated as part of this Apprenticeship Agreement (Agreement). Sponsor certifies that their Standards are and will remain in conformity with provisions of Minnesota Statutes, ch. 178 and that their program will be operated in conformity with all requirements of Minnesota Statutes, ch. 178, the adopted Rules and federal counterparts set forth in Code of Federal Regulations, title 29, parts 29 and 30. See, Minn. Stat. §§178.011 and 178.012.

Sponsor and Employer certify that any drug and alcohol testing in the workplace not covered in their collective bargaining agreement is in full compliance with the Minnesota Drug and Alcohol Testing in the Workplace Act, Minn. Stat. §§181.950-181.957 (DATWA)

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age. Minn. Stat. §§178.03 and 178.07, subd. 3; Minn. R. 5200.0370. See also, Minn. Stat. §178.012.

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the state trade or occupation under applicable Standards and according to the attached and incorporated learning schedule and graduated pay schedule. Minn. Stat. §§178.036 and 178.044.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and shall agree to be punctual and regular in attendance and to endeavor to best of Apprentice's ability to perfect the required skills for the trade or occupation. Minn. Stat. §178.036; Minn. R. 5200.0320. See also, Minn. Stat. § 178.012.

Apprentice authorizes any institution where related instruction is or has been received to release records of related instruction to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee (JAC) or its authorized representative, and/or the Employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related instruction records. In addition, credit may be awarded for previous training that is applicable to program requirements. Minn. R. 5200.0320. See also, Minn. Stat. § 178.012.

The Standards must provide a period of probation of not more than 500 hours of employment and instruction extending over not more than four months, during which time the Agreement shall be terminated by the Director upon written request of either party, and providing that after such probationary period the Agreement may be terminated by the Director by mutual agreement of all parties thereto or terminated by the Director for good and sufficient reason. Minn. Stat. § 178.036; Minn. R. 5200.0330. See also, Minn. Stat. §178.012.

Should the Employer be unable to fulfill their obligations under this Agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agrees to assume the obligations of this Agreement. Minn. Stat. §178.07.

This Agreement is subject to the approval of the Director of Apprenticeship, acting for the Minnesota Department of Labor and Industry (Department), Division of Apprenticeship. The Director may cancel the Agreement upon application of either party, after a satisfactory showing of good cause, or on the Director's own initiative after investigation shows just cause for such action. Minn. Stat. §§ 178.03, subd. 3. And 178.036 subd. 7. See also, Minn. Stat. §178.012.

The Parties shall advise Apprenticeship Minnesota promptly when training under this Agreement is interrupted or terminated by any part.

When an Apprentice has successfully completed their training under this program, the Sponsor shall notify Apprenticeship Minnesota in writing and a Certificate of Completion will be issued by the Director of Apprenticeship if all criteria has been met. Minn. Stat. §178.03, subd. 3; Minn. R. 5200.0410. See also, §178.012.

Complaint Process:

Any controversy or disagreement between the Parties in relation to this Agreement shall be, in the first instance, referred to the local JAC which has approved it and whose decision shall be final and conclusive unless a written complaint is filed to the State Director of Apprenticeship as provided in Minnesota Statutes, section 178.09, subd. 1. Complaints must be submitted in writing to Apprenticeship Minnesota within 60 days of the events(s) giving rise to the complaint and must set forth the specific matters complained of together with relevant facts and circumstances. Copies of pertinent documents and correspondence must accompany any complaint.


Consent and Tennessee Warning:

By executing this Agreement, Apprentice is providing informed written consent for the Department and Apprenticeship Minnesota to contact Apprentice by using any of their contact information, including email or mobile phone number.

This Agreement requests information about you which may be private or confidential. The information you provide will be accessed by employees of the Department and Apprenticeship Minnesota. The information you provide may also be released to others who have authority to review it including state and federal agencies such as US DOL, the Minnesota Attorney General's Office, law enforcement, courts and the legislative auditor.

