



May 4, 2016

**Via Certified Mail**

Mr. Mark Slagle  
Slagle Roofing & Construction, Inc  
3479 Frye Avenue  
Finleyville, PA 15332

**Re: Violation Notice/Warning Letter  
Public Works Employment Verification Act  
Project: Bobtown Elementary  
Roof Replacement**

Dear Mr. Slagle:

This correspondence shall serve as official notice that, as a result of an investigation or audit conducted by the Department of General Services, Slagle Roofing & Construction, Inc ("Slagle Roofing") has been found to be in violation of Section 5(1) of the Public Works Employment Verification Act (the "Act"). The details of the violation are as follows:

The Act was effective January 1, 2013, and requires every public work contractor and subcontractor to utilize the federal E-Verify Program ("EVP"), operated by the United States Department of Homeland Security, to verify the employment eligibility of new employees hired on or after January 1, 2013. Public works contractors and subcontractors must be in compliance with the Act prior to the award of the contract. Employees hired after the award of the public works contract must be verified within 5 business days of his or her start date.

By letter dated February 2, 2016, the Department requested Slagle Roofing to provide specific information establishing compliance with the Act. A review of the documentation submitted reveals that Slagle Roofing was awarded a public works contract by Bobtown Elementary School on September 29, 2015. According to the information submitted in response to the audit, Slagle Roofing hired a total of approximately one (1) employee after the award of the contract. Slagle Roofing submitted the Public Works Employment Verification Form acknowledging that it was in compliance with the Act, however, they did not enroll into EVP until February 17, 2016 and did not initiate verification of the one new employee until on or after March 30, 2016, more than five business days after the employee's respective start date. Therefore, it is the Department's conclusion that Slagle Roofing did not properly utilize the EVP system to verify new employees in accordance with the Act and is in violation of Section 5(1) of the Act.

This is Slagle Roofing's first violation under the Act. As required by Section 5(D) (1), this first violation warning letter will be posted to the Department's publicly accessible website. If Slagle Roofing fails to comply with the Act or commits subsequent violations thereof, Slagle Roofing may be subject to civil penalties as well as debarment by the Department as provided for in Section 5.

If Slagle Roofing wishes to appeal this determination, you must submit a written request for an administrative hearing setting forth all of the facts upon which the appeal is based within ten (10) calendar days of the date of this letter to the Bureau of Procurement, Department of General Services, 6<sup>th</sup> floor Forum Place, 555 Walnut Street, Harrisburg, PA, 17101. A filing fee of \$100.00, in the form of a certified check or money order payable to the Commonwealth of Pennsylvania Department of General Services, must be enclosed with the request.

Please refer to the Department's web site at [www.dgs.state.pa.gov](http://www.dgs.state.pa.gov) for additional information on the requirements of the Act as well as the appeal procedures to be followed if Slagle Roofing requests an administrative hearing. Your cooperation with the Department in complying with the Act is appreciated.

Sincerely,



Michael A. Cuff  
Public Works Employment Verification Manager

cc: Janice Pistor, Chief, Strategic Support & Audit Division  
Kristen A. Weber, Assistant Counsel