IN THE UNITED STATES BANKRUPTCY COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

In re:	)	Chapter 11
COMPUTER SIMULATION & ANALYSIS, INC.,[1]	)	Case No. 24-90391 (MI)
Reorganized Debtor.	)	

REORGANIZED DEBTORS' WITNESS AND EXHIBIT LIST FOR HEARING SCHEDULED FOR SEPTEMBER 8, 2025 AT 10:00 A.M. (PREVAILING CENTRAL TIME)

The Reorganized Debtors file this Witness and Exhibit List for the hearing to be held on **September 8, 2025 at 10:00 a.m. (prevailing Central Time)** and as may be continued from time to time thereafter (the "**Hearing**"):

WITNESSES

The Reorganized Debtors may call any of the following witnesses at the Hearing:

1. William Murphy (live or via declarations).
2. Oscar Coronado (live or via declarations).
3. Elisa Trevino (live or via declarations).
4. Tina Knight (live or via declarations).
5. Thomas Augustine (live or via declarations).

[1] The last four digits of the federal tax identification number for Computer Simulation & Analysis, Inc. are 4097. The location of the Reorganized Debtor's service address in this chapter 11 case is: P.O. Box 240130, San Antonio, Texas 78224. On June 27, 2025, the Bankruptcy Court entered the *Final Decree Closing Certain of the Chapter 11 Cases* (Case No. 24-90377 (MI), Docket No. 3178) closing the chapter 11 cases for Zachry Holdings, Inc., Zachry EPC Holdings, Inc., Zachry Engineering Corporation, ZEC New York, Inc., Zachry High Voltage Solutions, LLC, UE Properties, Inc., ZEC Michigan, Inc., Zachry Constructors, LLC, Zachry Industrial, Inc., Zachry Enterprise Solutions, LLC, Moss Point Properties, LLC, Zachry Nuclear Construction Inc., Zachry Nuclear, Inc., Zachry Nuclear Engineering, Inc., Zachry Plant Services Holdings, Inc., JVIC Fabrication, LLC, Zachry Industrial Americas, Inc., Zachry Maintenance Services, LLC, J.V. Industrial Companies, LLC, Madison Industrial Services Team, LLC (with Computer Simulation & Analysis, Inc., the "**Reorganized Debtors**").

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6. Any witness necessary to authenticate a document.

7. Any witness called or designated by any other party in interest.

8. Any witness necessary to impeach or rebut the testimony of witnesses called or designated by any other party.

9. The Reorganized Debtors reserve the right to cross-examine any witness called by any other party.

EXHIBITS

The Plaintiffs may introduce the following exhibits:

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
PREVIOUSLY-FILED EXHIBITS							
1.	Obj. to Claim No. 674 - Austin - Ex. A - Declaration of W. Murphy - Dkt. 128-1						
2.	Obj. to Claim No. 674 - Austin - Ex. B - Proof of Claim - Dkt. 128-2						
3.	Obj. to Claim No. 679 - Parker - Ex. A - Declaration of W. Murphy - Dkt. 125-1						
4.	Obj. to Claim No. 679 - Parker - Ex. B. - Proof of Claim - Dkt. 125-2						
5.	Obj. to Claim No. 724 - McCarty - Ex. A - Declaration of W. Murphy - Dkt. 129-1						
6.	Obj. to Claim No. 724 - McCarty - Ex. B - Proof of Claim - Dkt. 129-2						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
7.	Obj. to Claim No. 753 - Trevino - Ex. A - Declaration of W. Murphy - Dkt. 130-1						
8.	Obj. to Claim No. 753 - Trevino - Ex. B - Proof of Claim - Dkt. 130-2						
9.	Obj. to Claim No. 780 - Grabert - Ex. A - Declaration of W. Murphy - Dkt. 131-1						
10.	Obj. to Claim No. 780 - Grabert - Ex. B. - Proof of Claim - Dkt. 131-2						
11.	Obj. to Claim No. 806 - Barnhart - Ex. A - Declaration of W. Murphy - Dkt. 149-1						
12.	Obj. to Claim No. 806 - Barnhart - Ex. B - Proof of Claim - Dkt. 149-2						
13.	Obj. to Claim No. 852 - Garcia - Ex. A - Declaration of W. Murphy - Dkt. 133-1						
14.	Obj. to Claim No. 852 - Garcia - Ex. B - Proof of Claim - Dkt. 133-2						
15.	Obj. to Claim No. 908 - Renteria - Ex. A - Declaration of W. Murphy - Dkt. 142-1						
16.	Obj. to Claim No. 908 - Renteria - Ex. B. - Proof of Claim - Dkt. 142-2						
17.	Obj. to Claim No. 908 - Renteria - Ex. C - Declaration of T. Knight - Dkt. 142-3						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
18.	Obj. to Claim No. 915 - Aldonza - Ex. A - Declaration of W. Murphy - Dkt. 138-1						
19.	Obj. to Claim No. 915 - Aldonza - Ex. B. - Proof of Claim - Dkt. 138-2						
20.	Obj. to Claim No. 932 - Roussell - Ex. A. - Declaration of W. Murphy - Dkt. 135-1						
21.	Obj. to Claim No. 932 - Roussell - Ex. B - Proof of Claim - Dkt. 135-2						
22.	Obj. to Claim No. 939 - Moore - Ex. A - Declaration of O. Coronado - Dkt. 147-1						
23.	Obj. to Claim No. 939 - Moore - Ex. B. - Declaration of W. Murphy - Dkt. 147-2						
24.	Obj. to Claim No. 939 - Moore - Ex. C - Chevron-Pascagoula Site Specific Guidelines – Dkts. 147-3, Dkt. 148 (Sealed)						
25.	Obj. to Claim No. 939 - Moore - Ex. D - Acknowledgment - Dkt. 147-4						
26.	Obj. to Claim No. 939 - Moore - Ex. E - Proof of Claim - Dkt. 147-5						
27.	Obj. to Claim No. 943 - Lee - Ex. A - Declaration of W. Murphy - Dkt. 101-1						
28.	Obj. to Claim No. 943 - Lee - Ex. B - Proof of Claim - Dkt. 101-2						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
29.	Obj. to Claim No. 946 - Smith - Ex. A - Declaration of W. Murphy - Dkt. 134-1						
30.	Obj. to Claim No. 946 - Smith - Ex. B - Proof of Claim - Dkt. 134-2						
31.	Obj. to Claim No. 973 - Galvan - Ex. A - Declaration of O. Coronado - Dkt. 126-1						
32.	Obj. to Claim No. 973 - Galvan - Golden Pass LNG Project Site Guidelines - Case No. 24-90377; Dkt. 2218-3 (sealed)						
33.	Obj. to Claim No. 973 - Galvan - Ex. B - Declaration of W. Murphy - Dkt. 126-2						
34.	Obj. to Claim No. 973 - Galvan - Ex. C - Proof of Claim - Dkt. 126-3						
35.	Obj. to Claim No. 1024 - Chapman - Ex. A - Declaration of O. Coronado - Dkt. 120-1						
36.	Obj. to Claim No. 1024 - Chapman - Ex. B - Declaration of W. Murphy - Dkt. 120-2						
37.	Obj. to Claim No. 1024 - Chapman - Ex. C - PLNG Guidelines - Dkts. 120-3, 121 (sealed)						
38.	Obj. to Claim No. 1024 - Chapman - Ex. D - Acknowledgment - Dkt. 120-4						
39.	Obj. to Claim No. 1024- Chapman - Ex. E - Proof of Claim - Dkt. 120-5						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
40.	Obj. to Claim No. 1051 - Hinsley - Ex. A - Declaration of O. Coronado - Dkt. 103-1						
41.	Obj. to Claim No. 1051 - Hinsley - Ex. B - Declaration of W. Murphy - Dkt. 103-2						
42.	Obj. to Claim No. 1051 - Hinsley - Golden Pass LNG Project Site Guidelines - Case No. 24-90377; Dkt. 2218-3						
43.	Obj. to Claim No. 1051 - Hinsley - Ex. C - Acknowledgment - Dkt. 103-3						
44.	Obj. to Claim No. 1051 - Hinsley - Ex. D - Proof of Claim - Dkt. 103-4						
45.	Obj. to Claim No. 1102 - R. Grigsby - Ex. A - Declaration of W. Murphy - Dkt. 150-1						
46.	Obj. to Claim No. 1102 - R. Grigsby - Ex. B - Proof of Claim - Dkt. 150-2						
47.	Obj. to Claim No. 1102 - R. Grigsby - Golden Pass LNG Project Site Guidelines - Case No. 24-90377; Dkt. 2218-3						
48.	Obj. to Claim No. 1102 - R. Grigsby - Ex. C - Hearing Transcript - Dkt. 150-3						
49.	Obj. to Claim No. 1102 - R. Grigsby - Ex. D - Acknowledgment - Dkt. 150-4						
50.	Obj. to Claim No. 1106 - C. Grigsby - Ex. A - Declaration of W. Murphy - Dkt. 144-1						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
51.	Obj. to Claim No. 1106 - C. Grigsby - Ex. B - Proof of Claim - Dkt. 144-2						
52.	Obj. to Claim No. 1106 - C. Grigsby - Ex. C - Hearing Transcript - Dkt. 144-3						
53.	Obj. to Claim No. 1106 - C. Grigsby - Ex. D - Golden Pass LNG Hourly Employee Absenteeism Policy - Dkt. 144-4						
54.	Obj. to Claim No. 1106 - C. Grigsby - Ex. E - Acknowledgment - Dkt. 144-5						
55.	Obj. to Claim No. 1163 - Espino - Ex. A - Declaration of W. Murphy - Dkt. 136-1						
56.	Obj. to Claim No. 1163 - Espino - Ex. B - Proof of Claim - Dkt. 136-2						
57.	Obj. to Claim No. 1166 - Mosley - Ex. A - Declaration of W. Murphy - Dkt. 137-1						
58.	Obj. to Claim No. 1166 - Mosley - Ex. B - Proof of Claim - Dkt. 137-2						
59.	Obj. to Claim No. 1362 - Buckhalter - Ex. A - Declaration of W. Murphy - Dkt. 151-1						
60.	Obj. to Claim No. 1362 - Buckhalter - Ex. B - Proof of Claim - Dkt. 151-2						
61.	Obj. to Claim No. 1640 - Coupel - Ex. A - Declaration of W. Murphy - Dkt. 139-1						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
62.	Obj. to Claim No. 1640 - Coupel - Ex. B - Proof of Claim - Dkt. 139-2						
63.	Obj. to Claim No. 1645 - Leverette - Ex. A - Declaration of W. Murphy - Dkt. 127-1						
64.	Obj. to Claim No. 1645 - Leverette - Ex. B - Declaration of E. Trevino - Dkt. 127-2						
65.	Obj. to Claim No. 1645 - Leverette - Ex. C - Proof of Claim - Dkt. 127-3						
66.	Obj. to Claim No. 1657 - Mendoza - Ex. A - Declaration of W. Murphy - Dkt. 140-1						
67.	Obj. to Claim No. 1657 - Mendoza - Ex. B - Proof of Claim - Dkt. 140-2						
68.	Obj. to Claim No. 1666 - McDonald - Ex. A - Declaration of O. Coronado - Dkt. 123-1						
69.	Obj. to Claim No. 1666 - McDonald - Ex. B - Declaration of W. Murphy - Dkt. 123-2						
70.	Obj. to Claim No. 1666 - McDonald - Ex. C - Ex. C - PLNG Guidelines - Dkts. 123-3, 124 (sealed)						
71.	Obj. to Claim No. 1666 - McDonald - Ex. D - Acknowledgment - Dkt. 123-4						
72.	Obj. to Claim No. 1666 - McDonald - Ex. E - Proof of Claim - Dkt. 123-5						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
73.	Obj. to Claim No. 1679 - Donley - Ex. A - Declaration of W. Murphy - Dkt. 141-1						
74.	Obj. to Claim No. 1679 - Donley - Ex. B - Proof of Claim - Dkt. 141-2						
"MAY INTRODUCE" EXHIBITS							
75.	Claim No. 674 - Austin - Project Guidelines Acknowledgment						
76.	Claim No. 674 - Austin - 10407 ESR						
77.	Claim No. 674 - Austin - 2024 Payslips						
78.	Claim No. 674 - Austin - Work History						
79.	Claim No. 679 - Parker - 2023 Payslips						
80.	Claim No. 679 - Parker - Work History						
81.	Claim No. 679 - Parker - Project Guidelines Acknowledgment						
82.	Claim No. 679 - Parker - ESR 03.08.2024						
83.	Claim No. 679 - Parker - Zachry 401K- Gavin Parker email						
84.	Claim No. 692 - Saenz - Project Guidelines Acknowledgement						
85.	Claim No. 692 - Saenz - ESR 12.06.2023						
86.	Claim No. 692 - Saenz - ESR 10.30.2020						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
87.	Claim No. 692 - Saenz - 2019 Payslips						
88.	Claim No. 692 - Saenz - 2020 Payslips						
89.	Claim No. 692 - Saenz - 2023 Payslips						
90.	Claim No. 692 - Saenz - Work History						
91.	Claim No. 692 - Saenz - SIMS .4.07.2016 (w all attachments)						
92.	Claim No. 692 - Saenz - SIMS 09.17.2019 (w all attachments)						
93.	Claim No. 723 - Morris - ESR 05.08.2024						
94.	Claim No. 723 - Morris - ESR 03.27.2020						
95.	Claim No. 723 - Morris - SIMS 02.19.2018						
96.	Claim No. 723 - Morris - SIMS 03.06.2015 (w all attachments)						
97.	Claim No. 723 - Morris - SIMS 04.11.2018 (w all attachments)						
98.	Claim No. 723 - Morris - SIMS 04.12.2017						
99.	Claim No. 723 - Morris - SIMS 04.3.2018						
100.	Claim No. 723 - Morris - SIMS 05.16.2017						
101.	Claim No. 723 - Morris - SIMS 07.28.2014 (w all attachments)						
102.	Claim No. 723 - Morris - SIMS 8-9-2017 (w all attachments)						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
103.	Claim No. 723 - Morris - Project Guidelines Acknowledgment						
104.	Claim No. 723 - Morris - 2019 Payslips						
105.	Claim No. 723 - Morris - 2020 Payslips						
106.	Claim No. 723 - Morris - 2024 Payslips						
107.	Claim No. 723 - Morris - Work History						
108.	Claim No. 724 - McCarty - DRP Case_5450- Titus McCarty mentioned						
109.	Claim No. 724 - McCarty - Case_5452- Titus McCarty mentioned						
110.	Claim No. 724 - McCarty - Project Guidelines Acknowledgement						
111.	Claim No. 724 - McCarty - Reprimand 08.12.2023						
112.	Claim No. 724 - McCarty - Reprimand 09.28.2023						
113.	Claim No. 724 - McCarty - ESR 03.11.2024						
114.	Claim No. 724 - McCarty - 2023 Payslips						
115.	Claim No. 724 - McCarty - 2024 Payslips						
116.	Claim No. 724 - McCarty - Work History						
117.	Claim No. 753 - Trevino - ESR 04.27.2023						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
118.	Claim No. 753 - Trevino - 2021 Payslips						
119.	Claim No. 753 - Trevino - 2022 Payslips						
120.	Claim No. 753 - Trevino - 2023 Payslips						
121.	Claim No. 753 - Trevino - Work History						
122.	Claim No. 753 - Trevino - Site Guidelines Acknowledgment						
123.	Claim No. 780 - Grabert - 2023 Payslips						
124.	Claim No. 780 - Grabert - 2024 Payslips						
125.	Claim No. 780 - Grabert - Work History						
126.	Claim No. 780 - Grabert - Case_4609 - Brandon Grabert Reported						
127.	Claim No. 780 - Grabert - Case_7382 - Brandon Grabert						
128.	Claim No. 780 - Grabert - Case_7382 Attachments						
129.	Claim No. 780 - Grabert - ESR						
130.	Claim No. 780 - Grabert - Project Guidelines Acknowledgement						
131.	Claim No. 780 - Grabert - Zachry 401K - Brandon Grabert email						
132.	Claim No. 806 - Barnhart - Project Guidelines Acknowledgment						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
133.	Claim No. 806 - Barnhart - 2013 Payslips						
134.	Claim No. 806 - Barnhart - 2024 Payslips						
135.	Claim No. 806 - Barnhart - ESR						
136.	Claim No. 806 - Barnhart - Work History						
137.	Claim No. 806 - Barnhart - Case_6586- Brian Barnhart						
138.	Claim No. 806 - Barnhart – email to Brian Barnhart with 2024 pay slips						
139.	Claim No. 852 - Garcia - Employee History Oracle						
140.	Claim No. 852 - Garcia - ESR 07.01.2024						
141.	Claim No. 852 - Garcia - Project Guidelines Acknowledgment 04.07.2023						
142.	Claim No. 852 - Garcia - Project Guidelines Acknowledgment 12.28.2023						
143.	Claim No. 852 - Garcia - Payslips 2023						
144.	Claim No. 852 - Garcia - Payslips 2024						
145.	Claim No. 908 - Renteria - 2023 Payslips						
146.	Claim No. 908 - Renteria - 2024 Payslips						
147.	Claim No. 908 - Renteria - Work History						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
148.	Claim No. 908 - Renteria - Project Guidelines Acknowledgement						
149.	Claim No. 908 - Renteria - 27250 ESR 02.09.2024						
150.	Claim No. 915 - Aldonza - Time Sheets_Redacted						
151.	Claim No. 915 - Aldonza - Badge Scans In_Out June 2024 - Aug 2024						
152.	Claim No. 915 - Aldonza - 2017 Payslips						
153.	Claim No. 915 - Aldonza - 2023 Payslips						
154.	Claim No. 915 - Aldonza - 2024 Payslips						
155.	Claim No. 915 - Aldonza - Work History						
156.	Claim No. 915 - Aldonza - ESR Transfer 2.23.24						
157.	Claim No. 915 - Aldonza - ESR Transfer 8.2024						
158.	Claim No. 915 - Aldonza - JVIC Handbook Acknowledgment						
159.	Claim No. 915 - Aldonza - JVIC Timesheets - Davidson Aldonza email						
160.	Claim No. 932 - Roussell - 2022 Payslips						
161.	Claim No. 932 - Roussell - 2023 Payslips						
162.	Claim No. 932 - Roussell - Work History						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
163.	Claim No. 932 - Roussell - Project Guidelines Acknowledgment 08.21.2023						
164.	Claim No. 932 - Roussell - 6.11.2023 ESR						
165.	Claim No. 932 - Roussell - ESR						
166.	Claim No. 939 - Moore - 7146 ESR 06.02.2022						
167.	Claim No. 939 - Moore - 2018 Site Rules Acknowledgement						
168.	Claim No. 939 - Moore - 2020 Payslips						
169.	Claim No. 939 - Moore - 2021 Payslips						
170.	Claim No. 939 - Moore - 2022 Payslips						
171.	Claim No. 939 - Moore - Site Guidelines Acknowledgment						
172.	Claim No. 939 - Moore - Work History						
173.	Claim No. 939 - Moore - Reprimands						
174.	Claim No. 943 - Lee - 2022 Payslips						
175.	Claim No. 943 - Lee - 2023 Payslips						
176.	Claim No. 943 - Lee - 2024 Payslips						
177.	Claim No. 943 - Lee - Work History						
178.	Claim No. 946 - Smith - Case 3027 Attachments						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
179.	Claim No. 946 - Smith - Case_3022						
180.	Claim No. 946 - Smith - Case_3027						
181.	Claim No. 946 - Smith - 2022 Payslips						
182.	Claim No. 946 - Smith - Employment Dates						
183.	Claim No. 946 - Smith - Reprimand 10.19.2022 2						
184.	Claim No. 946 - Smith - Reprimand 10.19.2022						
185.	Claim No. 946 - Smith - ESR 11.03.2022						
186.	Claim No. 946 - Smith - Project Guidelines Acknowledgement						
187.	Claim No. 973 - Galvan - Case_2669						
188.	Claim No. 973 - Galvan - SIMS 9.16.2023 (w all attachments)						
189.	Claim No. 973 - Galvan - ESR 07.21.2022						
190.	Claim No. 973 - Galvan - Project Guidelines Acknowledgment 8.10.2021						
191.	Claim No. 973 - Galvan - 2022 Payslips						
192.	Claim No. 973 - Galvan - 2023 Payslips						
193.	Claim No. 973 - Galvan - 2024 Payslips						
194.	Claim No. 973 - Galvan - Employment History						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
195.	Claim No. 1024 - Chapman - Case_7356						
196.	Claim No. 1024 - Chapman - ESR 07.19.24						
197.	Claim No. 1024 - Chapman - Project Guidelines Acknowledgement						
198.	Claim No. 1024 - Chapman - FW RE Pay Slips email						
199.	Claim No. 1024 - Chapman - FW RE Payslips email						
200.	Claim No. 1024 - Chapman - 2023 Payslips						
201.	Claim No. 1024 - Chapman - 2024 Payslips						
202.	Claim No. 1024 - Chapman - Work History						
203.	Claim No. 1051 - Hinsley - 2022 Payslips						
204.	Claim No. 1051 - Hinsley - 2022						
205.	Claim No. 1051 - Hinsley - 2023 Payslips						
206.	Claim No. 1051 - Hinsley - 2024 Payslips						
207.	Claim No. 1051 - Hinsley - Work History						
208.	Claim No. 1051 - Hinsley - Project Guidelines Acknowledgment 11.08.2023						
209.	Claim No. 1051 - Hinsley - Project Guidelines Acknowledgment 12.05.2022						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
210.	Claim No. 1051 - Hinsley - ESR 02.04.2023						
211.	Claim No. 1051 - Hinsley - ESR 01.14.2024						
212.	Claim No. 1102 - R. Grigsby - Case_4352						
213.	Claim No. 1102 - R. Grigsby - GPX Absenteeism Policy						
214.	Claim No. 1102 - R. Grigsby - ESR GPX 2023						
215.	Claim No. 1102 - R. Grigsby - Project Acknowledgements						
216.	Claim No. 1102 - R. Grigsby - Reprimand 08152023						
217.	Claim No. 1102 - R. Grigsby - 116000 ESR						
218.	Claim No. 1102 - R. Grigsby - Employment Dates						
219.	Claim No. 1102 - R. Grigsby - ESR GPLNG 09 2023 email						
220.	Claim No. 1102 - R. Grigsby - ESR GPLNG 09 2023						
221.	Claim No. 1102 - R. Grigsby - Pay Slips						
222.	Claim No. 1106 - C. Grigsby - Case_4804 - Colette LaBeaux						
223.	Claim No. 1106 - C. Grigsby - 116000 ESR						
224.	Claim No. 1106 - C. Grigsby - Employment Dates						
225.	Claim No. 1106 - C. Grigsby - ESR GPLNG 09.2023 email						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
226.	Claim No. 1106 - C. Grigsby - ESR GPLNG 09.2023						
227.	Claim No. 1106 - C. Grigsby - 2023-2024 Payslips						
228.	Claim No. 1106 - C. Grigsby - GPX Absenteeism Policy						
229.	Claim No. 1106 - C. Grigsby - Colette Washington Labeaux Project Acknowledgement						
230.	Claim No. 1106 - C. Grigsby - Colette Washington Labeaux GPX ESR 09.22.2023						
231.	Claim No. 1163 - Espino - ESR 02.02.2021						
232.	Claim No. 1163 - Espino - ESR 05.2023						
233.	Claim No. 1163 - Espino - Reprimand 02.11.2022						
234.	Claim No. 1163 - Espino - Reprimand 04.13.2022						
235.	Claim No. 1163 - Espino - Reprimand 04.20.2022						
236.	Claim No. 1163 - Espino - 2021 Payslips						
237.	Claim No. 1163 - Espino - 2022 Payslips						
238.	Claim No. 1163 - Espino - 2023 Payslips						
239.	Claim No. 1163 - Espino - Employment Dates						
240.	Claim No. 1166 - Mosley - 2023 Payslips						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
241.	Claim No. 1166 - Mosley - Employment Dates						
242.	Claim No. 1166 - Mosley - ESR						
243.	Claim No. 1166 - Mosley - Project Guidelines Acknowledgement						
244.	Claim No. 1201 - Town - ESR						
245.	Claim No. 1201 - Town - Work History						
246.	Claim No. 1201 - Town - 3.24.2025 PayAdvice						
247.	Claim No. 1201 - Town - 3.31.2025 PayAdvice						
248.	Claim No. 1201 - Town - Acknowledgement Project Guidelines						
249.	Claim No. 1201 - Town - Acknowledgement Tool Policy						
250.	Claim No. 1362 - Buckhalter - Project Guidelines Acknowledgment						
251.	Claim No. 1362 - Buckhalter - ESR						
252.	Claim No. 1362 - Buckhalter - Case_5188						
253.	Claim No. 1362 - Buckhalter - Employment Dates						
254.	Claim No. 1362 - Buckhalter - Payslips						
255.	Claim No. 1640 - Coupel - ESR						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
256.	Claim No. 1640 - Coupel - Project Guidelines Acknowledgement						
257.	Claim No. 1640 - Coupel - Employment Dates						
258.	Claim No. 1640 - Coupel - Payslips 2023						
259.	Claim No. 1640 - Coupel - Payslips 2024						
260.	Claim No. 1654 - Leverette - 2023 Payslips						
261.	Claim No. 1654 - Leverette - Work History						
262.	Claim No. 1654 - Leverette - ESR						
263.	Claim No. 1654 - Leverette - Project Guidelines Acknowledgement						
264.	Claim No. 1657 - Mendoza - ESR 2.15.2024						
265.	Claim No. 1657 - Mendoza - Employee statements Metal Job 01.2024						
266.	Claim No. 1657 - Mendoza - Reprimand - 01.17.2024						
267.	Claim No. 1657 - Mendoza - Reprimand - 01.19.2024						
268.	Claim No. 1657 - Mendoza - Reprimand - 01.22.2024						
269.	Claim No. 1657 - Mendoza - Reprimand - 01.29.2024						
270.	Claim No. 1657 - Mendoza - Reprimand - 01.05.2024						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
271.	Claim No. 1657 - Mendoza - Reprimand - 02.01.2024						
272.	Claim No. 1657 - Mendoza - Reprimand - 09.27.2023						
273.	Claim No. 1657 - Mendoza - W4 09.03.2023						
274.	Claim No. 1657 - Mendoza - Case_5656						
275.	Claim No. 1657 - Mendoza - Case 5656 Attachments						
276.	Claim No. 1657 - Mendoza - Employment Dates						
277.	Claim No. 1657 - Mendoza - Payslips 2022						
278.	Claim No. 1657 - Mendoza - Payslips 2023						
279.	Claim No. 1657 - Mendoza - Payslips 2024						
280.	Claim No. 1657 - Mendoza - Nancy Mendoza Site Guidelines Acknowledgement						
281.	Claim No. 1657 - Mendoza - Reprimand - Mendoza, Nancy 03.17.2023						
282.	Claim No. 1657 - Mendoza - Zachry 401k- Nancy Mendoza email						
283.	Claim No. 1666 - McDonald - Case_5908						
284.	Claim No. 1666 - McDonald - Case_6133						
285.	Claim No. 1666 - McDonald - DRP Case 6133 Attachment						