1. Signature of Apprentice	Date	2. Signature of Parent/Guardian (If minor)	Date
3. Signature of Sponsor's Representative(s)	Date	4. Signature of Sponsor's Representative(s)	Date
5. Signature of Employer's Representative(s) (If Applicable)	Date	6. Signature of Employer's Representative(s) (If Applicable)	Date

PART D: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address 443 Lafayette Road No. St. Paul, MN 55155 United States	2. Signature of Director (Registration Agency) 	3. Date Registered 7/23/2024
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4. Apprentice Agreement Number: MN2024002416

NOTE: The collection and maintenance of the data on this, Apprentice Agreement and Registration – Section II Form, is authorized under Minn. Stat. §178.07. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the U.S. Government Privacy Act of 1974 (5 U.S.C. 552a), in a systems of records entitled, DOL/ETA-31, The Enterprise Business Support System (EBSS) (encompassing RAPIDS), at the U.S. Department of Labor, Office of Apprenticeship. Data may be disclosed to Federal, state, and local agencies and community-based organizations, including State Apprenticeship Agencies, to facilitate statistical research, audit, and evaluation activities necessary to ensure the success, integrity, and improvement of employment and training programs. Data may also be disclosed to these organizations to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

Definitions / Instructions

Part A: Apprentice's Information

Item 3: Gender

The US Department of Labor uses a data standard called Participant Individual Record Layout (PIRL, ETA-9172). This standard will be applied and appear as "Sex" with "Male" and "Female" options instead of "Gender" with "Man" and "Woman" options when added to the RAPIDS database.

Item 4a. Ethnicity

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

Item 4b. Race

American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. This category includes people who indicate their race as "American Indian or Alaska Native" or report entries such as Navajo, Blackfeet, Inupiat, Yup'ik, or Central American Indian groups or South American Indian groups.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This includes people who reported detailed Asian responses such as: "Asian Indian," "Chinese," "Filipino," "Korean," "Japanese," "Vietnamese," and "Other Asian" or provide other detailed Asian responses.

Black or African American: A person having origins in any of the Black racial groups of Africa. It includes people who indicate their race as "Black or African American," or report entries such as African American, Kenyan, Nigerian, or Haitian.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who reported their race as "Fijian," "Guamanian or Chamorro," "Marshallese," "Native Hawaiian," "Samoan," "Tongan," and "Other Pacific Islander" or provide other detailed Pacific Islander responses.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. It includes people who indicate their race as "White" or report entries such as Irish, German, Italian, Lebanese, Arab, Moroccan, or Caucasian.

Item 5. Veteran Status

A **Veteran** is a person who has served in the active military, naval, or air service of the United States, and who was discharged or released therefrom under conditions other than dishonorable.

A **Non Veteran, Other Eligible Individual** is a person who is a dependent spouse or child—or the surviving spouse or child—of a Veteran, and who is eligible for certain G.I. Bill and other VA-administered educational assistance benefits provided under Title 38 of the U.S. Code.

A **Veteran, Eligible** is a Veteran who is eligible for certain G.I. Bill and other VA-administered educational assistance benefits provided under Title 38 of the U.S. Code.

Item 8.

Career Readiness or Pre-Apprenticeship: A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one, if not more, Registered Apprenticeship program(s).

Part B: Program Sponsor's Information

Item 1. A **Program Number** is a generated number assigned to a program sponsor when a program is registered in the Office of Apprenticeship's Registered Apprenticeship Partners Information Data System (RAPIDS).

Item 1. A **Sponsor Name** is any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.

Item 1b. An **Employer** is any person or organization employing an apprentice whether or not such person or organization is a party to an Apprenticeship Agreement with the apprentice.

Item 2. An **Occupation** refers to the occupation an apprentice will be trained in, and the occupation will be listed in the sponsor's program standards.

Item 2a. A **RAPIDS Code** is the numeric code of the occupation in the apprenticeable occupation list.

Item 2b. An **Occupational Information Network (O*NET) Code** is an 8-digit code in the O*NET data system (<https://www.onetonline.org/>).

Item 2c. **Interim Credentials** (Certificate of Training) applies to career lattice occupations. These credentials are issued by the Registration Agency upon request by the program sponsor. Interim credentials provide certification of competency attainment by an apprentice, but does not necessarily indicate completion of the program.

Item 3. **Occupation Type** refers to the following three training approaches listed below.

Item 3a. A **Time-based Approach** measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

Item 3b. A **Competency-based Approach** measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies. An apprentice must be registered in an approved competency-based occupation for 12 calendar months of on-the-job-learning.

