



ILLINOIS DEPARTMENT OF LABOR

Bruce Rauner  
Governor  
April 29, 2015

Hugo Chaviano  
Director

MAX SECURE SYSTEM, INC.  
ATTN: GEORGE KOZMAN  
300 INTERNATIONAL DRIVE, SUITE 1000  
WILLIAMSVILLE, NY 14221

RE: **NOTICE OF FIRST VIOLATION**  
Certified Mail Receipt No.: 7014-0150-0000-7001-8352  
Public Body: DEPARTMENT OF HUMAN SERVICES  
Project: DHS (JUVENILE JUSTICE) INSTALL FURNITURE AT DETENTION CENTER 2848 W.  
MCDONOUGH ST J  
IDOL Case No.: 2012-PW-TD12-0423

Dear: GEORGE KOZMAN

This letter is formal notice of the determination by the Illinois Department of Labor (IDOL) that MAX SECURE SYSTEM, INC. (hereinafter jointly and individually referred to as "You" or "Your") violated the Illinois Prevailing Wage Act (820 ILCS 130/1 *et seq.*) ("PWA"). This letter constitutes a NOTICE OF FIRST VIOLATION and is issued by IDOL pursuant to Section 11a of the PWA, and the Prevailing Wage Hearing Procedures, 56 Ill. Adm. Code 100. for the following reasons.

You violated Section 3 of the PWA by failing to pay the prevailing rate of the wages as required by the PWA for Cook County to workers on the public works project. The Department's investigation determined that the amount of wages estimated due to the workers is \$78,761.93. This estimated amount represents the difference between actual wages paid to the affected employee(s) and the amount the Department has calculated is required under the PWA.

If the Department determines that You commit a second violation of the PWA within five (5) years of the date of this Notice of First Violation, You will be subject to a summary debarment for a period of four (4) years, during which time You shall not be awarded any contracts for public works. This letter is to advise You and put You on notice that if You are debarred, the debarment includes all directors, officers, agents, representatives or other controlling persons who acted through or on Your behalf as set forth in 56 Ill. Adm. Code 100.26(a). An administrative hearing is not available upon the issuance of a First Notice of Violation, but if the Department issues a Notice of Second Violation, You have the right to request a hearing to contest the violations underlying the Notices of First and Second Violation as well as the issuance of the Notices of Violations, pursuant to Section 11a of the PWA and the Prevailing Wage Hearing Procedures.

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Hugo Chaviano  
Director

MICHAEL A BILANDIC BUILDING  
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Illinois  
Department of Labor  
Certified Mail Receipt  
No. 7014-0150-0000-7001-8352  
Date of Delivery  
4/29/15