



Number payrolls consecutively for each project, starting with No. 1 for first week worked.

COLUMN 1. Address must be shown the first week employee works on project. Address need not be shown on subsequent payrolls unless it is changed.

COLUMN 2. List Social Security No. above dotted line and occupation classification below dotted line. Social Security No. must be shown the first week employee works on project. Social Security No. may be subsequently omitted unless needed to distinguish between employees with identical names.

Below dotted line, list classification description of work employee actually performed on this project. Consult classification and minimum wage schedule in contract specifications. Employee may be shown as having worked in more than one classification by use of separate entries for hours so worked.

COLUMN 3. List race of employee above dotted line and sex of employee below dotted line.

COLUMN 4. As all contractor's payroll periods do not end on the same day of the week, enter the first day of your payroll period in first block and remaining days in succeeding blocks (i.e. M-Monday, T-Tuesday, etc.). Below each corresponding block, enter the date of the month (i.e. 25, 26, etc.). Then for each employee, enter above the dotted line any overtime worked at overtime rates. Below the dotted line, enter straight time worked.

COLUMN 5. List total overtime hours above dotted line and total straight time hours below dotted line.

COLUMN 6. If overtime was worked, enter the overtime rate above the dotted line. Below the dotted line, enter the straight time rate. If apprentice, enter also the wage-rate step (1st, 2nd, etc.).

COLUMN 7. As a result of the amendment of the Davis-Bacon Act to include fringe benefits provisions, the contractor is required to pay not less than fringe benefits as predetermined by the Department of Labor, in addition to payment of not less than the predetermined wage rates. The Contractor's obligation to pay fringe benefits may be met either by payment of the fringes to the various plans, funds, or programs or by making these payments to the employees in cash in lieu of fringes. Consult minimum wage schedule in contract specifications.

COLUMN 8. Enter the gross wages earned only for work on this project (project described in the heading of the form). Do not include fringe benefits paid into approved funds.

COLUMN 9. Enter a single figure to include gross wages earned for work on this project and for any other work done for the employer during this pay period. Do not include fringe benefits paid into approved funds.

COLUMN 10. Withholding exemptions column for employer's convenience and is not a requirement.

COLUMNS 11, 12, 13, and 14 (DEDUCTIONS) In column 10, above dotted line, enter amount of Federal Income Tax withheld, below dotted line, enter amount of employee's Social Security contribution. In Column 11, above dotted line, enter amount of City Tax, if applicable; below dotted line, enter amount of State Tax. Use Columns 12, 13, if there are other deductions

In COLUMNS 11, 12, 13, and 14 entries are to show actual deductions based on employee's gross earnings as stated in Column 8 (i.e., earned on all work, not just this project).

COLUMN 14. (TOTAL DEDUCTED). This is the sum of the entries made in Columns 10, 11, 12, 13.

COLUMN 15. Enter the difference between Columns 8 and 14. It must equal the net amount actually received by this employee for all work performed during the pay period - including any work which was not on the described project.

## INSTRUCTIONS FOR PREPARATION OF STATEMENT OF COMPLIANCE

This statement of compliance meets needs resulting from the amendment of Davis-Bacon Act to include fringe benefits provisions. Under this amended law, the contractor is required to pay fringe benefits as predetermined by the Department of Labor, in addition to payment of the minimum rates. The contractor's obligation to pay fringe benefits may be met by payment of the fringes to the various plans, funds or programs or by making these payments to the employees as cash in lieu of fringes.

The contractor should show on the face of his payroll all monies paid to the employees, whether as basic rates or as cash in lieu of fringes. The contractor shall represent in the statement of compliance that he is paying to other fringes required by the contract and not paid as cash in lieu of fringes. Detailed instructions follow:

Contractors who pay all required fringe benefits to approved plans:

A contractor who pays fringe benefits to approved plans, funds, or programs in amounts not less than were determined in the applicable wage decision of the Secretary of Labor shall continue to show on the face of his payroll the basic cash hourly rate and overtime rate paid to his employees, just as he has always done.

Contractors who pay no fringe benefits to approved plans:

A contractor who pays no fringe benefits to approved plans shall pay to the employee, and insert in the straight time hourly rate column of the payroll, an amount not less than the predetermined rate for each classification plus the amount of fringe benefits determined for each classification in the applicable wage decision. In as much as it is not necessary to pay time and a half on cash paid in lieu of fringes, the overtime rate shall be not less than the sum of the basic predetermined rate, plus the half time premium on basic or regular rate, plus the required cash in lieu of fringes at the straight time rate. To simplify computation of overtime, it is suggested that the straight time basic rate and cash in lieu of fringes be separately stated in the hourly rate.

### WEEKLY STATEMENT OF COMPLIANCE

WH-348

TO BE EXECUTED BY THE PERSON CURRENTLY AUTHORIZED BY THE EMPLOYER TO SUPERVISE PAYMENT OF HIS EMPLOYEES.

I, John Smith, President do hereby state:  
(Name of Signatory Party) (Title)

- (1) That I pay or supervise the payment of the persons employed by Sample Company  
(Contractor or Subcontractor)
- on the project described on the reverse of this form; that during the payroll period commencing on the 15 day of September, 2018, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said firm from the full weekly wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR part 3), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat 967, 76 Stat. 357; 40 U.S.C. 276c), and described on this payroll.
- (2) That the payroll submitted herewith for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.
- (3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with the State apprenticeship agency of the Kentucky Department of Labor or are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.
- (4) That the fringe benefits set forth are bonafide within the meaning of the Davis-Bacon Act as amended, P.L 88349 and have been paid in cash in lieu of fringes or have been paid to an appropriate fund.

(Signature) John Smith (Date) 09/24/2018