EXHIBIT NO.	DESCRIPTION	MARK	OFFERED	OBJECTION	ADMITTED	W/D	DISPOSITION AFTER HEARING
286.	Claim No. 1666 - McDonald - DRP Case 6133-Screenshot						
287.	Claim No. 1666 - McDonald - Case_6624						
288.	Claim No. 1666 - McDonald – 2023 Payslips						
289.	Claim No. 1666 - McDonald - 2024 Payslips						
290.	Claim No. 1666 - McDonald - Work History						
291.	Claim No. 1666 - McDonald - ESR						
292.	Claim No. 1666 - McDonald - Project Guidelines Acknowledgement						
293.	Claim No. 1666 – McDonald – Correspondence re Claim						
294.	Claim No. 1666 – McDonald – Tirso Serrano ESR						
295.	John McDonald July 2023 through May 2024 Punch-In/Punch-Out Detailed Records						
296.	John McDonald July 2023 through May 2024 Punch-In/Punch-Out Summary Records						
297.	Claim No. 1679 - Donley - 2022 Payslips						
298.	Claim No. 1679 - Donley - Acknowledgements						
299.	Claim No. 1679 - Donley - Employment Dates						

RESERVATION OF RIGHTS

The Reorganized Debtors reserve the right to call or introduce one or more, or none, of the witnesses and exhibits listed above, and further reserve the right to supplement, modify, or amend this list prior to the Hearing.

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DATED: September 4, 2025

Respectfully submitted,

/s/ D. Ryan Cordell, Jr.

John B. Thomas (Attorney-in-Charge)
Texas Bar No. 19856150
S.D. Tex. ID No. 10675
jthomas@hicks-thomas.com
D. Ryan Cordell, Jr.
Texas Bar No. 24109754
S.D. Tex. ID No. 3455818
rcordell@hicks-thomas.com
Mariana L. Jantz
Texas Bar No. 24139241
S.D. Tex. ID No. 3862084
mjantz@hicks-thomas.com
Hicks Thomas LLP
700 Louisiana Street, Suite 2300
Houston, Texas 77002
Telephone: (713) 547-9100
Facsimile: (713) 547-9150

Counsel for Reorganized Debtors

Certificate of Service

I certify that on September 4, 2025, I caused a copy of the foregoing document to be served by the Electronic Case Filing System for the United States Bankruptcy Court for the Southern District of Texas.

/s/ *D. Ryan Cordell, Jr.*
D. Ryan Cordell, Jr.

ZACHRY

EXHIBIT

181

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 11/10/2022 | Check Number: 99006587)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**10/31/2022**	**11/06/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	38.00	$665.00	$9,765.00
TIME AND 1/2				$5,105.64
BUSTRANNOTWORKD	17.5000	2.00	$35.00	$603.75
		TOTAL PAY	$700.00	$15,474.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$43.40	$943.11
FEDERAL W/H TAX S-00	$50.16	$1,556.30
FICA-HI	$10.15	$220.57

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$283.83
*PPO STANDARD **		$240.70
*ENHANCED DENTAL **		$22.28
MISC DEDUCTION	$35.00	$53.46
SERVICE CHARGE		$30.00
NET PAY	$537.06	$12,124.14

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 11/03/2022 | Check Number: 99007364)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**10/24/2022**	**10/30/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$9,100.00
TIME AND 1/2	26.2500	9.00	$236.25	$5,105.64
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$568.75
		TOTAL PAY	$980.00	$14,774.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$60.76	$899.71
FEDERAL W/H TAX S-00	$83.76	$1,506.14
FICA-HI	$14.21	$210.42

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$259.60
*PPO STANDARD **		$240.70
*ENHANCED DENTAL **		$22.28
MISC DEDUCTION		$18.46
SERVICE CHARGE	$10.00	$30.00
NET PAY	$787.04	$11,587.08

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]4673	**112280**

Payment Details (Pay Date: 10/27/2022 | Check Number: 99007341)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**10/17/2022**	**10/23/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$8,400.00
TIME AND 1/2	26.2500	10.00	$262.50	$4,869.39
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$525.00
		TOTAL PAY	$1,006.25	$13,794.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.39	$838.95
FEDERAL W/H TAX S-00	$86.91	$1,422.38
FICA-HI	$14.60	$196.21

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$235.37
*PPO STANDARD **		$240.70
*ENHANCED DENTAL **		$22.28
MISC DEDUCTION		$18.46
SERVICE CHARGE		$20.00
NET PAY	$818.12	$10,800.04

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted] **4673**	**112280**

Payment Details (Pay Date: 10/20/2022 | Check Number: 99007337)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**10/10/2022**	**10/16/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$7,700.00
TIME AND 1/2	26.2500	10.00	$262.50	$4,606.89
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$481.25
		TOTAL PAY	$1,006.25	$12,788.14

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.39	$776.56
FEDERAL W/H TAX S-00	$86.91	$1,335.47
FICA-HI	$14.59	$181.61

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$211.14
*PPO STANDARD **		$240.70
*ENHANCED DENTAL **		$22.28
MISC DEDUCTION		$18.46
SERVICE CHARGE		$20.00
NET PAY	$818.13	$9,981.92

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]4673	**112280**

Payment Details (Pay Date: 10/13/2022 | Check Number: 99007313)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**10/03/2022**	**10/09/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$7,000.00
TIME AND 1/2	26.2500	8.50	$223.13	$4,344.39
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$437.50
		TOTAL PAY	$966.88	$11,781.89

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.79	$714.17
FEDERAL W/H TAX S-00	$66.41	$1,248.56
FICA-HI	$12.11	$167.02

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$186.91
*PPO STANDARD **	$120.35	$240.70
*ENHANCED DENTAL **	$11.14	$22.28
MISC DEDUCTION		$18.46
SERVICE CHARGE		$20.00
NET PAY	$680.85	$9,163.79

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]4673	**112280**

Payment Details (Pay Date: 10/06/2022 | Check Number: 99007216)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**09/26/2022**	**10/02/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$6,300.00
TIME AND 1/2	26.2500	18.00	$472.50	$4,121.26
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$393.75
		TOTAL PAY	$1,216.25	$10,815.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.26	$662.38
FEDERAL W/H TAX S-00	$99.57	$1,182.15
FICA-HI	$15.73	$154.91

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$162.68
*PPO STANDARD **	$120.35	$120.35
*ENHANCED DENTAL **	$11.14	$11.14
MISC DEDUCTION	$18.46	$18.46
SERVICE CHARGE	$10.00	$20.00
NET PAY	$849.51	$8,482.94

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 09/29/2022 | Check Number: 99007256)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**09/19/2022**	**09/25/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$5,600.00
TIME AND 1/2				$3,648.76
BUSTRANNOTWORKD	17.5000	2.00	$35.00	$350.00
		TOTAL PAY	$735.00	$9,598.76

Taxes:

Description	Current	Year To Date
FICA-OASDI	$45.57	$595.12
FEDERAL W/H TAX S-00	$54.36	$1,082.58
FICA-HI	$10.66	$139.18

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$138.45
SERVICE CHARGE		$10.00
NET PAY	$600.18	$7,633.43

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 09/22/2022 | Check Number: 99007210)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**09/12/2022**	**09/18/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$4,900.00
TIME AND 1/2	26.2500	28.00	$735.01	$3,648.76
BUSTRANNOTWORKD	17.5000	3.00	$52.50	$315.00
		TOTAL PAY	$1,487.51	$8,863.76

Taxes:

Description	Current	Year To Date
FICA-OASDI	$92.22	$549.55
FEDERAL W/H TAX S-00	$188.18	$1,028.22
FICA-HI	$21.56	$128.52

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$114.22
SERVICE CHARGE		$10.00
NET PAY	$1,161.32	$7,033.25

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 09/15/2022 | Check Number: 99007131)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**09/05/2022**	**09/11/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$4,200.00
TIME AND 1/2	26.2500	8.00	$210.00	$2,913.75
BUSTRANNOTWORKD	17.5000	2.00	$35.00	$262.50
		TOTAL PAY	$945.00	$7,376.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$58.59	$457.33
FEDERAL W/H TAX S-00	$79.56	$840.04
FICA-HI	$13.71	$106.96

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$24.23	$89.99
SERVICE CHARGE		$10.00
NET PAY	$768.91	$5,871.93

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]4673	**112280**

Payment Details (Pay Date: 09/08/2022 | Check Number: 99007129)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**08/29/2022**	**09/04/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$3,500.00
TIME AND 1/2	26.2500	18.00	$472.50	$2,703.75
BUSTRANNOTWORKD	17.5000	2.00	$35.00	$227.50
		TOTAL PAY	$1,207.50	$6,431.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.87	$398.74
FEDERAL W/H TAX S-00	$126.57	$760.48
FICA-HI	$17.51	$93.25

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$21.92	$65.76
SERVICE CHARGE		$10.00
NET PAY	$966.63	$5,103.02

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 09/01/2022 | Check Number: 99007140)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**08/22/2022**	**08/28/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$2,800.00
TIME AND 1/2	26.2500	27.00	$708.75	$2,231.25
BUSTRANNOTWORKD	17.5000	3.50	$61.25	$192.50
		TOTAL PAY	$1,470.00	$5,223.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$91.14	$323.87
FEDERAL W/H TAX S-00	$184.32	$633.91
FICA-HI	$21.31	$75.74

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$21.92	$43.84
SERVICE CHARGE	$10.00	$10.00
NET PAY	$1,141.31	$4,136.39

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 08/25/2022 | Check Number: 99007237)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**08/15/2022**	**08/21/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$2,100.00
TIME AND 1/2	26.2500	10.00	$262.50	$1,522.50
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$131.25
		TOTAL PAY	$1,006.25	$3,753.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.38	$232.73
FEDERAL W/H TAX S-00	$86.91	$449.59
FICA-HI	$14.59	$54.43

Deductions:

Description	Current	Year To Date
CHILD SUPPORT 1	$21.92	$21.92
NET PAY	$820.45	$2,995.08

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 08/18/2022 | Check Number: 99007235)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**08/08/2022**	**08/14/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$1,400.00
TIME AND 1/2	26.2500	28.00	$735.00	$1,260.00
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$87.50
		TOTAL PAY	$1,478.75	$2,747.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$91.69	$170.35
FEDERAL W/H TAX S-00	$186.25	$362.68
FICA-HI	$21.44	$39.84

Deductions:

Description	Current	Year To Date
NET PAY	$1,179.37	$2,174.63

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
SMITH, GORDON J	**HB01**	[redacted]**4673**	**112280**

Payment Details (Pay Date: 08/11/2022 | Check Number: 99007295)

Name:	Company:	Period Start:	Period End:	Job#:
SMITH, GORDON J	**HB01**	**08/01/2022**	**08/07/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.5000	40.00	$700.00	$700.00
TIME AND 1/2	26.2500	20.00	$525.00	$525.00
BUSTRANNOTWORKD	17.5000	2.50	$43.75	$43.75
		TOTAL PAY	$1,268.75	$1,268.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.66	$78.66
FEDERAL W/H TAX S-00	$176.43	$176.43
FICA-HI	$18.40	$18.40

Deductions:

Description	Current	Year To Date
NET PAY	$995.26	$995.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

182

ZHI Employee History [redacted]9179 SMITH, GORDON J

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 1990 BUN ST

BEAUMONT TX 77705

DOB: [redacted] Sex: M Veteran: N Eth-Origin: Black(Not Yrs-of-Service: 00

Orig-Hire-DT: 08-01-2022 Cont-Emply-DT: 08-01-2022 Adj-Serv-DT:

Last-Day-Wkd: 11-03-2022 Last-W/E-Prcd: 11-06-2022 Paid-Thru: 11-06-2022

Accrued-Vacation: .00 Eligible-Vacation: .00

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11228001	09183	00	11-03-2022	Dscg-Other-Discharge	491513	1	17.5000
INDUS/POWER						LABORER 1		
430	11228001	09183	00	08-01-2022	New Hire	491513	1	17.5000
INDUS/POWER						LABORER 1		

EXHIBIT

183

ZACHRY

CCZJV
GOLDEN PASS LNG

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Gordon Smith EMPLOYEE BADGE # 9183

SUPERVISOR Michael Livingston

COUNSELING TYPE

ORAL COUNSELING ☐ *(For record purposes only)* WRITTEN COUNSELING ☒ If repeat offense, note total number of times offense has occurred: _____

☐ Check this box if counseling is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this counseling).

REASON FOR COUNSELING Employee returned to work area at 11:11am from lunch break - Lunch is from 10:00am - 10:30 am Excessive lunch breaks were discussed in morning toolbox / safety meeting Wed. Oct. 5th 2022

ACTION TAKEN Employee was issued written counseling form and reminded to be back in work area. no later than 10 munutes after lunch ends. @ 10:40am. as it should take no longer than 10 mumutes to commute to work area from lunch tent or cooldown station. Any further violation of rules, regulations and procedures may result in further disciplinary actions up to and including termination of employment

Any further repetitions of the above action(s), or other violations of rules, regulations, or procedures may result in further disciplinary actions up to and including termination of employment.

I ACKNOWLEDGE THAT A COPY OF THIS COUNSELING WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE Gordon Smith DATE 10/19/22

SUPERVISOR SIGNATURE Michael Livingston DATE 10/19/22

WITNESS SIGNATURE _____ DATE 10/19/22

PM/GFS SIGNATURE _____ DATE 10/19/22

EXHIBIT

184

ZACHRY

CCZJV
GOLDEN PASS LNG

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Gordon smith EMPLOYEE BADGE # 9183

SUPERVISOR Austin Wooten

COUNSELING TYPE

ORAL COUNSELING ☐ *(For record purposes only)*

WRITTEN COUNSELING ☑

If repeat offense, note total number of times offense has occurred: _____

☐ Check this box if counseling is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this counseling).

REASON FOR COUNSELING Employee not signing in when coming into work (5 a.m. shift) this is the 4th occurance within 10days

ACTION TAKEN coached employee on importance of signing in before going to work area. Any Further repetitions of above actions), or other rules or procedures may result in disciplinary actions up to and including termintion of employment.

Any further repetitions of the above action(s), or other violations of rules, regulations, or procedures may result in further disciplinary actions up to and including termination of employment.

I ACKNOWLEDGE THAT A COPY OF THIS COUNSELING WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE Refusal DATE 10-19-2022

SUPERVISOR SIGNATURE Austin Wooten DATE 10-19-2022

WITNESS SIGNATURE [signature] DATE 10-19-22

PM/GFS SIGNATURE [signature] DATE 10/19/22

EXHIBIT

185

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY ***** PRINT CLEARLY

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____ -

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (I.e. CREDIT CARDS, 1358, EQUIPMENT, ETC.) ***

NAME SMITH,GORDON J JOB & BADGE NO. 112280.01 09183

OCCUPATION LABORER 1 491513 S.S. NO. [redacted]

LAST DAY WORKED 11/3/2022 HOURS WORKED 10 E.I.N. [redacted]4673

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☑ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Employee was caught on cellphone outside of permitted time.

