



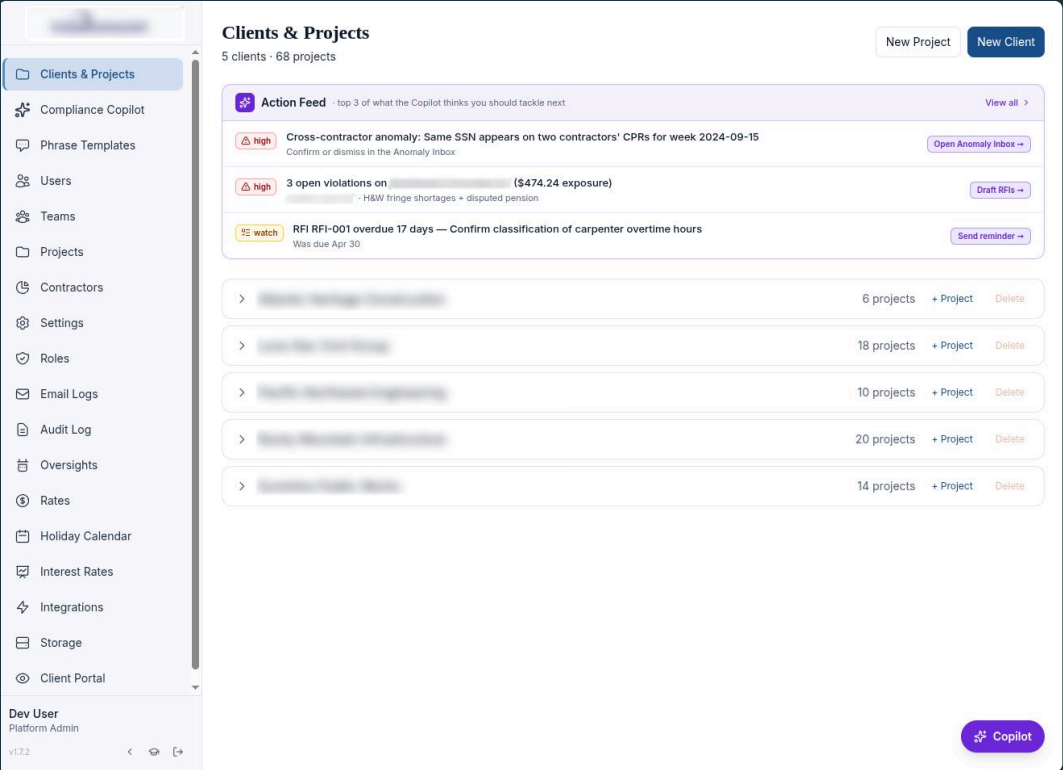
CASE STUDY · COMPLIANCE OPERATIONS

Operational AI for Compliance in Construction

Compliance Work Made Executable, Governed, and Measurable Inside the Existing Platform.

CLIENT	FUNCTION	FOCUS AREA	PRIMARY USERS
Confidential	Compliance Ops / Payroll Platform	Governed Workflows & Risk Detection	Analysts, Operators, Sponsors

The client partnered with Metacto to identify, model, and embed Operational AI across recurring compliance workflows. In the initial engagement, Metacto mapped seven opportunities, modeled an estimated ~\$2.5M annual run-rate opportunity at full deployment, and shipped eleven governed compliance workflows inside the client's platform, with citations, review gates, and audit trails from the start.



Risk, prioritized actions, review, and activity in one view.

≈\$2.5M

estimated annual run-rate opportunity at full deployment

11

Governed compliance workflows shipped

7

Operational AI opportunities mapped

20

Analysts in scope

The Challenge & The Opportunity

The Operational Challenge

The client's platform supports compliance work that is high-volume, detail-heavy, and audit-sensitive. Analysts review inconsistent payroll files, interpret wage determinations, triage violations, identify underpayments, draft notices, and keep compliance activity visible to operators and sponsors. The work is recurring and business-critical. The goal was to make it faster without giving up the trust, control, and auditability the work demands.



