



## Wage and Workplace Standards Division

Wage Payment/Prevailing Wage • Minimum Wage/Overtime • Workplace Standards

860.263.6790 • 860.263.6791

### SELF-AUDIT AGREEMENT

February 2, 2022

Matthew K. Curtin  
Associate General Counsel  
Hartford HealthCare  
Legal Department  
100 Pearl Street, 8<sup>th</sup> Floor  
Hartford, CT 06103

RE: SELF-AUDIT AGREEMENT BETWEEN:  
Wage & Workplace Standards Division and  
Hartford HealthCare at Home, Inc., d/b/a Independence at Home

Dear Mr. Matthew K. Curtin:

The Department of Labor, Wage & Workplace Standards Division (WWSD), has found Hartford HealthCare at Home, Inc., d/b/a Independence at Home in violation of Connecticut General Statute 31-71b, for non-payment of all wages due. This letter is to formally confirm your agreement to conduct a self-audit to determine wages due, and to follow the steps and methods for the self-audit, provided by Wage & Workplace Standards Division.

You have agreed as a duly authorized agent of Hartford HealthCare at Home, Inc., d/b/a Independence at Home, to follow the steps and methods below in performing the self-audit:

1. Review Time and Wage records for (current and former employees)
2. Use the following method to calculate wages owed (Reimbursement of the meal credit deduction)

200 Folly Brook Boulevard, Wethersfield, CT 06109-1114 • Fax: 860.263.6541

Connecticut Department of Labor • [www.ct.gov/dol](http://www.ct.gov/dol)

An Equal Opportunity/Affirmative Action Employer

You have also agreed as a duly authorized agent of Hartford HealthCare at Home, Inc., d/b/a Independence at Home, to pay said sums determined due. By agreeing to the steps and methods stipulated in the agreement made with WWSD as well as pay the sums determined due, WWSD has agreed to make the following modifications:

1. Establish the following audit period: 9/22/2019 to 7/31/2021
2. Modify determined Civil Penalties by: 50 %
3. Wave the interest accrued on the wages owed

Self-Audit Starting Date: N/A Ending Date: Audit Concluded (approval subject to CTDOL review)

In the event that payment is not made, the entire sum, including interest and subsequent civil penalties will become immediately due. This self-audit plan shall not constitute a waiver of the Department of Labor's right to take any appropriate action and/or pursue any available remedy if the self-audit steps and methods are not adhered to by Hartford HealthCare at Home, Inc., d/b/a Independence at Home, or payments not made upon due.

Please sign the original of this self-audit agreement and return it to:

Labor Department  
Wage & Workplace Standards Division  
200 Folly Brook Blvd., Wethersfield, CT 06018  
Attn: Mr. Jide Ebo

I hereby acknowledge in my capacity as: Senior Vice President, that I am a duly authorized agent of Hartford HealthCare at Home, Inc., d/b/a Independence at Home and on behalf thereof, agree to the terms and condition stipulated in this agreement.

Dated this 18 day of February, 2022.

Print Name: Eric J Smullen Signed: 