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☑ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☑ Fair	☐ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☐ Highly recommended for rehire
	☑ Not Recommended for rehire at this job		

SUPERVISOR Austin Wooten (PRINT NAME)

FOREMAN NO. 2034

DATE FORM COMPLETED 11/3/2022

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182368, Columbus, OH 43218
Phone: (800) 848-0287 ext 3483 Fax: (800) 259-3146

Zachry Industrial Inc
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Gordon Smith Badge #1183 Date: 11-3-2022

Department Supt: _____

SAFETY DEPT: Jeffrey Jones **PARKING PASS/BADGE:** _____

I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises. I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information stated.

EMPLOYEE SIGNATURE DATE

TOOL ROOM: _____

Outstanding Items:

_____

_____

Radio turned in : _____*(yes)* _____*(no)*

Tool Box Inspected by: _____

QA/QC DEPARTMENT (for welders only)_____ (stencils turned in) ____(yes)____(no)

EXIT INTERVIEW: *Completed:* _____*(yes)* _____*(no)*
If no, please provide following information:

*Current Contact Number:*_____

Reason Exit interview was not done: _____

PAYROLL DEPARTMENT: _____

ZII ID badge: _____

Outstanding Payroll Deductible Items: _____

Payroll paychecks will be handled as follows:

_____My check will be picked up by me at the entrance of the employee parking lot on THURSDAY between the hours of 9:00am – 9:30am. I understand that this is the only time that I may pick up my check. If I do not pick it up at this time I understand that it will be mailed to the address on the check which was provided by me on my W4.

_____My last check will be picked up by _____. This person should be prepared to show ID. All checks will be signed for by the person picking up the check.

_____Mail my last check to _____

_____

_____

Employee Signature _____ Date 11-3-2022

EXHIBIT

186

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

I understand these policies are in place for the protection of all employees at this site and I will adhere to them.

Acknowledgment of the Safe and Secure Policy
During the hiring process, each employee will be required to read the Safe and Secure Policy, discuss any questions he/she may have, and return the Safe and Secure Policy to the recruiter.

I certify I have received and read the Safe and Secure Policy, and that I will follow these instructions while employed by this company.

These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 07/26/2022

Employee Name (print): GORDON J SMITH

Employee Signature (sign): Gordon Smith

Employee Identification Number (EIN): [redacted]4673

Badge Number: 9183

Witness: IRMA HERNANDEZ

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha): 07/26/2022

Employee Name (print) - (Nombre del empleado):

GORDON J SMITH

Employee Signature (Firma del empleado):

Gordon Smith

Badge Number (Número de gafete):

9183

Witness (Testigo):

IRMA HERNANDEZ

EXHIBIT

187

Case: 2669 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Separation

Case Snapshot

Opened:
07/27/2022
Days Open:
13
Last modified:
08/10/2022 9:05 AM
Date Closed:
08/10/2022 9:03 AM
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
2669
Received/Reported date:
07/27/2022
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Separation

Case Details Show Original Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Phone

Location

Organization/Building name:
Zachry Group
Branch Number:
Projects
Location name:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT
Location/Address:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT - Projects
City:
SABINE PASS

State/Province:
TX

Reporter Information

Reporter anonymous:
No
Reporter first name:
Jason
Reporter last name:
Galvan
Phone number:
713-598-0942
Email address:
jasongalvan1974@gmail.com
Contact availability:
any time

Case Information

Separation Category:
Discharged - Insubordination
Employee ID Number (EIN):
[redacted]5103
Badge Number:
4668
Position Title:
night shift foreman- warehouse
Please identify the person(s) engaged in this behavior:
Adrian Thompson - general foreman
Do you suspect or know that a supervisor or management is involved?
No
Is management aware of this problem?
No
What is the general nature of this matter?
wrongful termination/unfair treatment
Where did this incident or violation occur?
over the phone
Please provide the specific or approximate time this incident occurred:
July 20, 2022
How long do you think this problem has been going on?
One week
How did you become aware of this violation?
It happened to me
Case Details:
On July 20, 2022, Adrian told Jason that four employees, (names and job titles withheld), wrote statements against Jason stating that Jason was verbally abusive. The accusations were false; however, Jason did not get the chance to defend himself. Adrian told Jason that Jason was suspended until July 27.

On July 25 at 5:15 AM, Jason received a call from Nikki Caballero, materials manager, stating that Jason was terminated.

Jason only had one previous disciplinary action. Jason believes that he was targeted by the four employees. Jason was wrongfully terminated because the issue was handled unfairly.
Job Number:
11228001
COID:
HB01

Division:
430
Group:
Projects

Follow-ups
There are no additional notes for this incident.

Assignments & Access
Case assignee(s):
Williams, Cindy (Primary)
Restricted access:
None
Case access list:
Cantu, Yenny; Coronado, Oscar; Dominick, Tracy; Martinez, Roland; Perez, Carlos; Stillman, Abby

Info Contributors
None

Participants

Name	Job Title	Relationship	Role	Results	Notes
Jason Galvan	None	None	Reporter	None	
Adrian Thompson	general foreman	None	None	None	

Items

Name	Description	Loss type	Final outcome	Amount Taken	Amount Recovered	Amount to Recover
Totals:				$0.00	$0.00	$0.00

Agencies
None

Attachments

Files
If your browser is having trouble viewing or playing the file, you can proceed to download the file by right-clicking the file link and select Save As.

File	Category	Date	Description
Scanned from a Xerox Multifunction Printer.pdf		08/04/2022 07:06:00 AM	
Bryson Franz's write up.pdf		08/04/2022 07:06:00 AM	
Jason Galvan's write up and statements..pdf		08/04/2022 07:06:00 AM	

image001.png	08/04/2022 07:07:00 AM
image002.png	08/04/2022 07:07:00 AM

Synopsis

Outcome of case

Primary outcome:
Unsubstantiated
Secondary outcome 1:
- Select One -
Secondary outcome 2:
- Select One -
Action taken:
- Select One -

Additional details

Synopsis:
I spoke with Jason regarding his separation. Jason explained that he was wrongfully terminated for using the words “asses” during a meeting.

Jason added that four employees wrote false statements saying that Jason was using other words of profanity.

Jason denies ever saying those things and would like for his other employees to also write statements as he believes they heard what Jason actually said.

Jason provided two witnesses, Diana Trevino and Bryson Franz.

After further investigation it was discovered that Jason used several words containing profanity during the meeting. It was also discovered that Jason had been previously reprimanded for speaking to the employees in such a manner. For this reason, Warehouse Manager Nikki Caballero made the decision to separate Jason.

I spoke to Diana Trevino who stated that during a meeting, Jason was asking everyone to wear their mask. Trevino recalled that Jason said it was going to be his "ass" if no one wore their masks.

I spoke with Nightshift Foreman Opal Foley regarding Jason. Opal stated that this was not the first time Jason was coached on the way he spoke to the employees and using profanity. Opal stated that Jason was previously reprimanded for using profanity when addressing employees. After reviewing the statements this second time, Nicki Caballero made the decision to terminate Jason.

I contacted Jason to inform him that after thoroughly investigating his case, his separation will remain. I explained that using foul language when addressing employees is unbecoming of a supervisor and that this being the second time he had to be warned about it, the decision was made to terminate him. Jason said, "okay, I understand" and we hung up the call.

Tasks

No Tasks

Case Notes

None

Related Cases

Cases Marked as Related to This Case

None

EXHIBIT

188

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

Location Details

Claim Number

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event (If applicable): 112280 Hotard Bus - Hwy 82 - Near Valero 9/16

Claim Submission Location Code: 0ZHZ112280

Severity Level : I

Did accident occur on employer premises?: ☑ Yes ☐ No

Address 1: 3752 S GULFWAY

Address 2:

City: SABINE PASS

County: JEFFERSON

Country: USA

State/Prov: Texas

Postal/Zip code: 77655-

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 9/16/2023

Time of Incident: 6:06 AM

Date Reported to Employer: 9/16/2023

Time Reported to Employer: 6:06 AM

Work Shift : Second/Afternoons

Part of Shift: During

Preparer Name: ITZAYARA TORRES

Preparer Phone: (956) 643-6155

Preparer Title: FIELD SAFETY FACILITATOR I

Preparer Information is the same as Contact? ☑ Yes ☐ No

General Details

Work Station/Area : Off Site

Specific Location (Loading dock, Warehouse, etc.) : Off-Site - Highway 82

Give a Brief Description of the Incident:

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE)

Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

A Hotard Bus contacted the rear end of a pedestrian vehicle during the commute from the Winnie parking lot to GPX.

Employee and/or Contractor description of what happened :

A Hotard Bus contacted the rear end of a pedestrian vehicle during the commute from the Winnie parking lot to GPX.

Employee Details

First Name: JASON **Last Name:** GALVAN **Middle Initial:** J

Employee Number: [redacted]5103 **SSN:** **Hired Date:** 3/31/2023

Job Title: PAINTER 4 **Department:** INDUS/POWER **Supervisor:** Filiberto Parga

Birth Date: [redacted]

Drivers License Details

Type: **Country:** **State/Prov:** **Number:**

Work Details

Time Employee Began Work: 7:00 AM

What was the task being performed?

Personal - Condition / Illness

Time at this Location

0-6 Months

How often does Employee perform this task?

Working with what tool/equipment?

Personal - Condition / Illness

Employee Hobbies:

Time in the Industry?:

Short Service Worker (SSW):

What-How

Was injured treated in an emergency room?	☐ Yes	☑ No	☐ N/A
Was injured hospitalized overnight as an inpatient?	☐ Yes	☐ No	☑ N/A
Was the employee sent off site for treatment?	☐ Yes	☑ No	☐ N/A
Was employee seen by a licensed health care			

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

provider? (i.e. clinic, ER, doctor, nurse, physician's assistant)	☑ Yes	☐ No	☐ N/A
Was medical treatment provided on site?	☐ Yes	☑ No	☐ N/A

Treatment Provided	Provided By

Hospital/Treatment Facility	Physician/Health Care Professional
Prime Medical	CML 1

Describe in Detail What Happened

What was the employee doing just before the incident occurred? (Name tools, equipment, material and what the employee was doing with them)

Personal injury/illness.

How did the accident occur? (Tell what and how details, name object, substances involved. Give full details.)

Personal injury/illness.

What object(s) or substance(s) directly harmed the employee?

Personal injury/illness.

What was the injury or illness? (Give a brief description of the body part/nature of injury for use on the OSHA 301 and First Report of Injury.)

Personal injury/illness.

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

Key Factors

Agency/Source of Injury

Accident Type

Personal Accident / Illness

Specify the primary body part for reporting purposes

Body Part	Side of Body	Nature of Injury
	N/A	Personal Illness

Specify additional body parts (optional)

Body Part	Side of Body	Nature of Injury

Non recordable incidents

☑ **Information Only - Incidents where an injury is sustained and reported, but no medical attention is received.**

☐ **First Aid**

Recordable Incidents

☐ **Injury**

☐ **Illness**

☐ **Privacy Case**

☐ **Sharps/Needlestick Injury**

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

☐ **Fatality**

☐ **Override OSHA Recordability**

☐ **Loss of Consciousness**

☐ **Treatment other than first aid (recordable)**

Employee still off work? ☐ **Yes** ☐ **No**

Are you aware of any issues that would make you question whether this injury is work related? ☐ **Yes** ☐ **No** ☑ **N/A**

Was there a prior injury or pre-existing condition is required ☐ **Yes** ☐ **No** ☑ **N/A**

Causal Factors

Immediate and Underlying Causes

Engineering

I300 I300 - Errors not detectable

Was the task rework?:

N/A

Did the plan or conditions change during the task?:

N/A

What was the immediate cause(s) of the accident:

Personal injury/illness.

What was the underlying cause(s) of the accident:

Personal injury/illness.

JSA/Procedures

Was the job covered by a JSA/STA or work instruction? ☐ **Yes** ☑ **No**

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

Cause Mapping/Training Opportunity Details

Cause Mapping required? ☐ **Yes** ☑ **No**

Cause Mapping completed: ☐

Completed On:

Completed By:

Training Opportunity required? ☐ **Yes** ☑ **No**

Training Opportunity completed: ☐

Completed On:

Completed By:

SIRC required? ☐ **Yes** ☑ **No**

SIRC completed: ☐

Completed On:

Completed By:

Wage Insurance Disability

Employee Wage Information

Pay Per Hour	Hourly Wage Employee Returned To	Average Weekly Wage	Average Weekly Tips, Board, Other
$.00	$.00	$.00	$.00

Salary being continued? ☐ Yes ☐ No ☑ N/A

Days Worked Weekly ☐ Mon ☐ Tue ☐ Wed ☐ Thu ☐ Fri ☐ Sat ☐ Sun

Employee Disability Information

Day Last Worked **Day Disability Began**

Was injured employee paid in full for day of injury? ☐ Yes ☐ No ☑ N/A

Insurance and Coverage Information

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

Carrier **Administrator**

Agent **Adjuster**

FROI Details - Texas

Race	☐ White	☐ Asian	☐ Black
Ethnicity	☐ Hispanic	☐ Native American	☐ Other
Does Employee Speak English?	☐ Yes	☐ No	☐ N/A

Specify Language

Was Employee Hired or Recruited in Texas?	☐ Yes	☐ No	☐ N/A
Is Employee an Owner, Partner, or Corporate Officer?	☐ Yes	☐ No	☐ N/A
Was Employee Doing Regular Job?	☐ Yes	☐ No	☐ N/A
Did Employee Request Accident Prevention Services in the Past 12 Months?	☐ Yes	☐ No	☐ N/A
Were They Received?	☐ Yes	☐ No	☐ N/A

Length of Service in Current Position

Months

Years

Hours Worked Weekly

Last Paycheck Was

Dollars

Hours

Days

Spouse's Name **Supervisor Name**

Texas Controller Taxpayer Number **Employee Payroll Classification Code**

TWCC Claim Number **Carrier Claim Number**

What Happened

A Hotard Bus contacted the rear end of a pedestrian vehicle during the commute from the Winnie parking lot to GPX.

Files

File Name	Description	Size

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE)

Case Number:2023-0151

Created By:Itzayara Torres

Created On:9/16/2023 11:17 AM PDT

Employee Statement.pdf	Employee Statement	621097
Incident Conclusion Statement.pdf	Incident Conclusion Statement	46796

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Update

Comments	Person	Date/Time

Days Away/ Days Restricted

Type	Start Date	Thru Date	Next Evaluation	Notes

History

Date	Case Number	Type	Brief Description	Prepared By	Was this incident preventable?

Injury and Illness (Recordable or Non Recordable) Incident Report

112280.01 - GPX-CONSTRUCTION (PRIVATE) Case Number:2023-0151

Created By:Itzayara Torres **Created On:9/16/2023 11:17 AM PDT**

Injured Employee Signature	**Date**
Safety Personnel Signature	**Date**

Case # _____

INCIDENT CONCLUSION STATEMENT

Employee Name Jason Galvan Date of Incident 09.16.23

Badge/EIN # [redacted]5103 Supervisor Ray Valdez

Department Paint Position Paint Materials

Reason for initial evaluation **Report Only/No injury-Bus incident**

I am satisfied with the evaluation / treatment that I have been provided. I am now 100% pain free and 100% symptom free to all affected body parts. I do not want or require any further follow up evaluations or first aid treatment. I understand that if I experience any further symptoms or discomfort that could be related to this incident, I must immediately contact my supervisor and a member of safety.

Employee Signature 9.16.2023

Date

Nombre del empleado _____ Fecha del incidente 09.16.23

Insignia # _____ Supervisor _____

Departamento _____ Posición _____

Motivo de la evaluación inicial **Solo reporte/No lesión – Incidente de autobús**

Estoy satisfecho con la evaluación / tratamiento que me han proporcionado. Ahora estoy 100% libre de dolor y 100% libre de síntomas para todas las partes del cuerpo afectadas. No deseo ni necesito evaluaciones de seguimiento adicionales ni tratamiento de primeros auxilios. Entiendo que si experimento cualquier otro síntoma o incomodidad que pueda estar relacionado con este incidente, debo comunicarme inmediatamente con mi supervisor y un miembro de seguridad.

Firma del empleado Fecha

CCZJV
GOLDEN PASS LNG

Employee Statement

On 09.16.23 I was riding the Hotard bus, bus number HS-227 from the Winnie parking lot on Highway 82, when there was a minor bus event. During the event I was/(wasn't) wearing my seatbelt. As the traffic made a sudden stop on Highway 82, before turning right onto Highway 87, the Hotard bus contacted the rear end of the vehicle in front of it. I am aware of the bus being optional means of transportation. There was no sudden stop and did not shift forward. There was no impact from the/or sides of the bus and there were no twisting or awkward motions. There were no injuries to any parts of my body nor injuries to my head. I did not hit my head against any object. I did receive injuries in this event and the injuries, I received: (PLEASE LIST THE FOLLOWING INJURIES):

I (PRINT NAME) Jason Galvan

received no injuries in this bus event on 09.16.23 and I am 100 percent injury free.

All of the information that I have provided on this form is accurate and truthful representation of this incident.

Employee Signature — Date: 9-16-2023

Was this form completed in whole or in part by another person? ☑ Yes ☐ No If yes, please read the statement below and sign if you agree.

If this form was completed in whole or in part by another person, I have read and understood all the questions, answers, and all information provided on the form. I have had an opportunity to make any changes, deletions, or additions and made them if any inaccurate or missing information existed. All of the information provided on this form is an accurate and truthful representation of what I have verbally told the other party.

Employee Signature — Date: 9-16-2023

Name: Jason Galvan — Badge: 25955

EIN: [redacted]5103 — Job Title: Paint Materials

CCZJV
GOLDEN PASS LNG

Employee Statement

El 09.16.23 estaba en el autobus de Hotard, autobus numbero HS-227 en la Carretera 82 que venia de el estacionamineto de Winnie. Durante el evento en Hiwhway 82 antes de voltear a mano derecha de la Carretera 87, el trafico paro repentinamente causando que el autobus hiciera contacto con el vehiculo enfrente. Durante el evento yo estaba/no estaba usando mi cinturon de seguridad. Yo se que el autobus es un transporte opcional. No hubo una parada repentina y no se desplazo hacia enfrente. No hubo impacto desde la parte de enfrente o de los lados de el autobus y no hubo giros ni movimientos extranos. No hubo lesiones en las ninguna parte de mi cuerpo ni lesiones a mi cabeza y no golpe mi cabeza con ningun objeto. Recibi lesiones en este evento y las lesiones que recibi: (POR FAVOR ENUMRA LAS SUGIENTES LESIONES) _____

_____

_____ Las lesiones fueron inmediatas/demoradas _____

_____

_____

_____

_____

_____

_____

Yo (NOMBRE EN LETRA DE MOLDE) _____ No sufri lesiones en este evento de autobus el 09.16.23 y estoy 100 por ciento libre de lesiones. _____

_____

_____

All of the information that I have provided on this form is accurate and truthful representation of this incident.

_____ _____
Employee Signature **Date**

Was this form completed in whole or in part by another person? ☐Yes ☐No If yes, please read the statement below and sign if you agree.

If this form was completed in whole or in part by another person, I have read and understood all the questions, answers, and all information provided on the form. I have had an opportunity to make any changes, deletions, or additions and made them if any inaccurate or missing information existed. All of the information provided on this form is an accurate and truthful representation of what I have verbally told the other party.

_____ _____
Employee Signature **Date**

_____ _____
Name **Badge**

_____ _____
EIN **Job Title**

ENTERED

EXHIBIT

189

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY ***** PRINT CLEARLY

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (I.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) ***

NAME GALVAN,JASON J JOB & BADGE NO. 112280.01 04668

OCCUPATION FOREMAN, WAREHOUSE 433102 S.S. NO. [redacted]

LAST DAY WORKED 7-28-22 HOURS WORKED 8 E.I.N. [redacted]5103

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☑ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: EMPLOYEE HAS BEEN COUNSELLED PRIOR ON HIS MANNER AND THE WAY HE SPEAKS TO HIS employees,

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☒ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☐ Highly recommended for rehire
	☒ Not Recommended for rehire at this job		

SUPERVISOR Nikki Caballero (PRINT NAME)

FOREMAN NO. _____

DATE FORM COMPLETED 7/25/22

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

ZACHRY

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Jaxson J Galvan EMPLOYEE BADGE # 04668

DATE 7/21/22 SUPERVISOR Adrian L Thompson 7244
FOREMAN # Adrian L Thompson 7244

COUNSELING TYPE

ORALCOUNSELING _ (For record purposes only) WRITTEN CONSELING ☑

If repeat offense, note total number of times offense has occurred: one before

_ Check this box if counseling is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this counseling).

REASON FOR COUNSELING Myself and another foreman all they listened to 2 Employees Sheila Dorsey and Jai Nash discuss their foreman Jason Galvan. They proceeded to tell me that Jason Galvan swore at them at the the Port table. They said he said "I'm not gonna tell you again to put your fucking mask on." also in another altercation he said "if I get another phone call again I'm gonna get in that ass! I have them writing statements as well as Jues Ranver who was a witness.