High-volume, detail-heavy, audit-sensitive review work



Inconsistent payroll files and manual wage-determination interpretation



Violation triage taking up to half a day per case



Risk that could stay hidden until the right record was reviewed

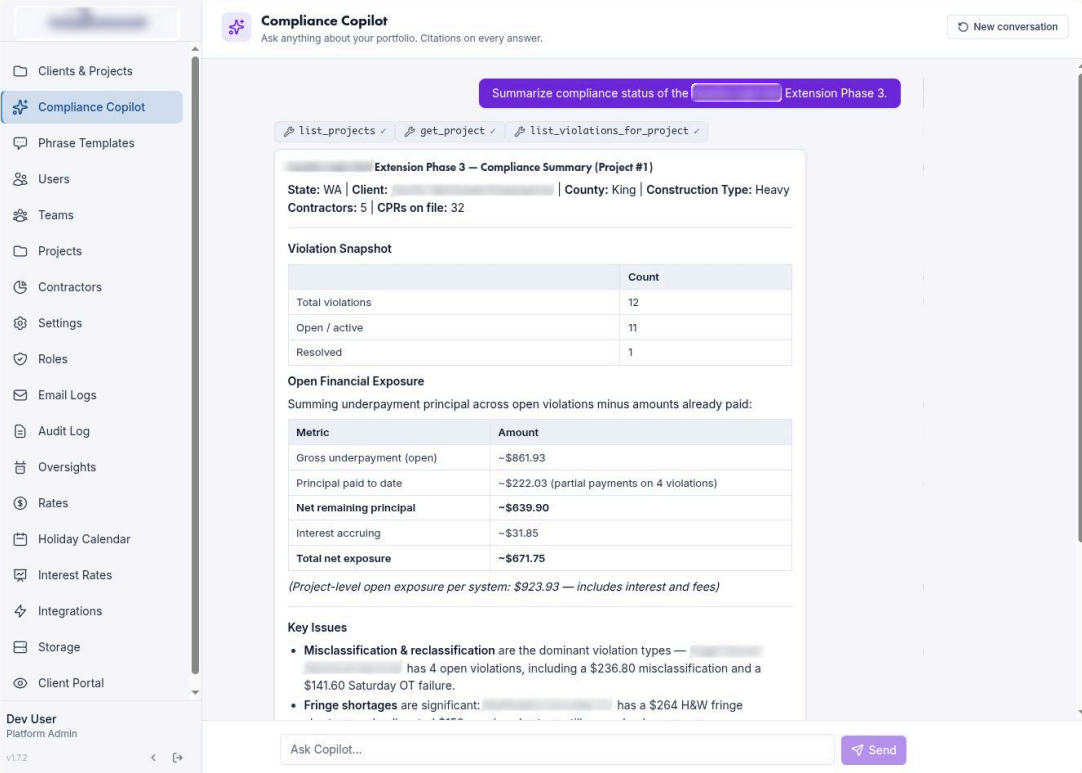
The Opportunity

Governed Compliance Workflows

CPR ingestion, wage-determination monitoring, risk scoring, violation triage, and a prioritized action feed, applying compliance rules consistently against messy source materials, with human review kept in the loop.

Risk Detection & Executive Visibility

Anomaly detection and executive briefings that surface exposure earlier and keep compliance activity visible to operators and sponsors.



Measured baseline:

~\$860K/yr
Recoverable capacity (modeled)

20
Analysts in scope

~8.3 hrs
Saved per analyst per week (modeled)

~½ day → ~10 min
Violation cycle target

The Compliance Research Assistant answers with cited, verifiable sources.