Item 3c. A **Hybrid Approach** measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

Item 4. A **Term Length (Hrs., Mos., Yrs.)** of the occupation is based on the program sponsor's training approach as approved by the Registration Agency.

- Item 5.** A **Probationary Period (Hrs. or Wks.)** is the number of hours or weeks of on-the-job learning during the apprentice's probationary period. In Minnesota, the probation period may not be more than 500 hours of employment and instruction extending over not more than four months.
- Item 6.** **Credit for Previous On-the-Job Learning Experience (Hrs., Mos., Yrs.)** is granted by the program sponsor based upon documented evidence provided by the apprentice. An apprentice must complete a minimum of six months on-the-job learning regardless of credits for previous experience awarded.
- Item 6a.** The **Term Remaining (Hrs., Mos., Yrs.)** is the difference between the term length of the on-the-job learning and the credits for previous experience awarded.
- Item 7.** **Credit for Previous Related Instruction Experience (Hrs., Mos., Yrs.)** is granted by the program sponsor based upon documented evidence provided by the apprentice.
- Item 9a.** **Total Length of Related Instruction** is the duration spent in related instruction in technical subjects related to the occupation, which is recommended to be not less than 144 hours per year.
- Item 10.** **Fringe Benefits** identifies if the sponsor provides the apprentice fringe benefits.
- Item 11.** **Progressive Wage Schedule:**
- Item 11a.** **Apprentice's Entry Wage** (dollar amount paid): A sponsor enters this apprentice's entry wage.
- Item 11b.** **Journeyworker's (i.e., Experienced Worker's) Wage:** A sponsor enters the wage per unit (i.e., hourly, weekly, monthly, quarterly, semi-annually, or annually).
- Item 11c.** **Wage Rate Units:** A sponsor enters the apprentice schedule of pay for each advancement period based on the program sponsor's training approach (i.e., hourly, weekly, monthly, quarterly, semi-annually, annually, or competencies).
- Item 11d.** **Wage Rate:** Sponsor selects either percent of journeyworker (i.e., experienced worker) wage, dollar amount of wage, or both the percent of journeyworker wage and dollar amount of wage. If the sponsor selects "Both the percent of journeyworker wage and \$ amount of wage," the sponsor can enter a percentage or dollar amount for the wage in each period.
- Item 11e.** **Wage rate units:** The wage rate for each period.
- Item 12.** **Complaints:** Identifies the individual or entity responsible for receiving complaints (29 CFR 29.7(k)).



APPRENTICE AGREEMENT AND REGISTRATION – SECTION II

Apprenticeship Agreement (Minn. Stat. §178.07)

PART A: APPRENTICE'S INFORMATION

1. First Name PETER Middle Name (Optional)		Last Name SMITH Suffix (Optional)		Answer Both 4a. and 4b. below 4. a. Ethnicity Participant Did Not Self-Identify b. Race White	5. Veteran Status (Select All That Apply) Non Veteran
Address (No., Street, City, State, Zip Code) 342 E LOCUST ST DULUTH, MN, 55811 County		Telephone Number (Optional) E-mail Address (Optional) (218) 349-5533 pshockey28@gmail.com *Social Security Number (Optional) ***-**-7816			
2. Date of Birth (Mo., Day, Yr.) 2/28/2005		3. Gender (Select One) Male		6. Education Level (Select One) High School graduate (including equivalency)	

7. Employment Status of Apprentice (Select One)

 New Employee

8. Did the apprentice complete a career readiness or pre-apprenticeship program prior to their registration in this apprenticeship program?
 No
 If yes, please provide the career readiness or pre-apprenticeship Program Name and Address

