

Uncompensated Overtime

FRAUD INDICATORS

- **Professional salaried/exempt staff required to work a significant amount of unpaid overtime on a variety of projects, both direct and indirect.**
- **Salaried/exempt employees only charging the first 8 hours worked during any day for an extended period.**
- **A pattern of management-directed unpaid overtime being worked with employee bonuses based on the extra hours worked.**
- **Cost-type Government contracts worked during the first 8 hours and fixed price or commercial contract work performed only during the unpaid hours.**
- **Overrun contracts/projects worked on only during unpaid hours.**
- **Encouraging employees to work significant unpaid overtime but to not record the hours in direct conflict with company policy.**
- **Contractors consistently working significant uncompensated overtime when no uncompensated overtime was identified in the proposal and proposed labor rates were not adjusted for any uncompensated overtime.**