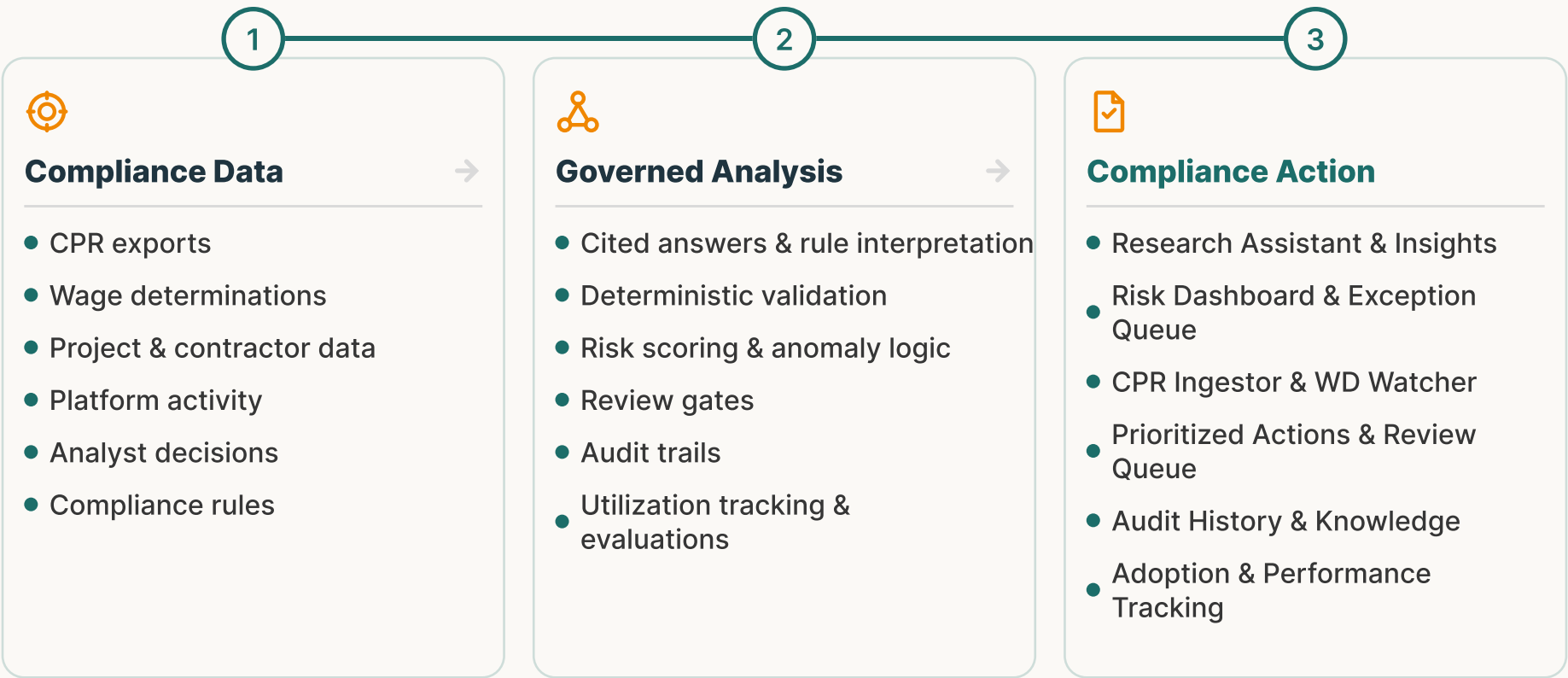
A Governed Compliance Operating System

Rather than a separate AI tool, the work became part of the operating product (copilot, risk views, anomaly detection, review queues, activity logs, knowledge, and utilization tracking), designed with citations, review gates, and audit trails from the start.

Built on the client's live systems and data:

- CPR EXPORTS
- WAGE DETERMINATIONS
- PROJECT & CONTRACTOR DATA
- PLATFORM ACTIVITY
- COMPLIANCE RULES

From Inputs to Business Outcomes



Action Feed

What the copilot thinks you should tackle next, ranked by reach × impact × confidence × ease. New items appear as anomalies are confirmed, risk scores climb, and RFIs go past their due date.

7 open

All 7High 3Watch 4Stable 0All kindsAnomalyRFIRiskViolations

highANOMALY RICE 5.4

Cross-contractor anomaly: Same SSN appears on two contractors' CPRs for week 2024-09-15

Confirm or dismiss in the Anomaly Inbox

highVIOLATIONS RICE 4.3

3 open violations on (\$474.24 exposure)

H&W fringe shortages + disputed pension

watchRFI RICE 1.8

RFI RFI-001 overdue 17 days — Confirm classification of carpenter overtime hours

Was due Apr 30

watchRFI RICE 1.8

RFI RFI-003 overdue 15 days — Health & welfare contribution shortfall — week ending 2024-09-08

Was due Apr 30

watchRFI RICE 1.8

RFI RFI-002 overdue 24 days — Apprentice rate documentation for trainees

Was due Apr 30

watchRISK RICE 0.8

risk score climbed to 78

Tier: high

highRISK RICE 0.8

risk score climbed to 92

Tier: high

highANOMALY

Cross-contractor anomaly: Same SSN appears on two contractors' CPRs for week 2024-09-15

Confirm or dismiss in the Anomaly Inbox

RICE BREAKDOWN

Reach	2	Impact	3
Confidence	0.9	Effort	1
Score	5.40		

CONTEXT

{ "anomalyId": 1 }

Prioritized compliance actions, ranked by impact and urgency.