ACTION TAKEN Jason Galvan will be given 3 days off without pay because this was the 2nd altercation. He was ordered to apologize before. He will leave work [redacted] tonight 7/21/22 and return on Tuesday night 7/26/22.
If it is reported again that he is acting this way he will be terminated. "due to a unrelated incident with another employee Jason [redacted] was sent home until 11:20pm. I notified him that it would in count if he left as part of his punishment and that he wouldn't be able to return until 7/27/22

Any further repetitions of the above action(s) or other violations of rules regulations or procedures may result in further disciplinary actions up to and including termination of employment

I ACKNOWLEDGE THAT A COPY OF THIS COUNSELING WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE [signature] DATE 7/21/22

SUPERVISOR SIGNATURE Adrian L Thompson 7244 DATE 7/21/22

WITNESS SIGNATURE Opal L Jalen 7694 DATE 7/21/22

PM/GFS SIGNATURE Adrian L Thomp 7244 DATE 7/21/22

General or Witness Statement

Witness foreman Jason Galvan of warehouse speaking vulgar language about someone not putting on their MASK where loud enough to hear. I had my MASK on but Jeri Nash forgot to put her on. We were debriefing at the end of day and I'm Sure everyone has heard the foreman loudly in vulgar upset language.

DiD not like the fact that allowing another employee to shout or raise voice at someone or many people and foreman not doing anything about it. This shows out of Character and its unprofessional on ther part. Foreman Needs to lead by example good example where people get upset and shouting and expressing in a bad manner is not a way to go. If we let this happen again again it will only get worse. Thank you.

Name: Miguel Camacho Badge: 4505

EIN: [redacted]4304 Job Title: warehouse

Witness Signature: Miguel Camacho

ZACHRY

Employee Statement

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Jason Galvan EMPLOYEE BADGE # 4668

DATE 7/21/2022 SUPERVISOR Andrew L Thompson #7244

FOREMAN # Andrew L Thompson #7244 #726

COUNSELING TYPE

ORALCOUNSELING _ (For record purposes only) WRITTEN CONSELING _ If repeat offense, note total number of times offense has occurred:

_ Check this box if counseling is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this counseling).

REASON FOR COUNSELING

Made a statement about getting a phone call again about not wearing a mask. The same 2 people for the past 3 nights about putting up their masks. People being stupid and childish. I said if I get a phone call again I was going to get on that ass [illegible]

ACTION TAKEN

Any further repetitions of the above action(s), or other violations of rules regulations or procedures may result in further disciplinary actions up to and including termination of employment.

I ACKNOWLEDGE THAT A COPY OF THIS COUNSELING WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE [signature] DATE 7/21/2022

SUPERVISOR SIGNATURE Andrew L Thompson 7244 DATE 7/21/2022

WITNESS SIGNATURE Daniel P. Foley 7624 DATE July 21 2022

PM/GFS SIGNATURE Andrew A Thompson 7244 DATE 7/21/22

ZACHRY INDUSTRIAL INC.

JOB # 112280

Occurrence of event or conversation Statement

Date: 7-21-22 **Place:** warehouse

Employees Statement:

Yesterday Evening at DeBrief we were all Standing around the Table in the warehouse. It was very Hot and I had the mask Below my Nose after I Had Finished Sweeping and cleaning up and JJ Looked at me and said Really mean Put your Fucking mask ON all the way this is the Last time I Fucking tell you do you hear me IN front Of the whole Crew. He has Been angry with me and several People in the warehouse mostly The Women. & He makes me Really Nervous and Im scared of him. Today after JJ was sent home Diana and Bryson came to James and miguel and said we were all a Bunch of Pussys for what we did and James said I WONT Be Retaliated against for telling the Truth and making a statement and then they left.

7-21-22
Date

[redacted]3786
EIN.

Jeri Nash
Employees Signature

Jeri Nash
Printed Name

Witnessed By: _____

General or Witness Statement

ON Numerous occasions Jason has been angry and yelling and cussing. Last night at Debrief when we were all getting Ready to go. He yelled out to us I'm fucking tired of telling yall to Put your Fucking mask ON. Put your fucking mask ON NOW! I had it on it wasn't over my nose it was hot and we had just finished sweeping and then he said I'm gonna get on that ass! I'm not sure if he was talking directly to me But he was looking at me Sheila, James and I were at the table and had just finished Cleaning. This isn't the first time this has happened this man is a very angry man. He has been angry with us several times. he usually works with Diana and brysonmost of the time. He is very hostile & angry

I don't think that Zachary would support this type of Behavior from any supervisor I worked for Zachry Before this job! They don't wear a mask they wear a gaiter

Jeri NASH

Badge: 6608

[redacted] 3786

Job Title Warehouse Journeyman

Signature

I couldn't sleep today Because I was so scared and stressed out. We have asked him several times to get us squencler pops and his Reply was hell NO or Fuck Squencler pops So I went to Sams and Bought powerade pops for the whole team and keep them in the Freezer.

General or Witness Statement

I witnessed on several occasions, JJ has allowed Bryson and Dianna to goof off from work. The stay's in the Rigging Connex half of the night and the other half intends that they are on the floor helping the other employees. The continually be in their little huddle and watch us while we work. Bryson has an vendetta against me, Because I asked him what gives him the right/authority to tell someone they don't have to do their MPW because it was ~~His~~ Her Birthday. He has been nick picking at me Every Since. He's hollered out my name when he talks calm to everybody else. I Came into work Every day after the incident and I speak to Everyone. He just looks @ me and doesn't say anything. Not that it bothers me, But if even do that. That's Retaliation towards someone. "It's just too much favoritism In the Building and Disrespect On Supv and Employee

S Dorsey

[redacted]2294

Badge: 8493

Job Title: Warehouse

Bryson also hid my originals from me on last night (9-20-22). He deliberately stares at me like he wants to Hurt ME!

General or Witness Statement

On numerous occasions Jason Galvan has used curse words and approched Jeri and Shiela in an hostile angre manner. Most recent was Thursday Morning during warehouse Debrieting he said put your Fucking mask on because im tired of telling yalling and next time Im going to get on that ass.

I also have witnessed Jason plays favoritizm to Bryson and Diana, we (crew) can never approach or ask Jason anything alone because Diana & Bryson will respond for him (Jason)

Name: James Ramirez
Badge: 8580
EIN [redacted]4240
Job Title: Material Handler

Witness Signature: James Ramirez

EXHIBIT

190

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

I understand these policies are in place for the protection of all employees at this site and I will adhere to them.

Acknowledgment of the Safe and Secure Policy
During the hiring process, each employee will be required to read the Safe and Secure Policy, discuss any questions he/she may have, and return the Safe and Secure Policy to the recruiter.

I certify I have received and read the Safe and Secure Policy, and that I will follow these instructions while employed by this company.

These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 08/09/2021

Employee Name (print): JASON GALVAN

Employee Signature (sign): [signature]

Employee Identification Number (EIN): [redacted]5103

Badge Number: 4468

Witness: [signature]

GOLDEN PASS LNG PROJECT
ATTENDANCE POLICY
Job No. 112280

An unexcused absence is a non-planned, non-approved absence from work.

An excused absence is a pre-planned, pre-approved absence from work with the exception of an emergency situation or other situations beyond the employee's control. As much advance notice as possible must be given to your supervisor. A time off form will be submitted to your supervisor for written approval.

Three (3) **unexcused** absences for scheduled workdays within a **30**-day time period or eight (8) in a 12-month period could result in disciplinary action, up to and including termination.

All **unexcused** late arrivals or early outs are equal to one unexcused absence.

Employees that miss the bus for an on-time arrival will have to wait for the late bus that will leave the bussing area 30 minutes after the scheduled start time.

For Employees that have prearranged late arrivals, a bus will leave the parking lot at 11:30am. This is the only bus that will transport employees to the jobsite after the late bus in the morning.

Due to bussing coordination, employees will only be able to early out at 12:00 p.m., there will be a bus that will transport them to the parking lot at 12:30 p.m. This will be the only bus that will return to the parking lot prior to the end of shift bussing schedule. Employees that need to leave due to an emergency will be transported by site personnel to the parking lot.

You must provide written documentation to support your reasons for early outs, late arrivals and/or absenteeism in order for the occurrence to be classified as an excused absence. Employees with more than six (6) excused absences in a 60-day period will be subject to management review that may include disciplinary action up to and including termination.

Date: 08/09/2021

Employee Name: JASON GALVAN

Employee Signature:

Employee Identification Number (EIN): [redacted]5103

Badge Number: 4668

Witness:

EXHIBIT

191

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/06/2022 | Check Number: 99007552)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**12/27/2021**	**01/02/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	20.00	$510.00	$510.00
SHIFT 2/UPLIFT	1.0000	20.00	$20.00	$20.00
NONTAX PER DIEM			$450.00	$450.00
		TOTAL PAY	$980.00	$980.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$25.96	$25.96
FICA-HI	$6.07	$6.07

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$32.43
*BASIC MEDICAL **	$74.39	$74.39
HOSP INDEMNITY	$10.49	$10.49
ACCIDENT PLAN	$5.41	$5.41
*GROUP VISION **	$4.44	$4.44
*401(K) EMPLOYEE **	$31.80	$31.80
UNITED WAY 2020	$25.00	$25.00
CHECK ACCT 2-DD	$250.00	$250.00
NET PAY	$514.01	$514.01

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$35.78	

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/13/2022 | Check Number: 99008428)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/03/2022**	**01/09/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$1,530.00
TIME AND 1/2	38.2500	10.00	$382.50	$382.50
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$75.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$75.00
NONTAX PER DIEM			$525.00	$975.00
		TOTAL PAY	$1,982.50	$2,962.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.47	$109.43
FEDERAL W/H TAX M-02	$95.40	$95.40
FICA-HI	$19.52	$25.59

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$64.86
*BASIC MEDICAL **	$74.39	$148.78
HOSP INDEMNITY	$10.49	$20.98
ACCIDENT PLAN	$5.41	$10.82
*GROUP VISION **	$4.44	$8.88
*401(K) EMPLOYEE **	$87.45	$119.25
UNITED WAY 2022	$25.00	$50.00
CHECK ACCT 2-DD	$250.00	$500.00
NET PAY	$1,294.50	$1,808.51

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$23.85	$23.85

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/20/2022 | Check Number: 99008514)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/10/2022**	**01/16/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$2,550.00
TIME AND 1/2	38.2500	10.00	$382.50	$765.00
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$130.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$130.00
NONTAX PER DIEM			$525.00	$1,500.00
		TOTAL PAY	$1,982.50	$4,945.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.47	$192.90
FEDERAL W/H TAX M-02	$95.40	$190.80
FICA-HI	$19.52	$45.11

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$97.29
*BASIC MEDICAL **	$74.39	$223.17
HOSP INDEMNITY	$10.49	$31.47
ACCIDENT PLAN	$5.41	$16.23
*GROUP VISION **	$4.44	$13.32
*401(K) EMPLOYEE **	$87.45	$206.70
UNITED WAY 2022	$25.00	$75.00
CHECK ACCT 2-DD	$250.00	$750.00
NET PAY	$1,294.50	$3,103.01

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.59	$89.44

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/27/2022 | Check Number: 99008442)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/17/2022**	**01/23/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	36.00	$918.00	$3,468.00
TIME AND 1/2				$765.00
SHIFT 2/UPLIFT	1.0000	36.00	$36.00	$166.00
NONTAX PER DIEM			$525.00	$2,025.00
		TOTAL PAY	$1,479.00	$6,424.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$52.25	$245.15
FEDERAL W/H TAX M-02	$38.61	$229.41
FICA-HI	$12.22	$57.33

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$129.72
*BASIC MEDICAL **	$74.39	$297.56
HOSP INDEMNITY	$10.49	$41.96
ACCIDENT PLAN	$5.41	$21.64
*GROUP VISION **	$4.44	$17.76
*401(K) EMPLOYEE **	$57.24	$263.94
UNITED WAY 2022	$25.00	$100.00
CHECK ACCT 2-DD	$250.00	$1,000.00
NET PAY	$916.52	$4,019.53

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.59	$155.03

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/03/2022 | Check Number: 99008311)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/24/2022**	**01/30/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$4,488.00
TIME AND 1/2	38.2500	2.00	$76.50	$841.50
SHIFT 2/UPLIFT	1.5000	2.00	$3.00	$209.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$209.00
NONTAX PER DIEM			$525.00	$2,550.00
		TOTAL PAY	$1,664.50	$8,088.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$63.75	$308.90
FEDERAL W/H TAX M-02	$59.53	$288.94
FICA-HI	$14.91	$72.24

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$162.15
*BASIC MEDICAL **	$74.39	$371.95
HOSP INDEMNITY	$10.49	$52.45
ACCIDENT PLAN	$5.41	$27.05
*GROUP VISION **	$4.44	$22.20
*401(K) EMPLOYEE **	$68.37	$332.31
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$1,250.00
NET PAY	$1,080.78	$5,100.31

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$42.93	$197.96

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/10/2022 | Check Number: 99008208)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/31/2022**	**02/06/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$5,508.00
TIME AND 1/2	38.2500	20.00	$765.00	$1,606.50
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$279.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$279.00
NONTAX PER DIEM			$525.00	$3,075.00
		TOTAL PAY	$2,380.00	$10,468.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.11	$417.01
FEDERAL W/H TAX M-02	$140.24	$429.18
FICA-HI	$25.29	$97.53

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$194.58
*BASIC MEDICAL **	$74.39	$446.34
HOSP INDEMNITY	$10.49	$62.94
ACCIDENT PLAN	$5.41	$32.46
*GROUP VISION **	$4.44	$26.64
*401(K) EMPLOYEE **	$111.30	$443.61
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$1,500.00
NET PAY	$1,617.90	$6,718.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$51.28	$249.24

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/17/2022 | Check Number: 99008221)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/07/2022**	**02/13/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$6,528.00
TIME AND 1/2	38.2500	10.00	$382.50	$1,989.00
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$334.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$334.00
NONTAX PER DIEM			$525.00	$3,600.00
		TOTAL PAY	$1,982.50	$12,451.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.47	$500.48
FEDERAL W/H TAX M-02	$95.40	$524.58
FICA-HI	$19.52	$117.05

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$227.01
*BASIC MEDICAL **	$74.39	$520.73
HOSP INDEMNITY	$10.49	$73.43
ACCIDENT PLAN	$5.41	$37.87
*GROUP VISION **	$4.44	$31.08
*401(K) EMPLOYEE **	$87.45	$531.06
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$1,750.00
NET PAY	$1,319.50	$8,037.71

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.48	$332.72

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/24/2022 | Check Number: 99008246)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/14/2022**	**02/20/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$7,548.00
TIME AND 1/2	38.2500	20.00	$765.00	$2,754.00
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$404.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$404.00
NONTAX PER DIEM			$525.00	$4,125.00
		TOTAL PAY	$2,380.00	$14,831.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.11	$608.59
FEDERAL W/H TAX M-02	$140.24	$664.82
FICA-HI	$25.28	$142.33

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$259.44
*BASIC MEDICAL **	$74.39	$595.12
HOSP INDEMNITY	$10.49	$83.92
ACCIDENT PLAN	$5.41	$43.28
*GROUP VISION **	$4.44	$35.52
*401(K) EMPLOYEE **	$111.30	$642.36
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$2,000.00
NET PAY	$1,617.91	$9,655.62

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.59	$398.31

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 03/03/2022 | Check Number: 99008180)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/21/2022**	**02/27/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$8,568.00
TIME AND 1/2	38.2500	11.00	$420.75	$3,174.75
SHIFT 2/UPLIFT	1.5000	11.00	$16.50	$460.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$460.50
NONTAX PER DIEM			$525.00	$4,650.00
		TOTAL PAY	$2,022.25	$16,853.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$85.93	$694.52
FEDERAL W/H TAX M-02	$99.88	$764.70
FICA-HI	$20.10	$162.43

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$291.87
*BASIC MEDICAL **	$74.39	$669.51
HOSP INDEMNITY	$10.49	$94.41
ACCIDENT PLAN	$5.41	$48.69
*GROUP VISION **	$4.44	$39.96
*401(K) EMPLOYEE **	$89.84	$732.20
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$2,250.00
NET PAY	$1,349.34	$11,004.96

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.48	$481.79

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 03/10/2022 | Check Number: 99008227)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/28/2022**	**03/06/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$9,588.00
TIME AND 1/2	38.2500	21.00	$803.25	$3,978.00
SHIFT 2/UPLIFT	1.5000	21.00	$31.50	$532.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$532.00
NONTAX PER DIEM			$525.00	$5,175.00
		TOTAL PAY	$2,419.75	$19,273.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$110.57	$805.09
FEDERAL W/H TAX M-02	$144.72	$909.42
FICA-HI	$25.86	$188.29

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$324.30
*BASIC MEDICAL **	$74.39	$743.90
HOSP INDEMNITY	$10.49	$104.90
ACCIDENT PLAN	$5.41	$54.10
*GROUP VISION **	$4.44	$44.40
*401(K) EMPLOYEE **	$113.69	$845.89
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$2,500.00
NET PAY	$1,647.75	$12,652.71

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$67.38	$549.17

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 03/17/2022 | Check Number: 99007632)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/07/2022**	**03/13/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$10,608.00
TIME AND 1/2	38.2500	10.00	$382.50	$4,360.50
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$587.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$587.00
NONTAX PER DIEM			$525.00	$5,700.00
		TOTAL PAY	$1,982.50	$21,255.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.47	$888.56
FEDERAL W/H TAX M-02	$95.40	$1,004.82
FICA-HI	$19.52	$207.81

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$356.73
*BASIC MEDICAL **	$74.39	$818.29
HOSP INDEMNITY	$10.49	$115.39
ACCIDENT PLAN	$5.41	$59.51
*GROUP VISION **	$4.44	$48.84
*401(K) EMPLOYEE **	$87.45	$933.34
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$2,750.00
NET PAY	$1,319.50	$13,972.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$85.26	$634.43

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **103**	**115289**

Payment Details (Pay Date: 03/24/2022 | Check Number: 99007836)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/14/2022**	**03/20/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$11,628.00
TIME AND 1/2	38.2500	20.00	$765.00	$5,125.50
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$657.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$657.00
NONTAX PER DIEM			$525.00	$6,225.00
		TOTAL PAY	$2,380.00	$23,635.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.11	$996.67
FEDERAL W/H TAX M-02	$140.24	$1,145.06
FICA-HI	$25.28	$233.09

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$389.16
*BASIC MEDICAL **	$74.39	$892.68
HOSP INDEMNITY	$10.49	$125.88
ACCIDENT PLAN	$5.41	$64.92
*GROUP VISION **	$4.44	$53.28
*401(K) EMPLOYEE **	$111.30	$1,044.64
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$3,000.00
NET PAY	$1,617.91	$15,590.12

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.59	$700.02

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 03/31/2022 | Check Number: 99007674)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/21/2022**	**03/27/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$12,648.00
TIME AND 1/2				$5,125.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$697.00
NONTAX PER DIEM			$525.00	$6,750.00
		TOTAL PAY	$1,585.00	$25,220.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$58.83	$1,055.50
FEDERAL W/H TAX M-02	$50.56	$1,195.62
FICA-HI	$13.76	$246.85

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$421.59
*BASIC MEDICAL **	$74.39	$967.07
HOSP INDEMNITY	$10.49	$136.37
ACCIDENT PLAN	$5.41	$70.33
*GROUP VISION **	$4.44	$57.72
*401(K) EMPLOYEE **	$63.60	$1,108.24
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$3,250.00
NET PAY	$1,021.09	$16,611.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.48	$783.50

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/07/2022 | Check Number: 99007682)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/28/2022**	**04/03/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$13,668.00
TIME AND 1/2	38.2500	20.00	$765.00	$5,890.50
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$767.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$767.00
NONTAX PER DIEM			$525.00	$7,275.00
		TOTAL PAY	$2,380.00	$27,600.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.11	$1,163.61
FEDERAL W/H TAX M-02	$140.24	$1,335.86
FICA-HI	$25.28	$272.13

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$454.02
*BASIC MEDICAL **	$74.39	$1,041.46
HOSP INDEMNITY	$10.49	$146.86
ACCIDENT PLAN	$5.41	$75.74
*GROUP VISION **	$4.44	$62.16
*401(K) EMPLOYEE **	$111.30	$1,219.54
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$3,500.00
NET PAY	$1,617.91	$18,229.12

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$47.70	$831.20

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/14/2022 | Check Number: 99007698)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/04/2022**	**04/10/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$14,688.00
TIME AND 1/2	38.2500	20.00	$765.00	$6,655.50
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$837.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$837.00
NONTAX PER DIEM			$525.00	$7,800.00
		TOTAL PAY	$2,380.00	$29,980.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.11	$1,271.72
FEDERAL W/H TAX M-02	$140.24	$1,476.10
FICA-HI	$25.29	$297.42

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$486.45
*BASIC MEDICAL **	$74.39	$1,115.85
HOSP INDEMNITY	$10.49	$157.35
ACCIDENT PLAN	$5.41	$81.15
*GROUP VISION **	$4.44	$66.60
*401(K) EMPLOYEE **	$111.30	$1,330.84
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$3,750.00
NET PAY	$1,617.90	$19,847.02

