



October 21, 2016

Mr. Scott Harris
Suit-Kote Corporation
1911 Lorings Crossing Rd
Cortland, NY 13045

Re: Violation Notice/Warning Letter
Public Works Employment Verification Act
Project: PA/DOT SR85 Micro Surfacing
PA Department of Transportation

Dear Mr. Harris:

This correspondence shall serve as official notice that, as a result of an investigation or audit conducted by the Department of General Services, Suit-Kote Corporation ("Suit-Kote") has been found to be in violation of Section 5(1) of the Public Works Employment Verification Act (the "Act"), 43 P.S. §§167.1, *et seq.* The details of the violation are as follows:

The Act was effective January 1, 2013, and requires every public works 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. An employee 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 September 12, 2016, the Department requested Suit-Kote Corporation provide specific information establishing compliance with the Act. A review of the documentation submitted reveals that Suit-Kote Corporation was awarded a public works contract by the PA Department of Transportation on July 7, 2016. According to the information submitted in response to the audit, Suit-Kote Corporation hired a total of approximately nine (9) employees after the award of the contract. Suit-Kote Corporation did not initiate verification of the nine (9) new employees to date, which has been more than five business days after the employees' start dates. Therefore, Suit-Kote Corporation did not properly utilize the EVP system to verify the new employees in accordance with the Act and is in violation of Section 5(1) of the Act, 43 P.S. § 167.5(1).

This is Suit-Kote Corporation's first violation under the Act. As required by Section 6(d)(1) of the Act, 43 P.S. § 167.6(d)(1), this first violation warning letter will be posted to the Department's publicly accessible website at www.dgs.pa.gov. If Suit-Kote Corporation fails to comply with the Act or commits subsequent violations thereof, Suit-Kote Corporation may be subject to civil penalties as well as debarment by the Department as provided for in Section 6 of the Act.

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 Deputy Secretary for Procurement, Department of General Services, 6th 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, www.dgs.pa.gov, for additional information on the requirements of the Act and the appeal procedures to be followed if Suit-Kote Corporation 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 & Audits Division