11 Governed Compliance Workflows

11 Governed Compliance Workflows

Shipped inside the existing platform

Compliance Research Assistant

Cited assistant for compliance questions and evidence-backed answers

Prioritized Compliance Actions

Prioritized feed showing what needs attention and why

Audit Activity History

Actor-attributed record of AI and analyst actions

Risk Visibility Dashboard

Surfaces contractor and project risk signals

Insights

Summarizes compliance patterns, activity, and risk movement

CPR Ingest

Parses payroll files, maps fields, validates rows, stages findings

Exception Review Queue

Review surface for patterns and exceptions needing attention

Review Queue

Human approval layer before external steps are taken

WD Watcher

Monitors wage determination changes and retroactive shortfalls

Knowledge

Governed context layer for rules and approved learnings

Adoption & Performance Tracking

Tracks usage, role activity, cost visibility, and adoption

PROJECTS/COMPANIES

Projects

Companies

LC TOOLS

Oversights

RFIs

Market Data

USER ADMIN

Users

Teams

Roles

ADMIN TOOLS

Integrations

Storage

Email Logs

Audit Log

← Wage Determinations

CA20260018 Published SAM.gov ↗

Edit oversights

Archive

Edit rates

Import Rates

Edit details

Delete

CA - 17 counties · issued 2026-01-30 · 257 rates · v1 · updated 2026-08-17 13:56

Alameda County · Calaveras County · Contra Costa County · Fresno County · Kings County · Madera County · Mariposa County · Merced County · Monterey County · San Benito County · San Francisco County · San Joaquin County · San Mateo County · Santa Clara County · Santa Cruz County · Stanislaus County · Tuolumne County

Search craft, classificati All Crafts

UNION CODE	Craft ▲	Classification ↓	Base Rate ↑	Fringes ↑	OVERRIDES	
ASBE0016-004	Asbestos Removal worker/hazardous material handler (Includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not)	Area 1	\$34.56	\$11.40	12 counties	read-only
	Asbestos Removal worker/hazardous material handler (Includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not)	Area 2	\$44.73	\$12.75	5 counties	read-only
ASBE0016-008	Asbestos Workers/Insulator	Area 2	\$64.56	\$25.07		read-only
	Asbestos Workers/Insulator	Asbestos Workers/Insulator	\$84.76	\$25.07		read-only
BOIL0549-001	BOILERMAKER	Area 1	\$49.62	\$41.27		read-only
	BOILERMAKER	Area 2	\$45.60	\$38.99		read-only
BRCA0003-001	MARBLE FINISHER	MARBLE FINISHER	\$42.06	\$19.80		read-only
BRCA0003-003	MARBLE MASON	MARBLE MASON	\$61.72	\$30.31		read-only
BRCA0003-005	BRICKLAYER	Alameda, Contra Costa, San Benito, Santa Clara	\$56.94	\$26.28		read-only
	BRICKLAYER	Calaveras, San Joaquin, Stanislaus, Toulumne	\$52.76	\$25.01		read-only
	BRICKLAYER	Fresno, Kings, Madera, Mariposa, Merced	\$51.17	\$25.80		read-only
	BRICKLAYER	Monterey, Santa Cruz	\$54.18	\$27.82		read-only

Wage determinations parsed and validated, with AI-flagged rates surfaced for review.

The diagram consists of four dark blue rounded rectangular boxes arranged horizontally, connected by a light blue line. Each box contains a white header and a white body of text.