PART B: PROGRAM SPONSOR'S INFORMATION

1. Program Number 1995-MN-003973 Sponsor's legal name & address (No., Street, City, State, Zip, County) CONSTRUCTION CRAFT LABORERS JAC 2350 MAIN ST HUGO, MN, 55038 Telephone Number:Office Cell Phone Number (Optional) (651) 762-8235 E-mail Address JVeiman@ltdcmn.org		2. Occupation (The work processes listed in the standards are part of this agreement.) CONSTRUCTION LABORER a. RAPIDS Code: 0661 V1 b. O*NET Code: 47-2061.00 c. Interim Credentials Offered (i.e., Career Lattice Occupation)? N/A	
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a. Sponsor's Principal Place of Business Address (If different from Sponsor's address above). Include Sponsors address; Sponsor's city; Sponsor's state; Sponsor's county; and Sponsor's zip code. MILLS, DEAN, 2350 MAIN ST HUGO, MN 55038	3. Occupation Type (Select One) Time-Based	4. Term Length (Hrs., Mos., Yrs.) 4000 hours	5. Probationary Period (Hrs. or Wks.) 500 Hours
	6. Credit for Previous On-the-Job Learning Experience (Hrs. Mos., Yrs.): 0 hours a. Remaining Time to Complete (Hrs., Mos., Yrs.) 4000 hours	7. Credit for Previous Related Instruction Experience (Hrs., Mos., Yrs.) 0 hours	8. Apprenticeship Start Date 7/22/2024 a. Expected Completion Date 7/22/2026

9. Related Instruction Provider(s) Name and Address CONSTRUCTION LABORERS ED & APPRENTICESHIP TRAINING FUND MN & ND 2350 MAIN ST.	a. Total Length of Related Instruction 144 hours (Annually)
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b. Are Wages Paid During Related Instruction? No	c. Hours When Related Instruction Is Provided Not During Work Hours
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10. Fringe Benefits Provided to Apprentice Yes

11. Progressive Wage Schedule:

a. Apprentice's Entry Wage \$32.21

b. Journeyworker's (i.e., Experienced Worker's) Wage \$40.26

c. Wage Rate Units

Hourly

d. Wage Rate (Select one)

Percentage (%)

Period	Duration (If Applicable)	Competencies (If Applicable)	Wage Percent	Wage Rate(\$)
1	1333.33	0	80%	\$32.21
2	1333.33	0	87%	\$35.03
3	1333.33	0	95%	\$38.25
4	4000 Hours	0	100%	\$40.26
5				
6				
7				
8				
9				
10				

12. Name and Contact Information of the Individual Designated by the Program Sponsor to Receive Complaints

Dean Mills
2350 MAIN ST
Hugo, MN 55038

PART C: AGREEMENT AND SIGNATURES

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian) (collectively the Parties) mutually agree to the following terms:

The registered Standards of Apprenticeship (Standards) for this program Sponsor are incorporated as part of this Apprenticeship Agreement (Agreement). Sponsor certifies that their Standards are and will remain in conformity with provisions of Minnesota Statutes, ch. 178 and that their program will be operated in conformity with all requirements of Minnesota Statutes, ch. 178, the adopted Rules and federal counterparts set forth in Code of Federal Regulations, title 29, parts 29 and 30. See, Minn. Stat. §§178.011 and 178.012.

Sponsor and Employer certify that any drug and alcohol testing in the workplace not covered in their collective bargaining agreement is in full compliance with the Minnesota Drug and Alcohol Testing in the Workplace Act, Minn. Stat. §§181.950-181.957 (DATWA)

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age. Minn. Stat. §§178.03 and 178.07, subd. 3; Minn. R. 5200.0370. See also, Minn. Stat. §178.012.

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the state trade or occupation under applicable Standards and according to the attached and incorporated learning schedule and graduated pay schedule. Minn. Stat. §§178.036 and 178.044.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and shall agree to be punctual and regular in attendance and to endeavor to best of Apprentice's ability to perfect the required skills for the trade or occupation. Minn. Stat. §178.036; Minn. R. 5200.0320. See also, Minn. Stat. § 178.012.

Apprentice authorizes any institution where related instruction is or has been received to release records of related instruction to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee (JAC) or its authorized representative, and/or the Employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related instruction records. In addition, credit may be awarded for previous training that is applicable to program requirements. Minn. R. 5200.0320. See also, Minn. Stat. § 178.012.

The Standards must provide a period of probation of not more than 500 hours of employment and instruction extending over not more than four months, during which time the Agreement shall be terminated by the Director upon written request of either party, and providing that after such probationary period the Agreement may be terminated by the Director by mutual agreement of all parties thereto or terminated by the Director for good and sufficient reason. Minn. Stat. § 178.036; Minn. R. 5200.0330. See also, Minn. Stat. §178.012.