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.48	$914.68

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/21/2022 | Check Number: 99007563)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/11/2022**	**04/17/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	38.50	$981.75	$15,669.75
TIME AND 1/2				$6,655.50
SHIFT 2/UPLIFT	1.0000	38.50	$38.50	$875.50
NONTAX PER DIEM			$450.00	$8,250.00
		TOTAL PAY	$1,470.25	$31,450.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$56.36	$1,328.08
FEDERAL W/H TAX M-02	$46.08	$1,522.18
FICA-HI	$13.18	$310.60

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$518.88
*BASIC MEDICAL **	$74.39	$1,190.24
HOSP INDEMNITY	$10.49	$167.84
ACCIDENT PLAN	$5.41	$86.56
*GROUP VISION **	$4.44	$71.04
*401(K) EMPLOYEE **	$61.22	$1,392.06
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$4,000.00
NET PAY	$916.25	$20,763.27

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.48	$998.16

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/28/2022 | Check Number: 99007465)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/18/2022**	**04/24/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$16,689.75
TIME AND 1/2	38.2500	28.00	$1,071.00	$7,726.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$957.50
SHIFT 2/UPLIFT	1.5000	28.00	$42.00	$957.50
NONTAX PER DIEM			$525.00	$8,775.00
		TOTAL PAY	$2,698.00	$34,148.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.82	$1,455.90
FEDERAL W/H TAX M-02	$176.11	$1,698.29
FICA-HI	$29.89	$340.49

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$551.31
*BASIC MEDICAL **	$74.39	$1,264.63
HOSP INDEMNITY	$10.49	$178.33
ACCIDENT PLAN	$5.41	$91.97
*GROUP VISION **	$4.44	$75.48
*401(K) EMPLOYEE **	$130.38	$1,522.44
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$4,250.00
NET PAY	$1,856.64	$22,619.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$45.91	$1,044.07

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 05/05/2022 | Check Number: 99007348)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/25/2022**	**05/01/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$17,709.75
TIME AND 1/2	38.2500	1.00	$38.25	$7,764.75
SHIFT 2/UPLIFT	1.5000	1.00	$1.50	$999.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$999.00
NONTAX PER DIEM			$450.00	$9,225.00
		TOTAL PAY	$1,549.75	$35,698.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$61.29	$1,517.19
FEDERAL W/H TAX M-02	$55.05	$1,753.34
FICA-HI	$14.34	$354.83

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$583.74
*BASIC MEDICAL **	$74.39	$1,339.02
HOSP INDEMNITY	$10.49	$188.82
ACCIDENT PLAN	$5.41	$97.38
*GROUP VISION **	$4.44	$79.92
*401(K) EMPLOYEE **	$65.99	$1,588.43
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$4,500.00
NET PAY	$975.92	$23,595.83

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$97.79	$1,141.86

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/12/2022 | Check Number: 99007210)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/02/2022**	**05/08/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$18,809.75
TIME AND 1/2	41.2500	12.50	$515.63	$8,280.38
SHIFT 2/UPLIFT	1.5000	12.50	$18.75	$1,057.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,057.75
NONTAX PER DIEM			$525.00	$9,750.00
		TOTAL PAY	$2,199.38	$37,897.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.91	$1,614.10
FEDERAL W/H TAX M-02	$119.87	$1,873.21
FICA-HI	$22.66	$377.49

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$616.17
*BASIC MEDICAL **	$74.39	$1,413.41
HOSP INDEMNITY	$10.49	$199.31
ACCIDENT PLAN	$5.41	$102.79
*GROUP VISION **	$4.44	$84.36
*401(K) EMPLOYEE **	$100.46	$1,688.89
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$4,750.00
NET PAY	$1,482.32	$25,078.15

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$49.49	$1,191.35

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/19/2022 | Check Number: 99007088)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/09/2022**	**05/15/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$19,909.75
TIME AND 1/2	41.2500	10.00	$412.50	$8,692.88
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$1,112.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,112.75
NONTAX PER DIEM			$525.00	$10,275.00
		TOTAL PAY	$2,092.50	$39,990.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.29	$1,704.39
FEDERAL W/H TAX M-02	$107.81	$1,981.02
FICA-HI	$21.12	$398.61

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$648.60
*BASIC MEDICAL **	$74.39	$1,487.80
HOSP INDEMNITY	$10.49	$209.80
ACCIDENT PLAN	$5.41	$108.20
*GROUP VISION **	$4.44	$88.80
*401(K) EMPLOYEE **	$94.05	$1,782.94
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$5,000.00
NET PAY	$1,402.07	$26,480.22

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.35	$1,266.70

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/26/2022 | Check Number: 99007001)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/16/2022**	**05/22/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$21,009.75
TIME AND 1/2	41.2500	4.00	$165.00	$8,857.88
SHIFT 2/UPLIFT				$1,112.75
NONTAX PER DIEM			$525.00	$10,800.00
		TOTAL PAY	$1,790.00	$41,780.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.53	$1,775.92
FEDERAL W/H TAX M-02	$73.69	$2,054.71
FICA-HI	$16.73	$415.34

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$681.03
*BASIC MEDICAL **	$74.39	$1,562.19
HOSP INDEMNITY	$10.49	$220.29
ACCIDENT PLAN	$5.41	$113.61
*GROUP VISION **	$4.44	$93.24
*401(K) EMPLOYEE **	$75.90	$1,858.84
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$5,250.00
NET PAY	$1,174.99	$27,655.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$70.54	$1,337.24

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/02/2022 | Check Number: 99006789)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/23/2022**	**05/29/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$22,109.75
TIME AND 1/2	41.2500	14.00	$577.50	$9,435.38
SHIFT 2/UPLIFT	1.5000	14.00	$21.00	$1,173.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,173.75
NONTAX PER DIEM			$525.00	$11,325.00
		TOTAL PAY	$2,263.50	$44,043.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.89	$1,876.81
FEDERAL W/H TAX M-02	$127.10	$2,181.81
FICA-HI	$23.59	$438.93

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$713.46
*BASIC MEDICAL **	$74.39	$1,636.58
HOSP INDEMNITY	$10.49	$230.78
ACCIDENT PLAN	$5.41	$119.02
*GROUP VISION **	$4.44	$97.68
*401(K) EMPLOYEE **	$104.31	$1,963.15
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$5,500.00
NET PAY	$1,530.45	$29,185.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.93	$1,394.17

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/09/2022 | Check Number: 99006623)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/30/2022**	**06/05/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$23,209.75
TIME AND 1/2	41.2500	4.00	$165.00	$9,600.38
SHIFT 2/UPLIFT	1.5000	4.00	$6.00	$1,219.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,219.75
NONTAX PER DIEM			$450.00	$11,775.00
		TOTAL PAY	$1,761.00	$45,804.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.39	$1,951.20
FEDERAL W/H TAX M-02	$78.88	$2,260.69
FICA-HI	$17.40	$456.33

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$745.89
*BASIC MEDICAL **	$74.39	$1,710.97
HOSP INDEMNITY	$10.49	$241.27
ACCIDENT PLAN	$5.41	$124.43
*GROUP VISION **	$4.44	$102.12
*401(K) EMPLOYEE **	$78.66	$2,041.81
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$5,750.00
NET PAY	$1,134.51	$30,320.17

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$78.23	$1,472.40

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 06/16/2022 | Check Number: 99006756)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/06/2022**	**06/12/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$24,309.75
TIME AND 1/2	41.2500	3.00	$123.75	$9,724.13
SHIFT 2/UPLIFT	1.5000	3.00	$4.50	$1,264.25
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,264.25
NONTAX PER DIEM			$450.00	$12,225.00
		TOTAL PAY	$1,718.25	$47,523.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.73	$2,022.93
FEDERAL W/H TAX M-02	$71.96	$2,332.65
FICA-HI	$16.77	$473.10

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$778.32
*BASIC MEDICAL **	$74.39	$1,785.36
HOSP INDEMNITY	$10.49	$251.76
ACCIDENT PLAN	$5.41	$129.84
*GROUP VISION **	$4.44	$106.56
*401(K) EMPLOYEE **	$76.10	$2,117.91
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$6,000.00
NET PAY	$1,104.53	$31,424.70

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.00	$1,531.40

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/23/2022 | Check Number: 99006420)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/13/2022**	**06/19/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$25,609.75
TIME AND 1/2	48.7500	21.00	$1,023.75	$10,747.88
SHIFT 2/UPLIFT	1.5000	21.00	$31.50	$1,335.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,335.75
NONTAX PER DIEM			$525.00	$12,750.00
		TOTAL PAY	$2,920.25	$50,443.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$141.61	$2,164.54
FEDERAL W/H TAX M-02	$210.90	$2,543.55
FICA-HI	$33.12	$506.22

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$810.75
*BASIC MEDICAL **	$74.39	$1,859.75
HOSP INDEMNITY	$10.49	$262.25
ACCIDENT PLAN	$5.41	$135.25
*GROUP VISION **	$4.44	$111.00
*401(K) EMPLOYEE **	$143.72	$2,261.63
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$6,250.00
NET PAY	$2,013.74	$33,438.44

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.07	$1,588.47

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/30/2022 | Check Number: 99006282)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/20/2022**	**06/26/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$26,909.75
TIME AND 1/2	48.7500	10.00	$487.50	$11,235.38
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$1,390.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,390.75
NONTAX PER DIEM			$525.00	$13,275.00
		TOTAL PAY	$2,367.50	$52,810.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$107.33	$2,271.87
FEDERAL W/H TAX M-02	$136.73	$2,680.28
FICA-HI	$25.11	$531.33

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$32.43	$843.18
*BASIC MEDICAL **	$74.39	$1,934.14
HOSP INDEMNITY	$10.49	$272.74
ACCIDENT PLAN	$5.41	$140.66
*GROUP VISION **	$4.44	$115.44
*401(K) EMPLOYEE **	$110.55	$2,372.18
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$6,500.00
NET PAY	$1,610.62	$35,049.06

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$107.79	$1,696.26

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **5103**	**115289**

Payment Details (Pay Date: 07/07/2022 | Check Number: 99006126)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/27/2022**	**07/03/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	32.50	$1,056.25	$27,966.00
TIME AND 1/2				$11,235.38
SHIFT 2/UPLIFT	1.0000	32.50	$32.50	$1,423.25
TAXABLE GTL			$0.14	$0.14
NONTAX PER DIEM			$525.00	$13,800.00
		TOTAL PAY	$1,613.89	$54,424.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.05	$2,335.92
FEDERAL W/H TAX M-02	$58.37	$2,738.65
FICA-HI	$14.97	$546.30

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.14	$0.14
*ENHANCED DENTAL **	$26.74	$869.92
*BASIC MEDICAL **	$24.69	$1,958.83
HOSP INDEMNITY	$10.49	$283.23
ACCIDENT PLAN	$5.41	$146.07
*GROUP VISION **	$4.44	$119.88
*401(K) EMPLOYEE **	$65.33	$2,437.51
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$6,750.00
NET PAY	$1,089.26	$36,138.32

Memos:

Description	Current Amount	YTDAmount
BASIC MEDCAL CO	$49.70	$49.70
Dental - Enhanced Plan - Company Contribution	$5.69	$5.69

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

401K COMPANY MATCH - PRIOR PAY PERIOD	$82.91	$1,779.17

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **5103**	**115289**

Payment Details (Pay Date: 07/14/2022 | Check Number: 99005933)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/04/2022**	**07/10/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$29,266.00
TIME AND 1/2	48.7500	10.00	$487.50	$11,722.88
SHIFT 2/UPLIFT	1.5000	10.00	$15.00	$1,478.25
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,478.25
TAXABLE GTL			$0.14	$0.28
NONTAX PER DIEM			$450.00	$14,250.00
		TOTAL PAY	$2,292.64	$56,717.41

Taxes:

Description	Current	Year To Date
FICA-OASDI	$110.78	$2,446.70
FEDERAL W/H TAX M-02	$141.18	$2,879.83
FICA-HI	$25.91	$572.21

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.14	$0.28
*ENHANCED DENTAL **	$26.74	$896.66
*BASIC MEDICAL **	$24.69	$1,983.52
HOSP INDEMNITY	$10.49	$293.72
ACCIDENT PLAN	$5.41	$151.48
*GROUP VISION **	$4.44	$124.32
*401(K) EMPLOYEE **	$128.98	$2,566.49
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$7,000.00
NET PAY	$1,563.88	$37,702.20

Memos:

Description	Current Amount	YTDAmount
BASIC MEDCAL CO	$49.70	$99.40
Dental - Enhanced Plan - Company Contribution	$5.69	$11.38

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

401K COMPANY MATCH - PRIOR PAY PERIOD	$48.99	$1,828.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.16
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 07/21/2022 | Check Number: 99005897)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/11/2022**	**07/17/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$30,566.00
TIME AND 1/2	48.7500	19.50	$950.63	$12,673.51
SHIFT 2/UPLIFT	1.5000	19.50	$29.25	$1,547.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,547.50
TAXABLE GTL			$0.14	$0.42
NONTAX PER DIEM			$525.00	$14,775.00
		TOTAL PAY	$2,845.02	$59,562.43

Taxes:

Description	Current	Year To Date
FICA-OASDI	$140.38	$2,587.08
FEDERAL W/H TAX M-02	$202.43	$3,082.26
FICA-HI	$32.83	$605.04

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.14	$0.42
*ENHANCED DENTAL **	$26.74	$923.40
*BASIC MEDICAL **	$24.69	$2,008.21
HOSP INDEMNITY	$10.49	$304.21
ACCIDENT PLAN	$5.41	$156.89
*GROUP VISION **	$4.44	$128.76
*401(K) EMPLOYEE **	$162.39	$2,728.88
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$7,250.00
NET PAY	$1,985.08	$39,687.28

Memos:

Description	Current Amount	YTDAmount
BASIC MEDCAL CO	$49.70	$149.10
Dental - Enhanced Plan - Company Contribution	$5.69	$17.07

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401K COMPANY MATCH - PRIOR PAY PERIOD	$82.91	$1,911.07

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **5103**	**115289**

Payment Details (Pay Date: 07/28/2022 | Check Number: 99005821)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/18/2022**	**07/24/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	34.00	$1,105.00	$31,671.00
TIME AND 1/2				$12,673.51
SHIFT 2/UPLIFT	1.0000	34.00	$34.00	$1,581.50
TAXABLE GTL			$0.14	$0.56
NONTAX PER DIEM			$450.00	$15,225.00
		TOTAL PAY	$1,589.14	$61,151.57

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.16	$2,654.24
FEDERAL W/H TAX M-02	$62.67	$3,144.93
FICA-HI	$15.71	$620.75

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.14	$0.56
*ENHANCED DENTAL **	$26.74	$950.14
*BASIC MEDICAL **	$24.69	$2,032.90
HOSP INDEMNITY	$10.49	$314.70
ACCIDENT PLAN	$5.41	$162.30
*GROUP VISION **	$4.44	$133.20
*401(K) EMPLOYEE **	$79.73	$2,808.61
UNITED WAY 2022		$100.00
CHECK ACCT 2-DD	$250.00	$7,500.00
NET PAY	$1,041.96	$40,729.24

Memos:

Description	Current Amount	YTDAmount
BASIC MEDCAL CO	$49.70	$198.80
Dental - Enhanced Plan - Company Contribution	$5.69	$22.76

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401K COMPANY MATCH - PRIOR PAY PERIOD	$104.39	$2,015.46

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

EXHIBIT

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ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008097)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/27/2023**	**04/02/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	11.00	$280.50	$280.50
NONTAX PER DIEM			$225.00	$225.00
		TOTAL PAY	$505.50	$505.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$17.39	$17.39
FICA-HI	$4.07	$4.07

Deductions:

Description	Current	Year To Date
NET PAY	$484.04	$484.04

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/13/2023 | Check Number: 99007970)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/03/2023**	**04/09/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	33.00	$841.50	$1,122.00
BUSTRANNOTWORKD	25.5000	2.00	$51.00	$51.00
NONTAX PER DIEM			$450.00	$675.00
		TOTAL PAY	$1,342.50	$1,848.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$55.34	$72.73
FICA-HI	$12.94	$17.01

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD	$725.00	$725.00
NET PAY	$549.22	$1,033.26

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99007913)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/10/2023**	**04/16/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$2,142.00
TIME AND 1/2	38.2500	10.00	$382.50	$382.50
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$114.75
NONTAX PER DIEM			$525.00	$1,200.00
		TOTAL PAY	$1,991.25	$3,839.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.90	$163.63
FEDERAL W/H TAX M-02	$26.64	$26.64
FICA-HI	$21.26	$38.27

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD	$725.00	$1,450.00
NET PAY	$1,127.45	$2,160.71

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99007861)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/17/2023**	**04/23/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$3,162.00
TIME AND 1/2	38.2500	8.00	$306.00	$688.50
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$178.50
NONTAX PER DIEM			$525.00	$1,725.00
		TOTAL PAY	$1,914.75	$5,754.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.17	$249.80
FEDERAL W/H TAX M-02	$17.46	$44.10
FICA-HI	$20.15	$58.42

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM	$2.61	$2.61
CHECK ACCT 2-DD	$725.00	$2,175.00
NET PAY	$1,063.36	$3,224.07

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99007810)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/24/2023**	**04/30/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$4,182.00
TIME AND 1/2	38.2500	10.00	$382.50	$1,071.00
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$242.25
NONTAX PER DIEM			$525.00	$2,250.00
		TOTAL PAY	$1,991.25	$7,745.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.91	$340.71
FEDERAL W/H TAX M-02	$26.64	$70.74
FICA-HI	$21.26	$79.68

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$2,900.00
NET PAY	$1,127.44	$4,351.51

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **103**	**115289**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99007781)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/01/2023**	**05/07/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$5,202.00
TIME AND 1/2	38.2500	10.00	$382.50	$1,453.50
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$306.00
NONTAX PER DIEM			$525.00	$2,775.00
		TOTAL PAY	$1,991.25	$9,736.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.90	$431.61
FEDERAL W/H TAX M-02	$26.64	$97.38
FICA-HI	$21.26	$100.94

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$3,625.00
NET PAY	$1,127.45	$5,478.96

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99007578)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/08/2023**	**05/14/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	38.50	$981.75	$6,183.75
TIME AND 1/2				$1,453.50
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$369.75
NONTAX PER DIEM			$525.00	$3,300.00
		TOTAL PAY	$1,570.50	$11,307.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.82	$496.43
FEDERAL W/H TAX M-02	$0.00	$97.38
FICA-HI	$15.16	$116.10

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$4,350.00
NET PAY	$765.52	$6,244.48

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99007546)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/15/2023**	**05/21/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$7,203.75
TIME AND 1/2	38.2500	28.00	$1,071.00	$2,524.50
BUSTRANNOTWORKD	25.5000	3.50	$89.25	$459.00
NONTAX PER DIEM			$525.00	$3,825.00
		TOTAL PAY	$2,705.25	$14,012.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$135.18	$631.61
FEDERAL W/H TAX M-02	$112.32	$209.70
FICA-HI	$31.62	$147.72

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$5,075.00
NET PAY	$1,701.13	$7,945.61

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/01/2023 | Check Number: 99007601)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/22/2023**	**05/28/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$8,223.75
TIME AND 1/2				$2,524.50
BUSTRANNOTWORKD	25.5000	2.00	$51.00	$510.00
NONTAX PER DIEM			$450.00	$4,275.00
		TOTAL PAY	$1,521.00	$15,533.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.40	$698.01
FEDERAL W/H TAX M-02	$0.00	$209.70
FICA-HI	$15.52	$163.24

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$5,800.00
NET PAY	$714.08	$8,659.69

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007186)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/29/2023**	**06/04/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$9,243.75
TIME AND 1/2	38.2500	12.00	$459.00	$2,983.50
BUSTRANNOTWORKD	25.5000	3.00	$76.50	$586.50
NONTAX PER DIEM			$525.00	$4,800.00
		TOTAL PAY	$2,080.50	$17,613.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.44	$794.45
FEDERAL W/H TAX M-02	$37.35	$247.05
FICA-HI	$22.56	$185.80

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$6,525.00
NET PAY	$1,199.15	$9,858.84

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007255)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/05/2023**	**06/11/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$10,263.75
TIME AND 1/2	38.2500	8.00	$306.00	$3,289.50
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$650.25
NONTAX PER DIEM			$450.00	$5,250.00
		TOTAL PAY	$1,839.75	$19,453.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.58	$863.03
FEDERAL W/H TAX M-02	$0.00	$247.05
FICA-HI	$16.04	$201.84

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$266.56
*TRADITION DENT **	$14.03	$14.03
*GROUP VISION **	$3.00	$3.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$7,250.00
NET PAY	$746.54	$10,605.38

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007267)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/12/2023**	**06/18/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$11,283.75
TIME AND 1/2				$3,289.50
BUSTRANNOTWORKD	25.5000	2.00	$51.00	$701.25
NONTAX PER DIEM			$525.00	$5,775.00
		TOTAL PAY	$1,596.00	$21,049.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$31.24	$894.27
FEDERAL W/H TAX M-02	$0.00	$247.05
FICA-HI	$7.30	$209.14

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$533.12	$799.68
*TRADITION DENT **	$28.06	$42.09
*GROUP VISION **	$6.00	$9.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD		$7,250.00
NET PAY	$990.28	$11,595.66