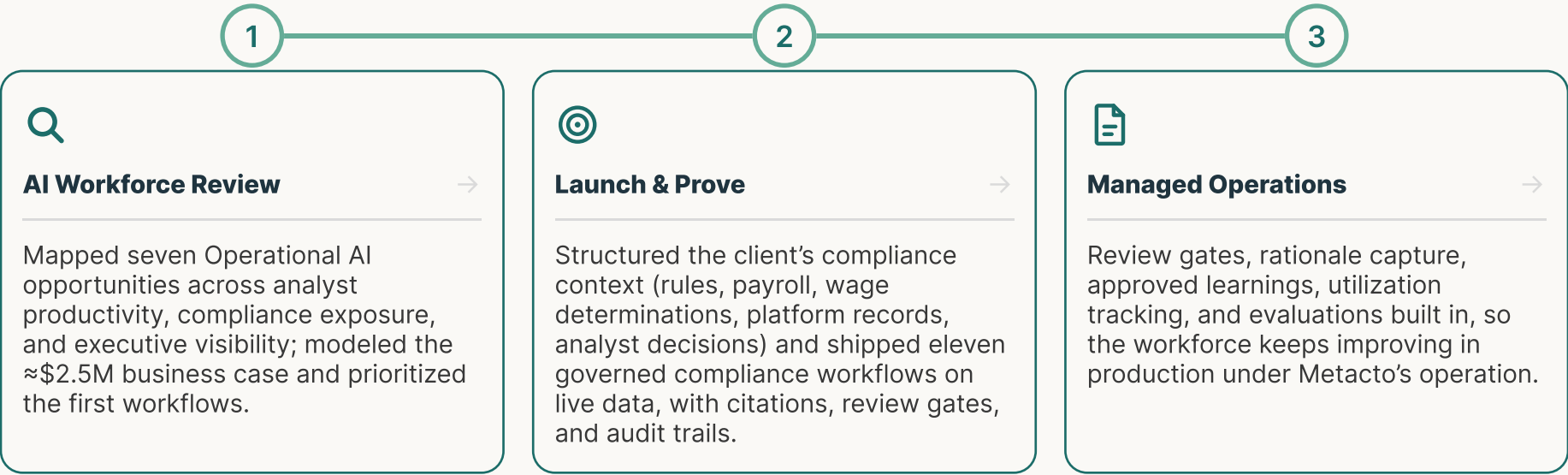
- 01 Citations**
Every claim, number, and compliance answer ties back to a source analysts and reviewers can trust.
- 02 Review Gates**
External actions are held for human approval; the system stages drafts and recommends next steps.
- 03 Audit Trail**
Activity is actor-attributed and traceable: what AI suggested, what a human approved, what moved.
- 04 Utilization & Cost**
Usage tracked by role, workflow, and surface: visibility into adoption, value, and operating cost.

Items needing attention route to a review queue with the agent's rationale, the compliance checks it ran, and the recommended action, so an analyst can approve, adjust, or reject in one place. External actions are held for human approval before anything moves.

Human-in-the-loop review: flagged items staged with rationale for analyst approval.

The Engagement

Metacto delivered the client’s compliance AI as a Managed AI Workforce: mapped in a review, proven in a launch, and run in production.



Net-New Risk Detection

Operational AI surfaced compliance risk earlier and enabled faster response, **extending value beyond efficiency gains.**

WD WATCHER · RETROACTIVE SHORTFALL DETECTION

WD Watcher monitors wage determination changes, compares them against already-filed CPR lines, calculates retroactive shortfalls, and stages restitution drafts for analyst review, surfacing exposure that could otherwise go unnoticed until someone reviewed the right record.

24h

Target detection window for retroactive shortfalls

\$656

Retroactive owed wages in the example case

2

Affected contractors identified

8

Affected weeks across the case

WD Watcher

RETRO

←

Picks up new Wage Determination mods, diffs the rates against what's already been paid, and surfaces every CPR line that owes retroactive restitution. One click stages a make-whole letter per affected employee. *SAM.gov access pending — diff is currently a stub.*

NEW WD MOD

WA20240017 · Mod 4

Issued 2024-10-15 · effective 2024-09-01

Mod 4 to WA20240017 Issued 2024-10-15, effective retroactively to 2024-09-01. Two rate adjustments: Cable Splicer +\$1.20/hr base, Cement Mason +\$0.85/hr base.

Cable Splicer	\$52.80 → \$54.00 base	+\$1.20/hr
Cement Mason	\$46.75 → \$47.60 base	+\$0.85/hr

TOTAL RETROACTIVE OWED

\$656.00

AFFECTED CONTRACTORS

2

AFFECTED WEEKS

8

Affected CPR lines

16 lines · fetched 5/12/2026, 8:46:19 AM

Draft restitution (16)

SEV	EMPLOYEE	CONTRACTOR	CLASSIFICATION	WEEK	HRS	SHORTAGE	TOTAL
watch	John Wang	Northwest Concrete Co.	Cable Splicer	2024-09-01	40	\$1.20	\$48.00
watch	John Wang	Northwest Concrete Co.	Cable Splicer	2024-09-08	40	\$1.20	\$48.00
watch	John Wang	Northwest Concrete Co.	Cable Splicer	2024-09-15	40	\$1.20	\$48.00
watch	John Wang	Northwest Concrete Co.	Cable Splicer	2024-09-22	40	\$1.20	\$48.00

WD Watcher detects retroactive shortfalls and stages restitution drafts for review.