Should the Employer be unable to fulfill their obligations under this Agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agrees to assume the obligations of this Agreement. Minn. Stat. §178.07.

This Agreement is subject to the approval of the Director of Apprenticeship, acting for the Minnesota Department of Labor and Industry (Department), Division of Apprenticeship. The Director may cancel the Agreement upon application of either party, after a satisfactory showing of good cause, or on the Director's own initiative after investigation shows just cause for such action. Minn. Stat. §§ 178.03, subd. 3. And 178.036 subd. 7. See also, Minn. Stat. §178.012.

The Parties shall advise Apprenticeship Minnesota promptly when training under this Agreement is interrupted or terminated by any part.

When an Apprentice has successfully completed their training under this program, the Sponsor shall notify Apprenticeship Minnesota in writing and a Certificate of Completion will be issued by the Director of Apprenticeship if all criteria has been met. Minn. Stat. §178.03, subd. 3; Minn. R. 5200.0410. See also, §178.012.

Complaint Process:

Any controversy or disagreement between the Parties in relation to this Agreement shall be, in the first instance, referred to the local JAC which has approved it and whose decision shall be final and conclusive unless a written complaint is filed to the State Director of Apprenticeship as provided in Minnesota Statutes, section 178.09, subd. 1. Complaints must be submitted in writing to Apprenticeship Minnesota within 60 days of the events(s) giving rise to the complaint and must set forth the specific matters complained of together with relevant facts and circumstances. Copies of pertinent documents and correspondence must accompany any complaint.


Consent and Tennessee Warning:

By executing this Agreement, Apprentice is providing informed written consent for the Department and Apprenticeship Minnesota to contact Apprentice by using any of their contact information, including email or mobile phone number.

This Agreement requests information about you which may be private or confidential. The information you provide will be accessed by employees of the Department and Apprenticeship Minnesota. The information you provide may also be released to others who have authority to review it including state and federal agencies such as US DOL, the Minnesota Attorney General's Office, law enforcement, courts and the legislative auditor.

1. Signature of Apprentice	Date	2. Signature of Parent/Guardian (If minor)	Date
3. Signature of Sponsor's Representative(s)	Date	4. Signature of Sponsor's Representative(s)	Date
5. Signature of Employer's Representative(s) (If Applicable)	Date	6. Signature of Employer's Representative(s) (If Applicable)	Date

PART D: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address 443 Lafayette Road N. St. Paul, MN 55155 USA	2. Signature of Director (Registration Agency) 	3. Date Registered 8/7/2024
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4. Apprentice Agreement Number: MN2024002723

NOTE: The collection and maintenance of the data on this, Apprentice Agreement and Registration – Section II Form, is authorized under Minn. Stat. §178.07. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the U.S. Government Privacy Act of 1974 (5 U.S.C. 552a), in a systems of records entitled, DOL/ETA-31, The Enterprise Business Support System (EBSS) (encompassing RAPIDS), at the U.S. Department of Labor, Office of Apprenticeship. Data may be disclosed to Federal, state, and local agencies and community-based organizations, including State Apprenticeship Agencies, to facilitate statistical research, audit, and evaluation activities necessary to ensure the success, integrity, and improvement of employment and training programs. Data may also be disclosed to these organizations to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

Definitions / Instructions

Part A: Apprentice's Information

Item 3: Gender

The US Department of Labor uses a data standard called Participant Individual Record Layout (PIRL, ETA-9172). This standard will be applied and appear as "Sex" with "Male" and "Female" options instead of "Gender" with "Man" and "Woman" options when added to the RAPIDS database.

Item 4a. Ethnicity

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

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Item 5. Veteran Status

A **Veteran** is a person who has served in the active military, naval, or air service of the United States, and who was discharged or released therefrom under conditions other than dishonorable.

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Part B: Program Sponsor's Information

Item 1. A **Program Number** is a generated number assigned to a program sponsor when a program is registered in the Office of Apprenticeship's Registered Apprenticeship Partners Information Data System (RAPIDS).

Item 1. A **Sponsor Name** is any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.

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Item 3. **Occupation Type** refers to the following three training approaches listed below.

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- Item 11e.** **Wage rate units:** The wage rate for each period.
- Item 12.** **Complaints:** Identifies the individual or entity responsible for receiving complaints (29 CFR 29.7(k)).