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007307)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**06/26/2023**	**07/02/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$13,323.75
TIME AND 1/2	38.2500	10.00	$382.50	$4,570.88
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$854.25
NONTAX PER DIEM			$525.00	$6,825.00
		TOTAL PAY	$1,991.25	$25,573.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.33	$1,074.52
FEDERAL W/H TAX M-02	$0.00	$304.69
FICA-HI	$17.15	$251.30

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$1,332.80
*TRADITION DENT **	$14.03	$70.15
*GROUP VISION **	$3.00	$15.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$8,700.00
NET PAY	$892.18	$13,822.81

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007145)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/03/2023**	**07/09/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$14,343.75
TIME AND 1/2	38.2500	8.00	$306.00	$4,876.88
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$918.00
NONTAX PER DIEM			$450.00	$7,275.00
		TOTAL PAY	$1,839.75	$27,413.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.58	$1,143.10
FEDERAL W/H TAX M-02	$0.00	$304.69
FICA-HI	$16.04	$267.34

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$1,599.36
*TRADITION DENT **	$14.03	$84.18
*GROUP VISION **	$3.00	$18.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$9,425.00
NET PAY	$746.54	$14,569.35

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 07/20/2023 | Check Number: 99007350)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/10/2023**	**07/16/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$15,363.75
TIME AND 1/2	38.2500	18.00	$688.50	$5,565.38
BUSTRANNOTWORKD	25.5000	3.00	$76.50	$994.50
NONTAX PER DIEM			$525.00	$7,800.00
		TOTAL PAY	$2,310.00	$29,723.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$93.09	$1,236.19
FEDERAL W/H TAX M-02	$30.86	$335.55
FICA-HI	$21.77	$289.11

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$1,865.92
*TRADITION DENT **	$14.03	$98.21
*GROUP VISION **	$3.00	$21.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$10,150.00
NET PAY	$1,155.69	$15,725.04

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 07/27/2023 | Check Number: 99007389)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/17/2023**	**07/23/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$16,383.75
TIME AND 1/2				$5,565.38
BUSTRANNOTWORKD	25.5000	2.00	$51.00	$1,045.50
NONTAX PER DIEM			$525.00	$8,325.00
		TOTAL PAY	$1,596.00	$31,319.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$48.82	$1,285.01
FEDERAL W/H TAX M-02	$0.00	$335.55
FICA-HI	$11.42	$300.53

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$2,132.48
*TRADITION DENT **	$14.03	$112.24
*GROUP VISION **	$3.00	$24.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$10,875.00
NET PAY	$527.17	$16,252.21

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **103**	**115289**

Payment Details (Pay Date: 08/03/2023 | Check Number: 99007454)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/24/2023**	**07/30/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$17,403.75
TIME AND 1/2	38.2500	28.00	$1,071.00	$6,636.38
BUSTRANNOTWORKD	25.5000	3.50	$89.25	$1,134.75
NONTAX PER DIEM			$525.00	$8,850.00
		TOTAL PAY	$2,705.25	$34,024.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$117.59	$1,402.60
FEDERAL W/H TAX M-02	$78.29	$413.84
FICA-HI	$27.50	$328.03

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$2,399.04
*TRADITION DENT **	$14.03	$126.27
*GROUP VISION **	$3.00	$27.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$11,600.00
NET PAY	$1,473.28	$17,725.49

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99007452)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**07/31/2023**	**08/06/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$18,423.75
TIME AND 1/2	38.2500	20.00	$765.00	$7,401.38
BUSTRANNOTWORKD	25.5000	3.00	$76.50	$1,211.25
NONTAX PER DIEM			$525.00	$9,375.00
		TOTAL PAY	$2,386.50	$36,411.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$97.83	$1,500.43
FEDERAL W/H TAX M-02	$40.04	$453.88
FICA-HI	$22.88	$350.91

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$2,665.60
*TRADITION DENT **	$14.03	$140.30
*GROUP VISION **	$3.00	$30.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$12,325.00
NET PAY	$1,217.16	$18,942.65

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99007765)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**08/07/2023**	**08/13/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$19,443.75
TIME AND 1/2	38.2500	10.00	$382.50	$7,783.88
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$1,275.00
NONTAX PER DIEM			$450.00	$9,825.00
		TOTAL PAY	$1,916.25	$38,327.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.32	$1,573.75
FEDERAL W/H TAX M-02	$0.00	$453.88
FICA-HI	$17.15	$368.06

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$2,932.16
*TRADITION DENT **	$14.03	$154.33
*GROUP VISION **	$3.00	$33.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$13,050.00
NET PAY	$817.19	$19,759.84

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99007514)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**08/14/2023**	**08/20/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$20,463.75
TIME AND 1/2	38.2500	19.00	$726.75	$8,510.63
BUSTRANNOTWORKD	25.5000	3.00	$76.50	$1,351.50
NONTAX PER DIEM			$525.00	$10,350.00
		TOTAL PAY	$2,348.25	$40,675.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.46	$1,669.21
FEDERAL W/H TAX M-02	$35.45	$489.33
FICA-HI	$22.32	$390.38

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$3,198.72
*TRADITION DENT **	$14.03	$168.36
*GROUP VISION **	$3.00	$36.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$13,775.00
NET PAY	$1,186.43	$20,946.27

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99007511)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**08/21/2023**	**08/27/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$21,483.75
TIME AND 1/2	38.2500	23.00	$879.75	$9,390.38
BUSTRANNOTWORKD	25.5000	3.00	$76.50	$1,428.00
NONTAX PER DIEM			$525.00	$10,875.00
		TOTAL PAY	$2,501.25	$43,177.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.95	$1,774.16
FEDERAL W/H TAX M-02	$53.81	$543.14
FICA-HI	$24.54	$414.92

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$3,465.28
*TRADITION DENT **	$14.03	$182.39
*GROUP VISION **	$3.00	$39.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$14,500.00
NET PAY	$1,309.36	$22,255.63

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 09/07/2023 | Check Number: 99007520)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**08/28/2023**	**09/03/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.5000	40.00	$1,020.00	$22,503.75
TIME AND 1/2	38.2500	10.00	$382.50	$9,772.88
BUSTRANNOTWORKD	25.5000	2.50	$63.75	$1,491.75
NONTAX PER DIEM			$525.00	$11,400.00
		TOTAL PAY	$1,991.25	$45,168.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.32	$1,847.48
FEDERAL W/H TAX M-02	$0.00	$543.14
FICA-HI	$17.15	$432.07

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$3,731.84
*TRADITION DENT **	$14.03	$196.42
*GROUP VISION **	$3.00	$42.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$15,225.00
NET PAY	$892.19	$23,147.82

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 09/14/2023 | Check Number: 99007477)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**09/04/2023**	**09/10/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	31.00	$852.50	$23,356.25
TIME AND 1/2				$9,772.88
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$1,533.00
NONTAX PER DIEM			$375.00	$11,775.00
		TOTAL PAY	$1,268.75	$46,437.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$37.83	$1,885.31
FEDERAL W/H TAX M-02	$0.00	$543.14
FICA-HI	$8.85	$440.92

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$3,998.40
*TRADITION DENT **	$14.03	$210.45
*GROUP VISION **	$3.00	$45.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD		$15,225.00
NET PAY	$938.48	$24,086.30

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 09/21/2023 | Check Number: 99007501)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**09/11/2023**	**09/17/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$24,456.25
TIME AND 1/2	41.2500	14.50	$598.13	$10,371.01
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$1,615.50
NONTAX PER DIEM			$525.00	$12,300.00
		TOTAL PAY	$2,305.63	$48,742.76

Taxes:

Description	Current	Year To Date
FICA-OASDI	$92.82	$1,978.13
FEDERAL W/H TAX M-02	$30.34	$573.48
FICA-HI	$21.71	$462.63

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$4,264.96
*TRADITION DENT **	$14.03	$224.48
*GROUP VISION **	$3.00	$48.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$15,950.00
NET PAY	$1,152.17	$25,238.47

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **103**	**115289**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99007467)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**09/18/2023**	**09/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$25,556.25
TIME AND 1/2	41.2500	12.50	$515.63	$10,886.64
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$1,698.00
NONTAX PER DIEM			$525.00	$12,825.00
		TOTAL PAY	$2,223.13	$50,965.89

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.70	$2,065.83
FEDERAL W/H TAX M-02	$20.44	$593.92
FICA-HI	$20.51	$483.14

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$4,531.52
*TRADITION DENT **	$14.03	$238.51
*GROUP VISION **	$3.00	$51.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$16,675.00
NET PAY	$1,085.89	$26,324.36

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99007397)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**09/25/2023**	**10/01/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$26,656.25
TIME AND 1/2	41.2500	18.00	$742.50	$11,629.14
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$1,780.50
NONTAX PER DIEM			$525.00	$13,350.00
		TOTAL PAY	$2,450.00	$53,415.89

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.77	$2,167.60
FEDERAL W/H TAX M-02	$47.66	$641.58
FICA-HI	$23.80	$506.94

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$4,798.08
*TRADITION DENT **	$14.03	$252.54
*GROUP VISION **	$3.00	$54.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$17,400.00
NET PAY	$1,268.18	$27,592.54

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 10/12/2023 | Check Number: 99007381)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**10/02/2023**	**10/08/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$27,756.25
TIME AND 1/2	41.2500	12.50	$515.63	$12,144.77
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$1,863.00
NONTAX PER DIEM			$525.00	$13,875.00
		TOTAL PAY	$2,223.13	$55,639.02

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.70	$2,255.30
FEDERAL W/H TAX M-02	$20.44	$662.02
FICA-HI	$20.51	$527.45

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$5,064.64
*TRADITION DENT **	$14.03	$266.57
*GROUP VISION **	$3.00	$57.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$18,125.00
NET PAY	$1,085.89	$28,678.43

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99007425)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**10/09/2023**	**10/15/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$28,856.25
TIME AND 1/2	41.2500	2.00	$82.50	$12,227.27
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$1,931.75
NONTAX PER DIEM			$450.00	$14,325.00
		TOTAL PAY	$1,701.25	$57,340.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$60.00	$2,315.30
FEDERAL W/H TAX M-02	$0.00	$662.02
FICA-HI	$14.03	$541.48

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$5,331.20
*TRADITION DENT **	$14.03	$280.60
*GROUP VISION **	$3.00	$60.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$18,850.00
NET PAY	$618.63	$29,297.06

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99007603)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**10/16/2023**	**10/22/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$29,956.25
TIME AND 1/2	41.2500	18.00	$742.50	$12,969.77
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$2,014.25
NONTAX PER DIEM			$525.00	$14,850.00
		TOTAL PAY	$2,450.00	$59,790.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.76	$2,417.06
FEDERAL W/H TAX M-02	$47.66	$709.68
FICA-HI	$23.80	$565.28

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$5,597.76
*TRADITION DENT **	$14.03	$294.63
*GROUP VISION **	$3.00	$63.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$19,575.00
NET PAY	$1,268.19	$30,565.25

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 11/02/2023 | Check Number: 99007719)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**10/23/2023**	**10/29/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$31,056.25
TIME AND 1/2	41.2500	18.00	$742.50	$13,712.27
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$2,096.75
NONTAX PER DIEM			$525.00	$15,375.00
		TOTAL PAY	$2,450.00	$62,240.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.77	$2,518.83
FEDERAL W/H TAX M-02	$47.66	$757.34
FICA-HI	$23.80	$589.08

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$5,864.32
*TRADITION DENT **	$14.03	$308.66
*GROUP VISION **	$3.00	$66.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$20,300.00
NET PAY	$1,268.18	$31,833.43

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 11/09/2023 | Check Number: 99007709)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**10/30/2023**	**11/05/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$32,156.25
TIME AND 1/2	41.2500	10.00	$412.50	$14,124.77
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$2,179.25
NONTAX PER DIEM			$525.00	$15,900.00
		TOTAL PAY	$2,120.00	$64,360.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$81.31	$2,600.14
FEDERAL W/H TAX M-02	$8.06	$765.40
FICA-HI	$19.02	$608.10

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$6,130.88
*TRADITION DENT **	$14.03	$322.69
*GROUP VISION **	$3.00	$69.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$21,025.00
NET PAY	$1,003.02	$32,836.45

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99007747)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**11/06/2023**	**11/12/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$33,256.25
TIME AND 1/2	41.2500	5.50	$226.88	$14,351.65
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$2,248.00
NONTAX PER DIEM			$525.00	$16,425.00
		TOTAL PAY	$1,920.63	$66,280.90

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.94	$2,669.08
FEDERAL W/H TAX M-02	$0.00	$765.40
FICA-HI	$16.12	$624.22

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$6,397.44
*TRADITION DENT **	$14.03	$336.72
*GROUP VISION **	$3.00	$72.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$21,750.00
NET PAY	$826.98	$33,663.43

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99007751)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**11/13/2023**	**11/19/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$34,356.25
TIME AND 1/2	41.2500	8.00	$330.00	$14,681.65
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$2,330.50
NONTAX PER DIEM			$525.00	$16,950.00
		TOTAL PAY	$2,037.50	$68,318.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$76.20	$2,745.28
FEDERAL W/H TAX M-02	$0.00	$765.40
FICA-HI	$17.82	$642.04

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$6,664.00
*TRADITION DENT **	$14.03	$350.75
*GROUP VISION **	$3.00	$75.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$22,475.00
NET PAY	$934.89	$34,598.32

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99007561)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**11/20/2023**	**11/26/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	20.00	$550.00	$34,906.25
TIME AND 1/2				$14,681.65
BUSTRANNOTWORKD	27.5000	1.00	$27.50	$2,358.00
NONTAX PER DIEM			$375.00	$17,325.00
		TOTAL PAY	$952.50	$69,270.90

Taxes:

Description	Current	Year To Date
FICA-OASDI	$18.22	$2,763.50
FEDERAL W/H TAX M-02	$0.00	$765.40
FICA-HI	$4.26	$646.30

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$6,930.56
*TRADITION DENT **	$14.03	$364.78
*GROUP VISION **	$3.00	$78.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD		$22,475.00
NET PAY	$646.43	$35,244.75

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99007700)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**11/27/2023**	**12/03/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$36,006.25
TIME AND 1/2	41.2500	7.50	$309.38	$14,991.03
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$2,426.75
NONTAX PER DIEM			$525.00	$17,850.00
		TOTAL PAY	$2,003.13	$71,274.03

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.06	$2,837.56
FEDERAL W/H TAX M-02	$0.00	$765.40
FICA-HI	$17.32	$663.62

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$7,197.12
*TRADITION DENT **	$14.03	$378.81
*GROUP VISION **	$3.00	$81.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$23,200.00
NET PAY	$903.16	$36,147.91

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99007747)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**12/04/2023**	**12/10/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$37,106.25
TIME AND 1/2	41.2500	10.00	$412.50	$15,403.53
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$2,495.50
NONTAX PER DIEM			$525.00	$18,375.00
		TOTAL PAY	$2,106.25	$73,380.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.46	$2,918.02
FEDERAL W/H TAX M-02	$6.41	$771.81
FICA-HI	$18.82	$682.44

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$7,463.68
*TRADITION DENT **	$14.03	$392.84
*GROUP VISION **	$3.00	$84.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$23,925.00
NET PAY	$991.97	$37,139.88

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99007697)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**12/11/2023**	**12/17/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$38,206.25
TIME AND 1/2	41.2500	20.00	$825.00	$16,228.53
BUSTRANNOTWORKD	27.5000	3.50	$96.25	$2,591.75
NONTAX PER DIEM			$525.00	$18,900.00
		TOTAL PAY	$2,546.25	$75,926.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$107.73	$3,025.75
FEDERAL W/H TAX M-02	$59.21	$831.02
FICA-HI	$25.20	$707.64

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$7,730.24
*TRADITION DENT **	$14.03	$406.87
*GROUP VISION **	$3.00	$87.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$24,650.00
NET PAY	$1,345.52	$38,485.40

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99007437)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**12/18/2023**	**12/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$39,306.25
TIME AND 1/2				$16,228.53
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$2,646.75
NONTAX PER DIEM			$450.00	$19,350.00
		TOTAL PAY	$1,605.00	$77,531.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.03	$3,079.78
FEDERAL W/H TAX M-02	$0.00	$831.02
FICA-HI	$12.63	$720.27

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$266.56	$7,996.80
*TRADITION DENT **	$14.03	$420.90
*GROUP VISION **	$3.00	$90.00
SPECIAL UNIFORM		$2.61
CHECK ACCT 2-DD	$725.00	$25,375.00
NET PAY	$529.75	$39,015.15

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

EXHIBIT

193

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99006780)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/01/2024**	**01/07/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$1,100.00
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$55.00
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$1,530.00	$1,530.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$33.19	$33.19
FICA-HI	$7.76	$7.76

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$585.32	$585.32
*TRADITION DENT **	$28.06	$28.06
*GROUP VISION **	$6.24	$6.24
UNITED WAY 2024	$10.00	$10.00
NET PAY	$859.43	$859.43

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99007264)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/08/2024**	**01/14/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$2,200.00
TIME AND 1/2	41.2500	12.00	$495.00	$495.00
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$137.50
NONTAX PER DIEM			$525.00	$900.00
		TOTAL PAY	$2,202.50	$3,732.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.80	$117.99
FEDERAL W/H TAX M-02	$10.89	$10.89
FICA-HI	$19.83	$27.59

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$877.98
*TRADITION DENT **	$14.03	$42.09
*GROUP VISION **	$3.12	$9.36
UNITED WAY 2024	$10.00	$20.00
CHECK ACCT 2-DD	$725.00	$725.00
NET PAY	$1,042.17	$1,901.60

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted] **5103**	**115289**

Payment Details (Pay Date: 01/25/2024 | Check Number: 99007153)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/15/2024**	**01/21/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	33.00	$907.50	$3,107.50
TIME AND 1/2				$495.00
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$192.50
NONTAX PER DIEM			$525.00	$1,425.00
		TOTAL PAY	$1,487.50	$5,220.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$40.47	$158.46
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$9.47	$37.06

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$1,170.64
*TRADITION DENT **	$14.03	$56.12
*GROUP VISION **	$3.12	$12.48
UNITED WAY 2024	$10.00	$30.00
CHECK ACCT 2-DD		$725.00
NET PAY	$1,117.75	$3,019.35

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99007131)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/22/2024**	**01/28/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	28.50	$783.75	$3,891.25
TIME AND 1/2				$495.00
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$261.25
NONTAX PER DIEM			$525.00	$1,950.00
		TOTAL PAY	$1,377.50	$6,597.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$33.64	$192.10
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$7.87	$44.93

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$1,463.30
*TRADITION DENT **	$14.03	$70.15
*GROUP VISION **	$3.12	$15.60
UNITED WAY 2024	$10.00	$40.00
CHECK ACCT 2-DD		$725.00
NET PAY	$1,016.18	$4,035.53

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007005)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**01/29/2024**	**02/04/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$4,991.25
TIME AND 1/2	41.2500	10.00	$412.50	$907.50
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$330.00
NONTAX PER DIEM			$525.00	$2,475.00
		TOTAL PAY	$2,106.25	$8,703.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.83	$270.93
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$18.43	$63.36

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$1,755.96
*TRADITION DENT **	$14.03	$84.18
*GROUP VISION **	$3.12	$18.72
UNITED WAY 2024	$10.00	$50.00
CHECK ACCT 2-DD	$725.00	$1,450.00
NET PAY	$964.18	$4,999.71

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 02/15/2024 | Check Number: 99006863)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/05/2024**	**02/11/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$6,091.25
TIME AND 1/2	41.2500	10.00	$412.50	$1,320.00
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$398.75
NONTAX PER DIEM			$375.00	$2,850.00
		TOTAL PAY	$1,956.25	$10,660.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.83	$349.76
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$18.44	$81.80

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$2,048.62
*TRADITION DENT **	$14.03	$98.21
*GROUP VISION **	$3.12	$21.84
UNITED WAY 2024	$10.00	$60.00
CHECK ACCT 2-DD	$725.00	$2,175.00
NET PAY	$814.17	$5,813.88

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 02/22/2024 | Check Number: 99006483)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/12/2024**	**02/18/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$7,191.25
TIME AND 1/2				$1,320.00
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$453.75
NONTAX PER DIEM			$525.00	$3,375.00
		TOTAL PAY	$1,680.00	$12,340.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$52.40	$402.16
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$12.25	$94.05

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$2,341.28
*TRADITION DENT **	$14.03	$112.24
*GROUP VISION **	$3.12	$24.96
UNITED WAY 2024	$10.00	$70.00
CHECK ACCT 2-DD	$725.00	$2,900.00
NET PAY	$570.54	$6,384.42

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 02/29/2024 | Check Number: 99006358)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/19/2024**	**02/25/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$8,291.25
TIME AND 1/2	41.2500	10.00	$412.50	$1,732.50
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$522.50
NONTAX PER DIEM			$525.00	$3,900.00
		TOTAL PAY	$2,106.25	$14,446.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.83	$480.99
FEDERAL W/H TAX M-02	$0.00	$10.89
FICA-HI	$18.44	$112.49

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$2,633.94
*TRADITION DENT **	$14.03	$126.27
*GROUP VISION **	$3.12	$28.08
UNITED WAY 2024	$10.00	$80.00
CHECK ACCT 2-DD	$725.00	$3,625.00
NET PAY	$964.17	$7,348.59