Improving How Compliance Work Gets Done

The goal was to turn recurring compliance work into governed, measurable workflows inside the platform: improving analyst productivity, detecting risk earlier, preserving auditability, and laying a foundation for new platform value.

Proof Points

SHIPPED INSIDE THE PLATFORM

≈\$2.5M

Modeled annual run-rate opportunity

11

Governed compliance workflows shipped

7

Operational AI opportunities mapped

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Analysts in scope

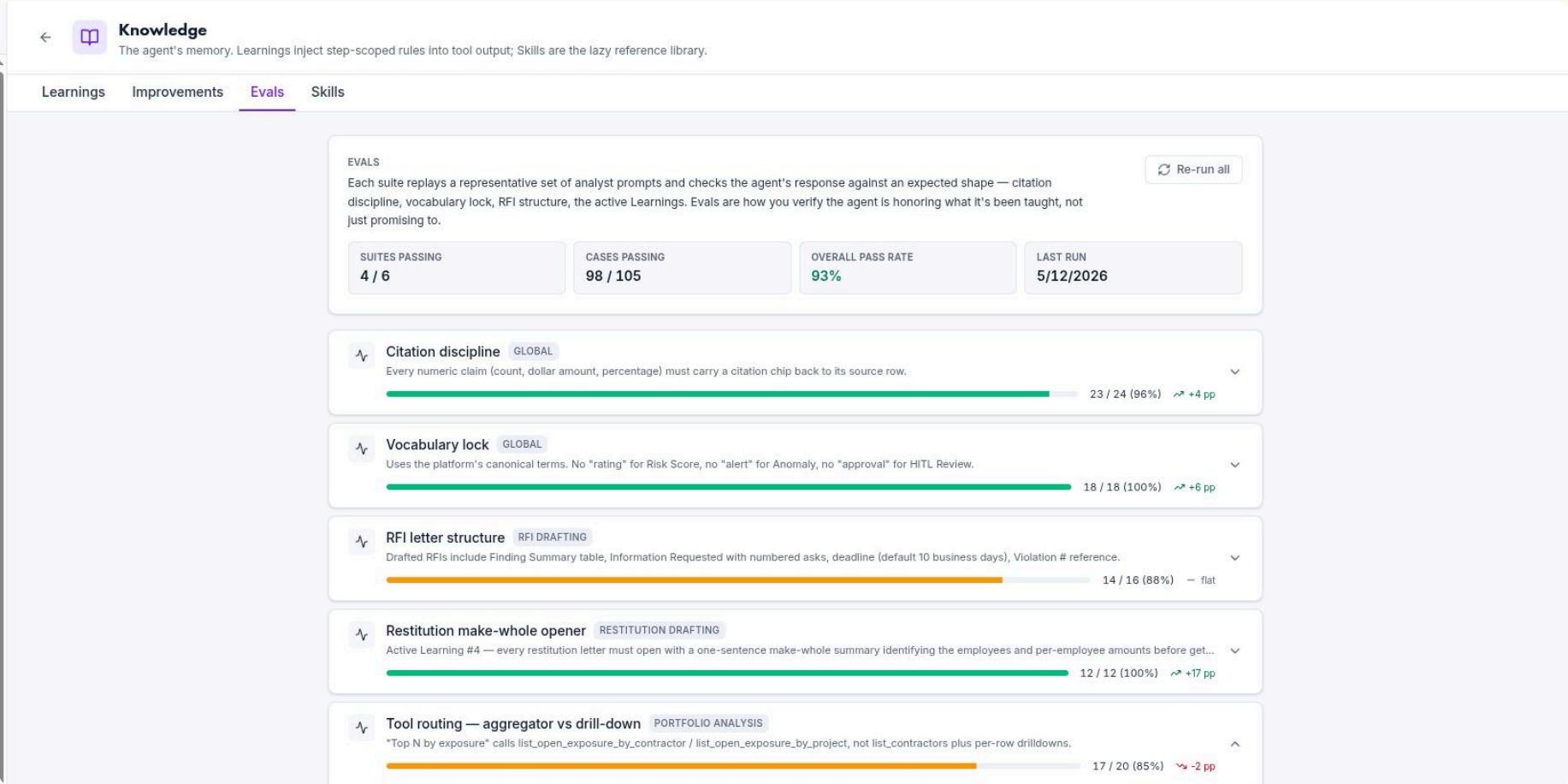
The Modeled Business Case

≈\$2.5M

Estimated annual run-rate opportunity at full deployment, modeled across three value tracks

