

Labor compliance, DBE Outreach, and Inclusion Plan Monitoring expertise equipping businesses to fulfill contract compliance requirements to advance opportunity and growth, and empowering government agencies to attain the highest standard of compliance on state and federally funded construction projects.

OVER **2000**  
Resolved audits & investigations

OVER **\$1.9** BILLION  
Worth of construction projects

OVER **25**  
Labor Compliance & DBE presentations

OVER **60** YEARS  
Combined experience in labor compliance, training, and accounting.

## Julie Harkinson President / Owner

Manages labor compliance activities for state-wide aeronautics construction regional and mega-project highway construction throughout Wisconsin. Experienced presenter/trainer regarding labor compliance and Disadvantaged Business Enterprise (DBE) programs for contractors, agencies, and industry partners to facilitate exceptional delivery of services.

## Crystal Wilson Senior Labor Compliance Specialist / DBE Outreach Coordinator

Compliance auditor working with the WisDOT Bureau of Aeronautics state-wide labor compliance and DBE program for building and paving construction.

## DeTania Payne Labor Compliance Specialist / Inclusion Plan Monitor

Compliance auditor working on various WisDOT building and paving projects throughout Wisconsin and assisting with the delivery of HC LLC's contractor and agency compliance training events.

## Pat Kelly Compliance Manager / Executive Assistant / Inclusion Plan Monitor

Expertise developing task automation for internal and external audits that exceeds desired results in the midst of changing conditions on publicly funded construction projects.

*Julie Harkinson*  
Harkinson Consulting LLC



## LABOR COMPLIANCE DBE OUTREACH INCLUSION PLAN MONITORING

*Services that educate and equip contractors and workers  
with the tools needed to focus on the job at hand:  
To efficiently build and maintain quality infrastructure.*

- ✓ Audit contractor certified payrolls and resolve issues efficiently pursuant to federal and state labor compliance laws, statutes, and regulations.
- ✓ Conduct job site inspection and interview workers for labor compliance.
- ✓ Identify potential worker claim issues before they arise and investigate possible violations and complaints of underpayment.
- ✓ Prepare monthly reports per project concerning status of prevailing wage and prompt payment violations, and Equal Employment Opportunity (EEO), Disadvantaged Business Enterprise (DBE) and On-the-Job Training (OJT) accomplishments.
- ✓ Verify registration of apprentices with appropriate federal and state agencies in the crafts or trades being performed.
- ✓ Serve as expert witness for contractor, subcontractors, and contract owners in state and federal labor compliance and prevailing wage violation cases.
- ✓ Present labor compliance information at pre-bid and pre-construction meetings, as well as at project progress and stakeholder meetings.
- ✓ Assist agencies and businesses regarding assessment and development of compliance programs.
- ✓ Provide labor compliance training to contractors on state and federal requirements regarding such topics as straight time and overtime calculation, fund fringes, apprenticeship, and prompt payment.
- ✓ Coordinate DBE Outreach on behalf of clients to promote and assist with DBE certification and contracting opportunities to qualifying businesses.
- ✓ Assist clients with inclusion plan monitoring regarding labor goals regarding local hiring preferences, apprenticeship and more.

**Program Development & Training**

Airport Minority Advisory Council (AMAC) – San Diego, CA  
 City of Racine, Community Dev. Block Grant (CDBG) program  
 WisDOT Bureau of Aeronautics  
 WisDOT NC region  
 WisDOT SE region  
 WisDOT SW region

**Davis Bacon & Related Acts for HUD Projects Training**

City of Appleton	City of Oshkosh
City of Beloit	City of Waukesha
City of Eau Claire	City of West Allis
City Fond du Lac	Dane County
City of Kenosha	Milwaukee County
City of La Crosse	Wisconsin Dept. of Administration
City of Madison	

**Contractor & Staff Training**

WisDOT Contractor Payroll Training conferences  
 WisDOT Golden Shovel Conferences  
 WisDOT Labor Compliance Semi-Annual Conferences  
 WisDOT Website – 3 online payroll module videos  
 WisDOT Rock County Business Outreach Event



**PRE-BID**  
 Review contract for labor-related requirements including wage determination.

**AWARD**  
 Provide contractor labor compliance training, approve sublet requests.

**CONSTRUCTION**  
 Weekly monitoring of certified payrolls, job site inspection, interviewing workers, review of engineers' reports and attendance at progress meetings as needed. Report monthly EEO/DBE/OJT data.

**PROJECT COMPLETION**  
 Resolve all open payroll and payment issues.

**Building Projects**

City of Racine, CDBG  
 Racine Economic Development Corp.  
 WisDOT Bureau of Aeronautics  
 WisDOT SW Mega Edgerton Project Office  
 Deer District Block 7 Parking Structure/J.H. Findorff & Son Construction Co.

**Highway / Local Roads / Municipal Projects**

City of Racine, CDBG  
 Racine Economic Development Corp.  
 WisDOT SE region  
 WisDOT NC region  
 WisDOT SW region I39/90 & Verona Road

**Airport Paving Projects**

WisDOT Bureau of Aeronautics

**Stakeholder Involvement**

Dane County Stakeholders Labor Committee  
 Milwaukee Hispanic Chamber of Commerce  
 Rock County Stakeholders Labor Committee  
 WisDOT – Committee to re-create payroll training presentation/resources statewide