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 03/07/2024 | Check Number: 99006329)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**02/26/2024**	**03/03/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$9,391.25
TIME AND 1/2	41.2500	20.00	$825.00	$2,557.50
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$605.00
NONTAX PER DIEM			$525.00	$4,425.00
		TOTAL PAY	$2,532.50	$16,978.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$105.26	$586.25
FEDERAL W/H TAX M-02	$50.49	$61.38
FICA-HI	$24.62	$137.11

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$2,926.60
*TRADITION DENT **	$14.03	$140.30
*GROUP VISION **	$3.12	$31.20
UNITED WAY 2024	$10.00	$90.00
CHECK ACCT 2-DD	$725.00	$4,350.00
NET PAY	$1,307.32	$8,655.91

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 03/14/2024 | Check Number: 99006104)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/04/2024**	**03/10/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	38.50	$1,058.75	$10,450.00
TIME AND 1/2				$2,557.50
BUSTRANNOTWORKD	27.5000	3.00	$82.50	$687.50
NONTAX PER DIEM			$525.00	$4,950.00
		TOTAL PAY	$1,666.25	$18,645.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.55	$637.80
FEDERAL W/H TAX M-02	$0.00	$61.38
FICA-HI	$12.05	$149.16

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$3,219.26
*TRADITION DENT **	$14.03	$154.33
*GROUP VISION **	$3.12	$34.32
UNITED WAY 2024	$10.00	$100.00
CHECK ACCT 2-DD	$725.00	$5,075.00
NET PAY	$557.84	$9,213.75

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006028)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/11/2024**	**03/17/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$11,550.00
TIME AND 1/2	41.2500	4.50	$185.63	$2,743.13
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$756.25
NONTAX PER DIEM			$525.00	$5,475.00
		TOTAL PAY	$1,879.38	$20,524.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.76	$702.56
FEDERAL W/H TAX M-02	$0.00	$61.38
FICA-HI	$15.15	$164.31

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$3,511.92
*TRADITION DENT **	$14.03	$168.36
*GROUP VISION **	$3.12	$37.44
SPECIAL UNIFORM	$1.27	$1.27
UNITED WAY 2024	$10.00	$110.00
CHECK ACCT 2-DD	$725.00	$5,800.00
NET PAY	$753.39	$9,967.14

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99005773)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/18/2024**	**03/24/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$12,650.00
TIME AND 1/2				$2,743.13
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$811.25
NONTAX PER DIEM			$525.00	$6,000.00
		TOTAL PAY	$1,680.00	$22,204.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$52.40	$754.96
FEDERAL W/H TAX M-02	$0.00	$61.38
FICA-HI	$12.25	$176.56

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$3,804.58
*TRADITION DENT **	$14.03	$182.39
*GROUP VISION **	$3.12	$40.56
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$120.00
CHECK ACCT 2-DD	$725.00	$6,525.00
NET PAY	$570.54	$10,537.68

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005047)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**03/25/2024**	**03/31/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	30.00	$825.00	$13,475.00
TIME AND 1/2				$2,743.13
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$852.50
NONTAX PER DIEM			$450.00	$6,450.00
		TOTAL PAY	$1,316.25	$23,520.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$34.72	$789.68
FEDERAL W/H TAX M-02	$0.00	$61.38
FICA-HI	$8.12	$184.68

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$292.66	$4,097.24
*TRADITION DENT **	$10.53	$192.92
*GROUP VISION **	$3.12	$43.68
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$130.00
CHECK ACCT 2-DD		$6,525.00
NET PAY	$957.10	$11,494.78

Memos:

Description	Current Amount	YTDAmount
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$3.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 04/11/2024 | Check Number: 99004770)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/01/2024**	**04/07/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	30.00	$825.00	$14,300.00
TIME AND 1/2				$2,743.13
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$893.75
NONTAX PER DIEM			$525.00	$6,975.00
		TOTAL PAY	$1,391.25	$24,911.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.31	$836.99
FEDERAL W/H TAX M-02	$0.00	$61.38
FICA-HI	$11.07	$195.75

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,186.77
*TRADITION DENT **	$10.53	$203.45
*GROUP VISION **	$3.12	$46.80
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$140.00
CHECK ACCT 2-DD		$6,525.00
NET PAY	$1,219.69	$12,714.47

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$203.13
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$7.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.01
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/18/2024 | Check Number: 99004721)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/08/2024**	**04/14/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$15,400.00
TIME AND 1/2	41.2500	10.00	$412.50	$3,155.63
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$962.50
PER DIEM-TAXABL			$700.00	$700.00
NONTAX PER DIEM				$6,975.00
		TOTAL PAY	$2,281.25	$27,193.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$135.04	$972.03
FEDERAL W/H TAX M-02	$178.14	$239.52
FICA-HI	$31.58	$227.33

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,276.30
*TRADITION DENT **	$10.53	$213.98
*GROUP VISION **	$3.12	$49.92
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$150.00
CHECK ACCT 2-DD	$725.00	$7,250.00
NET PAY	$1,098.31	$13,812.78

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$406.26
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$10.53

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.78
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 04/25/2024 | Check Number: 99004630)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/15/2024**	**04/21/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$16,500.00
TIME AND 1/2				$3,155.63
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$1,017.50
PER DIEM-TAXABL			$700.00	$1,400.00
NONTAX PER DIEM				$6,975.00
		TOTAL PAY	$1,855.00	$29,048.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.61	$1,080.64
FEDERAL W/H TAX M-02	$154.00	$393.52
FICA-HI	$25.40	$252.73

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,365.83
*TRADITION DENT **	$10.53	$224.51
*GROUP VISION **	$3.12	$53.04
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$160.00
CHECK ACCT 2-DD	$725.00	$7,975.00
NET PAY	$728.81	$14,541.59

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$609.39
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$14.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.55
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99004547)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/22/2024**	**04/28/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$17,600.00
TIME AND 1/2				$3,155.63
BUSTRANNOTWORKD	27.5000	2.00	$55.00	$1,072.50
PER DIEM-TAXABL			$700.00	$2,100.00
NONTAX PER DIEM				$6,975.00
		TOTAL PAY	$1,855.00	$30,903.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.62	$1,189.26
FEDERAL W/H TAX M-02	$154.00	$547.52
FICA-HI	$25.40	$278.13

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,455.36
*TRADITION DENT **	$10.53	$235.04
*GROUP VISION **	$3.12	$56.16
ACCIDENTAL D&D	$2.04	$2.04
VOLUNT LIFE EE	$6.32	$6.32
VOLUNT LIFE SP	$3.16	$3.16
VOLUNT LIFE CH	$0.52	$0.52
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$170.00
CHECK ACCT 2-DD	$725.00	$8,700.00
NET PAY	$716.76	$15,258.35

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$812.52

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TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$17.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.32
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	**[redacted]5103**	**115289**

Payment Details (Pay Date: 05/09/2024 | Check Number: 99004435)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**04/29/2024**	**05/05/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	30.00	$825.00	$18,425.00
TIME AND 1/2				$3,155.63
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$1,113.75
PER DIEM-TAXABL			$600.00	$2,700.00
NONTAX PER DIEM				$6,975.00
		TOTAL PAY	$1,466.25	$32,369.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.51	$1,273.77
FEDERAL W/H TAX M-02	$132.00	$679.52
FICA-HI	$19.77	$297.90

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,544.89
*TRADITION DENT **	$10.53	$245.57
*GROUP VISION **	$3.12	$59.28
ACCIDENTAL D&D	$4.08	$6.12
VOLUNT LIFE EE	$12.64	$18.96
VOLUNT LIFE SP	$6.32	$9.48
VOLUNT LIFE CH	$1.04	$1.56
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$180.00
CHECK ACCT 2-DD	$725.00	$9,425.00
NET PAY	$367.71	$15,626.06

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$1,015.65

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TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$21.06

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.09
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 05/16/2024 | Check Number: 99004377)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**HB01**	**05/06/2024**	**05/12/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	25.00	$687.50	$19,112.50
TIME AND 1/2				$3,155.63
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$1,155.00
PER DIEM-TAXABL			$700.00	$3,400.00
NONTAX PER DIEM				$6,975.00
		TOTAL PAY	$1,428.75	$33,798.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$82.18	$1,355.95
FEDERAL W/H TAX M-02	$154.00	$833.52
FICA-HI	$19.22	$317.12

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$4,634.42
*TRADITION DENT **	$10.53	$256.10
*GROUP VISION **	$3.12	$62.40
ACCIDENTAL D&D	$4.08	$10.20
VOLUNT LIFE EE	$12.64	$31.60
VOLUNT LIFE SP	$6.32	$15.80
VOLUNT LIFE CH	$1.04	$2.60
SPECIAL UNIFORM		$1.27
UNITED WAY 2024	$10.00	$190.00
CHECK ACCT 2-DD	$725.00	$10,150.00
NET PAY	$311.09	$15,937.15

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$1,218.78

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$24.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.86
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/13/2024 | Check Number: 99018245)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**PS30**	**06/03/2024**	**06/09/2024**	**115289**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.0000	20.00	$540.00	$540.00
		TOTAL PAY	$540.00	$540.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$20.69	$20.69
FICA-HI	$4.84	$4.84

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$179.06	$179.06
*TRADITION DENT **	$21.06	$21.06
*GROUP VISION **	$6.24	$6.24
ACCIDENTAL D&D	$4.08	$4.08
VOLUNT LIFE EE	$12.64	$12.64
VOLUNT LIFE SP	$6.32	$6.32
VOLUNT LIFE CH	$1.04	$1.04
UNITED WAY 2024	$10.00	$10.00
NET PAY	$274.03	$274.03

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$203.13
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$3.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.63
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/20/2024 | Check Number: 99018218)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**PS30**	**06/10/2024**	**06/16/2024**	**115289**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.0000	40.00	$1,080.00	$1,620.00
		TOTAL PAY	$1,080.00	$1,620.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.16	$74.85
FICA-HI	$12.67	$17.51

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$179.06	$358.12
*TRADITION DENT **	$21.06	$42.12
*GROUP VISION **	$6.24	$12.48
ACCIDENTAL D&D	$4.08	$8.16
VOLUNT LIFE EE	$12.64	$25.28
VOLUNT LIFE SP	$6.32	$12.64
VOLUNT LIFE CH	$1.04	$2.08
UNITED WAY 2024	$10.00	$20.00
CHECK ACCT 2-DD	$725.00	$725.00
NET PAY	$47.73	$321.76

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$406.26	$609.39
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$7.02	$10.53

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.40
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GALVAN, JASON J	**PS30**	[redacted]**5103**	**115289**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99017873)

Name:	Company:	Period Start:	Period End:	Job#:
GALVAN, JASON J	**PS30**	**06/17/2024**	**06/23/2024**	**115289**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.0000	40.00	$1,080.00	$2,700.00
		TOTAL PAY	$1,080.00	$2,700.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$60.56	$135.41
FEDERAL W/H TAX M-01	$3.07	$3.07
FICA-HI	$14.16	$31.67

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$89.53	$447.65
*TRADITION DENT **	$10.53	$52.65
*GROUP VISION **	$3.12	$15.60
ACCIDENTAL D&D	$2.04	$10.20
VOLUNT LIFE EE	$6.32	$31.60
VOLUNT LIFE SP	$3.16	$15.80
VOLUNT LIFE CH	$0.52	$2.60
UNITED WAY 2024	$10.00	$30.00
CHECK ACCT 2-DD	$725.00	$1,450.00
NET PAY	$151.99	$473.75

Memos:

Description	Current Amount	YTDAmount
PPO STANDARD CO	$203.13	$812.52
TRADITIONAL DENTAL, STANDARD -COMPANY CONTRIBUTION	$3.51	$14.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.17
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
0[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	24-Jun-2024	30-Jun-2024	3-Jul-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	1,074.60	3,774.60
Pretax Deductions	103.18	619.08
Employee Tax Deductions	76.85	247.00
Voluntary Deductions	22.04	112.24
Net Payment	872.53	2,796.28

Earnings		
Description	Current	Year to Date
Regular Hours	1,074.60	3,774.60

Hours		
Description	Current	Year to Date
HED_500	0.00	39.80
Regular Hours Hours Worked	39.80	139.80
Total Hours Worked	0.00	139.80

Pretax Deductions		
Description	Current	Year to Date
PPO Standard	89.53	537.18
Standard Dental	10.53	63.18
Vision Plan	3.12	18.72

Tax Deductions		
Description	Current	Year to Date
Social Security Employee Withheld	60.23	195.64

Pay Details

Medicare Employee Withheld	**14.09**	**45.76**
FIT Withheld	**2.53**	**5.60**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**12.24**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**10.00**
Voluntary Life CH (0)	**0.52**	**3.12**
Voluntary Life EE (0)	**6.32**	**37.92**
Voluntary Life SP (0)	**3.16**	**18.96**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**5.85**
PPO Standard ER	**203.13**	**1,015.65**
Standard Dental ER	**3.51**	**17.55**

Absence Accruals

Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	**Hours**	**40.00**
Vacation Accrual Hours	**Hours**	**16.94**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
552040755	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
552040769	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**622.53**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	1-Jul-2024	7-Jul-2024	11-Jul-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	1,080.00	4,854.60
Pretax Deductions	103.18	722.26
Employee Tax Deductions	77.80	324.80
Voluntary Deductions	22.04	134.28
Net Payment	876.98	3,673.26

Earnings		
Description	Current	Year to Date
Holiday Field	270.00	270.00
Regular Hours	810.00	4,584.60

Hours		
Description	Current	Year to Date
HED_500	0.00	69.80
Holiday Field Hours Worked	10.00	10.00
Regular Hours Hours Worked	30.00	169.80
Total Hours Worked	0.00	169.80

Pretax Deductions		
Description	Current	Year to Date
PPO Standard	89.53	626.71
Standard Dental	10.53	73.71
Vision Plan	3.12	21.84

Pay Details

Tax Deductions		
Description	**Current**	**Year to Date**
Social Security Employee Withheld	**60.57**	**256.21**
Medicare Employee Withheld	**14.16**	**59.92**
FIT Withheld	**3.07**	**8.67**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**2.04**	**14.28**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**20.00**
Voluntary Life CH (0)	**0.52**	**3.64**
Voluntary Life EE (0)	**6.32**	**44.24**
Voluntary Life SP (0)	**3.16**	**22.12**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**1.17**	**7.02**
PPO Standard ER	**203.13**	**1,218.78**
Standard Dental ER	**3.51**	**21.06**

Absence Accruals		
Description	**Unit of Measure**	**Inception to Date**
Jury Duty Accrual Hours	**Hours**	**40.00**
Vacation Accrual Hours	**Hours**	**17.71**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
660790445	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
660790473	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.98**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted] 729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	8-Jul-2024	14-Jul-2024	18-Jul-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,080.00	5,934.60
Pretax Deductions	103.18	825.44
Employee Tax Deductions	77.79	402.59
Voluntary Deductions	22.04	156.32
Net Payment	876.99	4,550.25

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	270.00
Regular Hours	1,080.00	5,664.60

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	209.80
Total Hours Worked	0.00	209.80

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	716.24
Standard Dental	10.53	84.24
Vision Plan	3.12	24.96

Tax Deductions		
Description	**Current**	**Year to Date**

Pay Details

Social Security Employee Withheld	**60.56**	**316.77**
Medicare Employee Withheld	**14.16**	**74.08**
FIT Withheld	**3.07**	**11.74**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**16.32**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**30.00**
Voluntary Life CH (0)	**0.52**	**4.16**
Voluntary Life EE (0)	**6.32**	**50.56**
Voluntary Life SP (0)	**3.16**	**25.28**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**8.19**
PPO Standard ER	**203.13**	**1,421.91**
Standard Dental ER	**3.51**	**24.57**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
761255926	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
761255942	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.99**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted] 729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	22-Jul-2024	28-Jul-2024	1-Aug-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,080.00	8,094.60
Pretax Deductions	103.18	1,031.80
Employee Tax Deductions	77.79	558.18
Voluntary Deductions	22.04	200.40
Net Payment	876.99	6,304.22

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	270.00
Regular Hours	1,080.00	7,824.60

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	289.80
Total Hours Worked	0.00	289.80

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	895.30
Standard Dental	10.53	105.30
Vision Plan	3.12	31.20

Tax Deductions		
Description	**Current**	**Year to Date**

Pay Details

Social Security Employee Withheld	**60.56**	**437.89**
Medicare Employee Withheld	**14.16**	**102.41**
FIT Withheld	**3.07**	**17.88**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**20.40**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**50.00**
Voluntary Life CH (0)	**0.52**	**5.20**
Voluntary Life EE (0)	**6.32**	**63.20**
Voluntary Life SP (0)	**3.16**	**31.60**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**10.53**
PPO Standard ER	**203.13**	**1,828.17**
Standard Dental ER	**3.51**	**31.59**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
968674915	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
968674968	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.99**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	15-Jul-2024	21-Jul-2024	25-Jul-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	1,080.00	7,014.60
Pretax Deductions	103.18	928.62
Employee Tax Deductions	77.80	480.39
Voluntary Deductions	22.04	178.36
Net Payment	876.98	5,427.23

Earnings		
Description	Current	Year to Date
Holiday Field	0.00	270.00
Regular Hours	1,080.00	6,744.60

Hours		
Description	Current	Year to Date
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	249.80
Total Hours Worked	0.00	249.80

Pretax Deductions		
Description	Current	Year to Date
PPO Standard	89.53	805.77
Standard Dental	10.53	94.77
Vision Plan	3.12	28.08

Tax Deductions		
Description	Current	Year to Date

Pay Details

Social Security Employee Withheld	**60.56**	**377.33**
Medicare Employee Withheld	**14.17**	**88.25**
FIT Withheld	**3.07**	**14.81**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**18.36**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**40.00**
Voluntary Life CH (0)	**0.52**	**4.68**
Voluntary Life EE (0)	**6.32**	**56.88**
Voluntary Life SP (0)	**3.16**	**28.44**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**9.36**
PPO Standard ER	**203.13**	**1,625.04**
Standard Dental ER	**3.51**	**28.08**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
865810407	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
865810426	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.98**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted] 5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	29-Jul-2024	4-Aug-2024	8-Aug-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,080.00	9,174.60
Pretax Deductions	103.18	1,134.98
Employee Tax Deductions	77.80	635.98
Voluntary Deductions	22.04	222.44
Net Payment	876.98	7,181.20

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	270.00
Regular Hours	1,080.00	8,904.60

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	329.80
Total Hours Worked	0.00	329.80

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	984.83
Standard Dental	10.53	115.83
Vision Plan	3.12	34.32

Tax Deductions		
Description	**Current**	**Year to Date**

Pay Details

Social Security Employee Withheld	**60.57**	**498.46**
Medicare Employee Withheld	**14.16**	**116.57**
FIT Withheld	**3.07**	**20.95**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**22.44**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**60.00**
Voluntary Life CH (0)	**0.52**	**5.72**
Voluntary Life EE (0)	**6.32**	**69.52**
Voluntary Life SP (0)	**3.16**	**34.76**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**11.70**
PPO Standard ER	**203.13**	**2,031.30**
Standard Dental ER	**3.51**	**35.10**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1072322393	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1072322447	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.98**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	5-Aug-2024	11-Aug-2024	15-Aug-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	810.00	9,984.60
Pretax Deductions	103.18	1,238.16
Employee Tax Deductions	54.07	690.05
Voluntary Deductions	22.04	244.48
Net Payment	630.71	7,811.91

Earnings		
Description	Current	Year to Date
Holiday Field	0.00	270.00
Regular Hours	810.00	9,714.60

Hours		
Description	Current	Year to Date
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	30.00	359.80
Total Hours Worked	0.00	359.80

Pretax Deductions		
Description	Current	Year to Date
PPO Standard	89.53	1,074.36
Standard Dental	10.53	126.36
Vision Plan	3.12	37.44

Tax Deductions		
Description	Current	Year to Date

Pay Details

Social Security Employee Withheld	**43.82**	**542.28**
Medicare Employee Withheld	**10.25**	**126.82**
FIT Withheld	**0.00**	**20.95**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**24.48**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**70.00**
Voluntary Life CH (0)	**0.52**	**6.24**
Voluntary Life EE (0)	**6.32**	**75.84**
Voluntary Life SP (0)	**3.16**	**37.92**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**12.87**
PPO Standard ER	**203.13**	**2,234.43**
Standard Dental ER	**3.51**	**38.61**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1177359264	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1177359277	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**380.71**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	12-Aug-2024	18-Aug-2024	22-Aug-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	1,066.50	11,051.10
Pretax Deductions	103.18	1,341.34
Employee Tax Deductions	75.42	765.47
Voluntary Deductions	22.04	266.52
Net Payment	865.86	8,677.77

Earnings		
Description	Current	Year to Date
Holiday Field	0.00	270.00
Regular Hours	1,066.50	10,781.10

Hours		
Description	Current	Year to Date
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	39.50	399.30
Total Hours Worked	0.00	399.30

Pretax Deductions		
Description	Current	Year to Date
PPO Standard	89.53	1,163.89
Standard Dental	10.53	136.89
Vision Plan	3.12	40.56