MODELED · PENDING CALIBRATION

- ≈\$1.2M Productivity: recovered analyst capacity from faster triage, ingestion, briefings, and risk review
- ≈\$300K Talent Reform: better leverage of analyst capacity and less dependency on manual review
- ≈\$1M New-SKU Revenue: monetizable in-platform AI capability that becomes part of the client's product value
- Within productivity: ~\$860K/year recovered across 20 analysts (~8.3 hrs/analyst/week)
- Violation cycle potentially reduced from half a day to ~10 minutes



Approved learnings and evaluations, tracked over time and actor-attributed.

Deploy Your Compliance AI Workforce

The agents Metacto built in this engagement are production-ready. With Metacto's Managed AI Workforce, deploy AI roles built around your recurring compliance work, in your own environment, operated in production by Metacto.

AI Roles You Can Deploy

**Compliance Research Assistant**
Cited answers to compliance questions, backed by evidence.

**Risk & Anomaly Analyst**
Surfaces contractor and project risk, flags anomalies, and prioritizes what needs attention.

**Exception Reviewer**
Routes flagged items to a human review queue with rationale.

**WD Watcher**
Detects wage-determination shortfalls and stages restitution drafts.

**CPR Ingest Agent**
Parses payroll files, maps fields, validates rows, stages findings.

**Audit & Knowledge Keeper**
Actor-attributed activity history, governed knowledge, and adoption tracking.

How You Get There

**1**
AI Workforce Review →
We map your recurring work and model the business case.

**2**
Launch & Prove →
We build and prove the agents on your live systems.

**3**
Managed Operations →
We run them in production, governed and improving.

Why Metacto

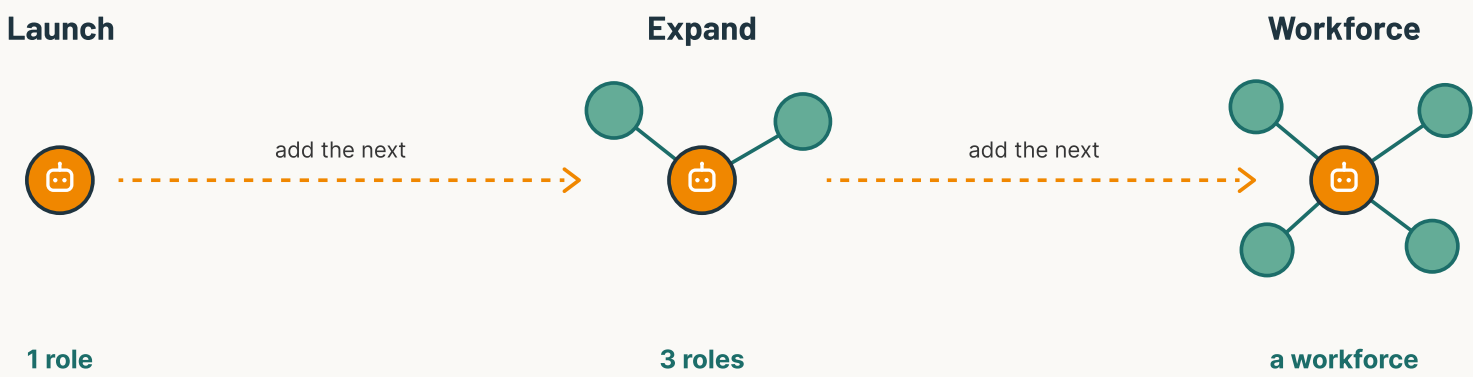
**Production Operators**
Real systems, real companies.

**Diagnostic + Execution**
Map and build the workflow.

**Tool & Model Neutral**
Workflow-first, not vendor.

**Executive-Ready Outputs**
Funding decisions and alignment.

HOW THE WORKFORCE COMPOUNDS



A workforce grows role by role. Each new role reuses the context the last one built, so it stands up faster than the first.

Deploy a Managed AI Workforce

AI roles built around your recurring work, deployed in your own environment, and operated in production by Metacto. Delivered as AI Workforce Review, Launch & Prove, and Managed Operations.

Start with an AI Workforce Review