



**Public Works
Compliance Advisors
Incorporated**

We add value through compliance and penalty prevention

We specialize in all things public works.

**VISIT OUR
WEBSITE AT:
pwca-ca.com**



Compliance-On-Demand (Unlimited Talk & Text) Program

On Demand means you get **ANSWERS NOW**. Compliance on Demand is just that: **ANSWERS NOW**. PWCA's Prevailing Wage and Labor Compliance program covers your company for one (1) calendar year. Compliance-on-Demand provides same-day compliance support to the staff and management of public works contractors throughout California. PWCA proprietary Penalty Prevention Program (or "3P Program") shepherds certified payroll staff through those day-to-day administrative "in-the-moment" questions so as to keep you in state and federal compliance.

Project Manager Webinars: Live or On Demand

Introducing state DIR compliance training designed for busy project managers, estimators and even owners!

PWCA's 2-Hour DIR-Penalty-Prevention Webinar bridges the compliance gap between your construction team and your payroll team. At last, your construction team will be on the same compliance page as your certified payroll team. In just 2 early-morning hours, PWCA's compliance experts will reveal how the construction team contributes to hefty DIR penalties for noncompliance.

This early morning 2-hour webinar educates project managers about the DIR while still having a FULL DAY at the office or on the jobsite.

Advanced Prevailing Wage Seminars and Webinars:

Announcing the first-ever **ADVANCED** certified payroll and contract compliance seminars and webinars. These advanced programs are far more comprehensive than a mere compliance workshop or beginner's seminar. This program offers the highest standard of contract compliance training, including prevailing wage and DIR labor law compliance. During the in-person seminar, attendees will receive a compliance-heavy contract from which to identify crucial DIR compliance protocols. Next, attendees will learn the five tenants of contract law while completing a mock certified payroll cycle. These advanced programs are for those who've attended our CRUSH IT Prevailing Wage Entry-Level Seminar in the past or have 3 or more years of on-the-job certified payroll experience.

Entry-Level Prevailing Wage Seminars and Webinars:

Learn the 10 most common mistakes when onboarding a prevailing wage project and calculating prevailing wages for certified payroll. Learn proven penalty-prevention strategies when managing subcontractors on public works projects. Our entry-level programs make the certified payroll process easy to understand. CRUSH IT is not a slogan, but a method of intense teaching from an actual public works project on which we are currently managing. This is comprehensive compliance training your staff can't afford to miss.

Federal Davis-Bacon Webinar

Learn the what the Davis-Bacon Act is and how it applies to your Public Works projects. Learn how to navigate and merge the federal certified payroll system with the state (or DIR) certified payroll system. Then learn the 13 most common mistakes when made when calculating prevailing wages before completing a certified payroll cycle. Lastly, you will learn our proven penalty-prevention strategies when managing subcontractors on public works projects. CRUSH IT is not just a slogan, but a method of intense compliance training from real public works projects on which we are currently working. This is comprehensive prevailing-wage compliance training you can't afford to miss.

Project Management & Subcontractor Compliance Monitoring:

At PWCA, we offer two types of project management services: **Turn-Key or A la Carte:**

- 1. A la Carte Project Management Services:** With this service, the general contractor or the subcontractor on a prevailing wage project can pick and choose distinct areas of the prevailing wage requirements and assign them to PWCA's compliance unit for weekly compliance reporting. For example, a contractor may choose PWCA complete the weekly A-1-131 payroll records and upload the weekly eCPR payroll records to the DIR and nothing else.
- 2. Turn-Key Project Management Services:** Here, the general contractor can outsource ALL DIR or Federal Davis Bacon compliance to PWCA. Turn-Key project management also involves subcontractor and sub tier contractor monitoring where immediate corrective action can be taken when noncompliance is discovered.

DIR-Compliance Webinar Series for Cavemen (or Beginners)

Imagine if targeted subjects of DIR compliance could be made so easy that even a caveman would understand them! At PWCA, we have done just that. Need a clear lesson on the Form PWC-100 only? The journeyman rate sheet? The A-1-131 certified payroll reporting form? What about the fringe benefits statement? Introducing our on-demand, subject-specific webinar series that unpacks DIR compliance procedures one subject at a time. Each form and each procedure was designed with the beginner in mind. Yes, each subject has been made so easy, even a cavemen would understand them.

**WHETHER IT'S A SEMINAR OR
A WEBINAR, OUR WORKSHOPS WORK**

Custom Compliance Review and In-House Training

Do you know the extent of your DIR liabilities? The DIR can go back as far as 18 months from the date a project's notice of completion is filed. Custom In-house Training uncovers those six-figure fines and penalties that lay dormant in what you thought were closed files. Get ahead of the DIR by allowing our auditors at PWCA to find and correct past compliance oversights while time permits. We customize your in-house training around the missteps we uncover during our pre-training compliance audit.

Labor Code/Legal/ DIR Investigation Defense

The State DIR fines and penalties for violating prevailing wage laws can easily reach six-figures and threaten to shut down your business. Our legal department at PWCA defends more contractors and engineers than any other California firm. Our labor law compliance auditors take the state to task by CRUSHING the DIR investigators' audit findings. We then negotiate down or eliminate DIR penalties altogether.

Employee Handbook (Standard) In 30 Days. Guaranteed.

Lawsuits from employees are on the rise! Introducing PWCA's Contractor Employee Handbook (Standard) On Demand (delivered in 30 days). If you do not have an employee handbook, you are vulnerable to unnecessary financial exposure from frivolous disgruntled employee lawsuits.

For this reason, developing an employee handbook is critical for every employer. Protect your personal and business assets by ordering your Handbook On Demand today.

Complete (Labor Law Compliant) Job Site Binder

DIR-Compliant Jobsite Binder. This binder is required to be on public works job sites For public and employee inspection at **ALL TIMES**. Get the complete binder from PWCA and save the time, hassle and worry.



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"I cannot express how much your presentation educated me. You're an excellent facilitator and an expert in your field. I have learned so much from all of your classes."

Janna, Human Resources Manager. Demolition & Environmental Construction, Signal Hill, California