Tax Deductions		
Description	Current	Year to Date

Pay Details

Social Security Employee Withheld	**59.73**	**602.01**
Medicare Employee Withheld	**13.97**	**140.79**
FIT Withheld	**1.72**	**22.67**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**26.52**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**80.00**
Voluntary Life CH (0)	**0.52**	**6.76**
Voluntary Life EE (0)	**6.32**	**82.16**
Voluntary Life SP (0)	**3.16**	**41.08**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**14.04**
PPO Standard ER	**203.13**	**2,437.56**
Standard Dental ER	**3.51**	**42.12**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1276419559	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1276419593	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**615.86**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	19-Aug-2024	25-Aug-2024	29-Aug-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,080.00	12,131.10
Pretax Deductions	103.18	1,444.52
Employee Tax Deductions	77.80	843.27
Voluntary Deductions	22.04	288.56
Net Payment	876.98	9,554.75

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	270.00
Regular Hours	1,080.00	11,861.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	439.30
Total Hours Worked	0.00	439.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,253.42
Standard Dental	10.53	147.42
Vision Plan	3.12	43.68

Tax Deductions		
Description	**Current**	**Year to Date**

Pay Details

Social Security Employee Withheld	**60.56**	**662.57**
Medicare Employee Withheld	**14.17**	**154.96**
FIT Withheld	**3.07**	**25.74**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**28.56**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**90.00**
Voluntary Life CH (0)	**0.52**	**7.28**
Voluntary Life EE (0)	**6.32**	**88.48**
Voluntary Life SP (0)	**3.16**	**44.24**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**15.21**
PPO Standard ER	**203.13**	**2,640.69**
Standard Dental ER	**3.51**	**45.63**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1383742418	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1383742509	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.98**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	26-Aug-2024	1-Sep-2024	5-Sep-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,080.00	13,211.10
Pretax Deductions	103.18	1,547.70
Employee Tax Deductions	77.79	921.06
Voluntary Deductions	22.04	310.60
Net Payment	876.99	10,431.74

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	270.00
Regular Hours	1,080.00	12,941.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	10.00
Regular Hours Hours Worked	40.00	479.30
Total Hours Worked	0.00	479.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,342.95
Standard Dental	10.53	157.95
Vision Plan	3.12	46.80

Tax Deductions		
Description	**Current**	**Year to Date**

Pay Details

Social Security Employee Withheld	**60.56**	**723.13**
Medicare Employee Withheld	**14.16**	**169.12**
FIT Withheld	**3.07**	**28.81**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**30.60**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**100.00**
Voluntary Life CH (0)	**0.52**	**7.80**
Voluntary Life EE (0)	**6.32**	**94.80**
Voluntary Life SP (0)	**3.16**	**47.40**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**16.38**
PPO Standard ER	**203.13**	**2,843.82**
Standard Dental ER	**3.51**	**49.14**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1492487320	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1492487351	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**626.99**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	2-Sep-2024	8-Sep-2024	12-Sep-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,755.00	14,966.10
Pretax Deductions	103.18	1,650.88
Employee Tax Deductions	209.81	1,130.87
Voluntary Deductions	22.04	332.64
Net Payment	1,419.97	11,851.71

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	270.00	540.00
OT Time	270.00	270.00
OT Time Prem	135.00	135.00
Regular Hours	1,080.00	14,021.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	10.00	20.00
OT Time Hours Worked	10.00	10.00
OT Time Prem Hours Worked	10.00	10.00
Regular Hours Hours Worked	40.00	519.30
Total Hours Worked	0.00	529.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,432.48

Pay Details

Standard Dental	10.53	168.48
Vision Plan	3.12	49.92

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	102.41	825.54
FIT Withheld	83.45	112.26
Medicare Employee Withheld	23.95	193.07

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	2.04	32.64
United Way (0)	0.00	30.00
United Way (2023)	10.00	110.00
Voluntary Life CH (0)	0.52	8.32
Voluntary Life EE (0)	6.32	101.12
Voluntary Life SP (0)	3.16	50.56

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	1.17	17.55
PPO Standard ER	203.13	3,046.95
Standard Dental ER	3.51	52.65

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1599319120	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	250.00
1599319165	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	1,169.97

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	9-Sep-2024	15-Sep-2024	19-Sep-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,485.00	16,451.10
Pretax Deductions	103.18	1,754.06
Employee Tax Deductions	156.77	1,287.64
Voluntary Deductions	22.04	354.68
Net Payment	1,203.01	13,054.72

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	540.00
OT Time	270.00	540.00
OT Time Prem	135.00	270.00
Regular Hours	1,080.00	15,101.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	20.00
OT Time Hours Worked	10.00	20.00
OT Time Prem Hours Worked	10.00	20.00
Regular Hours Hours Worked	40.00	559.30
Total Hours Worked	0.00	579.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,522.01

Pay Details

Standard Dental	**10.53**	**179.01**
Vision Plan	**3.12**	**53.04**

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	**85.68**	**911.22**
FIT Withheld	**51.05**	**163.31**
Medicare Employee Withheld	**20.04**	**213.11**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**34.68**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**120.00**
Voluntary Life CH (0)	**0.52**	**8.84**
Voluntary Life EE (0)	**6.32**	**107.44**
Voluntary Life SP (0)	**3.16**	**53.72**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**18.72**
PPO Standard ER	**203.13**	**3,250.08**
Standard Dental ER	**3.51**	**56.16**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1709837150	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1709837240	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**953.01**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	16-Sep-2024	22-Sep-2024	26-Sep-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2,295.00	18,746.10
Pretax Deductions	103.18	1,857.24
Employee Tax Deductions	315.92	1,603.56
Voluntary Deductions	22.04	376.72
Net Payment	1,853.86	14,908.58

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	540.00
OT Time	810.00	1,350.00
OT Time Prem	405.00	675.00
Regular Hours	1,080.00	16,181.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	20.00
OT Time Hours Worked	30.00	50.00
OT Time Prem Hours Worked	30.00	50.00
Regular Hours Hours Worked	40.00	599.30
Total Hours Worked	0.00	649.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,611.54

Pay Details

Standard Dental	10.53	189.54
Vision Plan	3.12	56.16

Tax Deductions

Description	Current	Year to Date
FIT Withheld	148.25	311.56
Social Security Employee Withheld	135.89	1,047.11
Medicare Employee Withheld	31.78	244.89

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	2.04	36.72
United Way (0)	0.00	30.00
United Way (2023)	10.00	130.00
Voluntary Life CH (0)	0.52	9.36
Voluntary Life EE (0)	6.32	113.76
Voluntary Life SP (0)	3.16	56.88

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	1.17	19.89
PPO Standard ER	203.13	3,453.21
Standard Dental ER	3.51	59.67

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1815815049	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	250.00
1815815076	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	1,603.86

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	23-Sep-2024	29-Sep-2024	3-Oct-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,890.00	20,636.10
Pretax Deductions	103.18	1,960.42
Employee Tax Deductions	236.34	1,839.90
Voluntary Deductions	22.04	398.76
Net Payment	1,528.44	16,437.02

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	540.00
OT Time	540.00	1,890.00
OT Time Prem	270.00	945.00
Regular Hours	1,080.00	17,261.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	20.00
OT Time Hours Worked	20.00	70.00
OT Time Prem Hours Worked	20.00	70.00
Regular Hours Hours Worked	40.00	639.30
Total Hours Worked	0.00	709.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,701.07

Pay Details

Standard Dental	**10.53**	**200.07**
Vision Plan	**3.12**	**59.28**

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	**110.78**	**1,157.89**
FIT Withheld	**99.65**	**411.21**
Medicare Employee Withheld	**25.91**	**270.80**

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	**2.04**	**38.76**
United Way (0)	**0.00**	**30.00**
United Way (2023)	**10.00**	**140.00**
Voluntary Life CH (0)	**0.52**	**9.88**
Voluntary Life EE (0)	**6.32**	**120.08**
Voluntary Life SP (0)	**3.16**	**60.04**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**1.17**	**21.06**
PPO Standard ER	**203.13**	**3,656.34**
Standard Dental ER	**3.51**	**63.18**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
1924532937	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**250.00**
1924532967	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	**1,278.44**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	30-Sep-2024	6-Oct-2024	10-Oct-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2,295.00	22,931.10
Pretax Deductions	103.18	2,063.60
Employee Tax Deductions	315.93	2,155.83
Voluntary Deductions	22.04	420.80
Net Payment	1,853.85	18,290.87

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	540.00
OT Time	810.00	2,700.00
OT Time Prem	405.00	1,350.00
Regular Hours	1,080.00	18,341.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	20.00
OT Time Hours Worked	30.00	100.00
OT Time Prem Hours Worked	30.00	100.00
Regular Hours Hours Worked	40.00	679.30
Total Hours Worked	0.00	779.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,790.60

Pay Details

Standard Dental	10.53	210.60
Vision Plan	3.12	62.40

Tax Deductions

Description	Current	Year to Date
FIT Withheld	148.25	559.46
Social Security Employee Withheld	135.90	1,293.79
Medicare Employee Withheld	31.78	302.58

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	2.04	40.80
United Way (0)	0.00	30.00
United Way (2023)	10.00	150.00
Voluntary Life CH (0)	0.52	10.40
Voluntary Life EE (0)	6.32	126.40
Voluntary Life SP (0)	3.16	63.20

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	1.17	22.23
PPO Standard ER	203.13	3,859.47
Standard Dental ER	3.51	66.69

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
2043160092	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	250.00
2043160119	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	1,603.85

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Jason Joel Galvan	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]5729	E0031925729-2	6-Jun-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Maintenance Services, LLC
	Employee Address	**Tax Reporting Unit Address**
	410 Westwood Dr League City, TX 77573 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	7-Oct-2024	13-Oct-2024	17-Oct-2024	27.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	2,000.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
TX			0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,485.00	24,416.10
Pretax Deductions	103.18	2,166.78
Employee Tax Deductions	156.76	2,312.59
Voluntary Deductions	22.04	442.84
Net Payment	1,203.02	19,493.89

Earnings		
Description	**Current**	**Year to Date**
Holiday Field	0.00	540.00
OT Time	270.00	2,970.00
OT Time Prem	135.00	1,485.00
Regular Hours	1,080.00	19,421.10

Hours		
Description	**Current**	**Year to Date**
Holiday Field Hours Worked	0.00	20.00
OT Time Hours Worked	10.00	110.00
OT Time Prem Hours Worked	10.00	110.00
Regular Hours Hours Worked	40.00	719.30
Total Hours Worked	0.00	829.30

Pretax Deductions		
Description	**Current**	**Year to Date**
PPO Standard	89.53	1,880.13

Pay Details

Standard Dental	10.53	221.13
Vision Plan	3.12	65.52

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	85.67	1,379.46
FIT Withheld	51.05	610.51
Medicare Employee Withheld	20.04	322.62

Other Deductions

Description	Current	Year to Date
Accidental Death and Dismemberment (0)	2.04	42.84
United Way (0)	0.00	30.00
United Way (2023)	10.00	160.00
Voluntary Life CH (0)	0.52	10.92
Voluntary Life EE (0)	6.32	132.72
Voluntary Life SP (0)	3.16	66.36

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	1.17	23.40
PPO Standard ER	203.13	4,062.60
Standard Dental ER	3.51	70.20

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
2154997053	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	250.00
2154997071	CHASE BANK	CHASE BANK 111000614	[redacted]	USD	953.02

EXHIBIT

194

Detailed Job/Occupation History GALVAN, JASON J

Employment-Status: ACTIVE-HOURL

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/	
444	11528901	04547	00	06-06-2024	Rehire	463145	1	27.0000
MAINT PROCESS						WAREHOUSE WORKER I		
430	11228001	25955	00	05-21-2024	Reduction-of-Force	462341	1	27.5000
INDUS/POWER						PAINTER 4		
430	11228001	25955	00	09-04-2023	Increase-Merit	462341	1	27.5000
INDUS/POWER						PAINTER 4		
430	11228001	25955	00	03-31-2023	Rehire	462341	1	25.5000
INDUS/POWER						PAINTER 4		
430	11228001	04668	00	07-21-2022	Dscg-Insubordination	433102	1	32.5000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11228001	04668	00	06-13-2022	Increase-Promotional	433102	1	32.5000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11228001	04668	00	05-02-2022	Increase-Merit	463104	1	27.5000
INDUS/POWER						MATERIAL HANDLER 3		
430	11228001	04668	00	08-10-2021	Rehire	463127	1	25.5000
INDUS/POWER						MATERIAL HANDLER 4		

Detailed Job/Occupation History GALVAN, JASON J

Employment-Status: ACTIVE-HOURLY-F/T

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11285501	01346	00	04-20-2021	Reduction-of-Force	482402	1	25.0000
INDUS/POWER						HELPER, PIPE FITTER 1		
430	11285501	01346	00	03-09-2021	New Hire	482402	1	25.0000
INDUS/POWER						HELPER, PIPE FITTER 1		

EXHIBIT

195

Case: 7356 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Separation

Case Snapshot

Opened:
07/19/2024
Days Open:
3
Last modified:
07/23/2024 12:35 PM
Date Closed:
07/23/2024
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
7356
Received/Reported date:
07/19/2024
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Separation
Summary:
Separation

Case Details Show Original Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Phone

Location

Organization/Building name:
Zachry Group
Branch Number:
Projects
Location name:
PLNG PH I - CONSTRUCTION
City:
BRAITHWAITE

State/Province:
LA

Reporter Information

Reporter anonymous:
No
Reporter first name:
Ryan
Reporter last name:
Chapman
Phone number:
225-268-8074
Email address:
rdc1972@yahoo.com
Contact availability:
anytime

Case Information

Separation Category:
Discharged - Other
Badge Number:
869
Position Title:
safety coordinator
Please identify the person(s) engaged in this behavior:
Daniel Cummings - manager
Do you suspect or know that a supervisor or management is involved?
Yes
If yes, then who?
Daniel Cummings, manager
Is management aware of this problem?
No
What is the general nature of this matter?
unfair termination
Where did this incident or violation occur?
100400 Louisiana HWY 23
Port Sulfur, LA (zip code unknown)
Ryan's office, marine terminal
Please provide the specific or approximate time this incident occurred:
July 19, 2024
How long do you think this problem has been going on?
Once
How did you become aware of this violation?
It happened to me
Case Details:
On June 19, 2024, Ryan was terminated, allegedly because Daniel claimed that Ryan was sleeping on the job. However, Ryan believed that his termination was due to a previous threat Daniel had made to fire him. This threat emerged a couple of weeks prior because Ryan refused to move an employee (name and job title unknown) from their station, an action he had no authority to execute. For seven months, Ryan was an employee at Zachry. However, Ryan did not report his termination to the management.
Job Number:
11400001
COID:
HB01
Division:
430

Group:
Projects

Follow-ups
There are no additional notes for this incident.

Assignments & Access
Case assignee(s):
Velazquezmatos, Laura (Primary)
Restricted access:
None
Case access list:
Cantu, Yenny; Coronado, Oscar; Dominick, Tracy; Martinez, Roland; Perez, Carlos; Stillman, Abby

Info Contributors
None

Participants

Name	Job Title	Relationship	Role	Results	Notes
Daniel Cummings	manager	None	None	None	
Ryan Chapman	None	None	Reporter	None	

Items

Name	Description	Loss type	Final outcome	Amount Taken	Amount Recovered	Amount to Recover
Totals:				$0.00	$0.00	$0.00

Agencies
None

Attachments

Files
If your browser is having trouble viewing or playing the file, you can proceed to download the file by right-clicking the file link and select Save As.

File	Category	Date	Description
Ryan Chapman ESR.pdf		07/23/2024 12:34:00 PM	
Daniel's Statement.docx		07/23/2024 12:34:00 PM	

Synopsis

Outcome of case
Primary outcome:
Unsubstantiated

Secondary outcome 1:
- Select One -
Secondary outcome 2:
- Select One -
Action taken:
- Select One -

Additional details

Synopsis:
On June 19, 2024, Ryan was terminated, allegedly because Daniel claimed that Ryan was sleeping on the job. However, Ryan believed that his termination was due to a previous threat Daniel had made to fire him

Tony the KRB safety night shift manager sent over Ryan's ESR and Daniel Cummings (Sr. HSSE Manager) statements on Friday night. Daniel is the person who found Ryan sleeping, and stated it is not the first time it has been brough to his attention.

I have been trying to get in contact with Ryan since earlier this morning, I will call him to inform his that his separation will stay and that at this time the case will be closed. I will inform him he was is recommended for rehire.

Tasks

No Tasks

Case Notes

07/23/2024 9:16 AM - Velazquezmatos, Laura
7/23/2024 Tried to get in contact with Ryan for an initial intake and he did not answer, will try again later.

Related Cases

Cases Marked as Related to This Case

None

EXHIBIT

196

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBUSA.COM

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.
If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct).
You may also be eligible to continue other insurance.
You and/or your dependents will be notified of the right to continue coverage under the medical plan.
If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY ***** PRINT CLEARLY

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 1355, EQUIPMENT, ETC.) ***

NAME Chapman, Ryan Donald
LINE MANAGER Court, Christoph F
OCCUPATION Field Safety Coordinator
BADGE 00869
LAST DAY WORKED
HOURS WORKED
PIN 1031930238

QUIT ☑ DISCHARGED OTHER

☐ Career Progression	☐ Drug & Alcohol	☐ Transfer-Location/Dept/Manager/Other
☐ Relocation	☐ Unsafe Practices	☐ Remove ST/OT Eligibility
☐ Illness / Accident	☐ Background Check Requirements	☐ Loss Of Work
☐ No Return From LOA, FMLA, WC	☐ Absenteeism / Tardy	☐ Restricted Hire - On/Off
☐ Career Opportunity	☐ Safety Violation	☐ Grade Change
☐ Personal / Family	☑ Policy Violation	☐ Planned End
☐ Abandon Job / No Show	☐ Identity Fraud / Falsifying Documents	☐ Reorganization
☐ School / Military	☐ Poor Performance / Not Qualified	☐ Convert Contingent To Employee
☐ Retirement	☐ Did Not Meet Mvr Requiriments	☐ Death
☐ Dissatisfied	☐ Other	
☐ Auto-Terminate	☐ Failed Weld Test / Craft Test	

EMPLOYEE SIGNATURE

***NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE**

***REQUIRES PROJECT MANAGER INITIALS**

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN:

FOREMAN NO.

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not recommended for rehire	☑ Recommended for rehire	☐ Highly recommended for rehire
	☐ Not recommended for rehire at this job		

SUPERVISOR Chris Court
(PRINT NAME)

DATE FORM COMPLETED 7/19/2024

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

From: Court, Christopher
To: Potter, Lisa
Subject: Re: Ryan Donald Chapman
Date: Monday, July 22, 2024 10:00:23 PM
Attachments: image001.png

Lisa,
The only thing that I have is an email from the KBR safety manager on day shift who walked in Ryan's office when he had the lights off, his feet kicked up, and eyes closed. Ryan was clocked in, and this was just before his shift was to start for nights.

Chris

100 YEARS OF ZACHRY

Chris Court, MPH, CSP
Sr. Project Safety Manager

Zachry Industrial, Inc.
courtc@zachrygroup.com
Cell: 979-777-6896
www.ZachryGroup.com

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From: Potter, Lisa <potterl@zachrygroup.com>
Sent: Monday, July 22, 2024 9:18:24 PM
To: Court, Christopher <courtc@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>
Subject: Ryan Donald Chapman

Good Evening Chris,

Do you have any backup or supporting documents for the policy violation. I know that DRP will be asking.

Thank you,

Lisa Potter
Project Accounting Manager

potterl@zachrygroup.com
Cell: 281-768-1154

Zachry Industrial, Inc.
www.ZachryGroup.com

This e-mail may contain confidential and privileged material for the sole use of the intended recipient. Any review, use, distribution or disclosure by others is strictly prohibited. If you are not the intended recipient (or authorized to receive for the recipient), please contact the sender by reply e-mail and delete all copies of this message.

DocuSign Envelope ID: ADA50FEC-B38E-4EA4-B9A1-04D5B8913D87

EXHIBIT

197

KZJV LLC
PLNG Project

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 11/10/2023

Employee Name (print): Ryan Chapman

Employee Signature (sign): DocuSigned by: [signature] 5E9E0A16A295470...

Employee Identification # [redacted]8172

PLNG Site Violation Accountability Process

Absentee Policy

- An unexcused absence is a non-planned, non-approved absence from work.
- An excused absence is a pre-planned, pre-approved absence from work, with the exception of an emergency situation or other situations beyond the employee's control. As much advance notice as possible must be given to your supervisor. A time off form will be submitted to your supervisor for written approval.
- Three (3) unexcused absences for scheduled workdays within a 60 day time period will result in termination.
- Three (3) days of consecutive unexcused absences will result in immediate termination
- Two (2) unexcused tardies or late arrivals are equal to one unexcused absence. A non-planned, non-preapproved early out in excess of two (2) hours before end of shift, and a tardy in excess of two (2) hours at the beginning of shift time is considered an unexcused absence.
- You may be asked to provide written documentation to support your reasons for absenteeism

It is the employee's responsibility to make sure their time clock badge (Kronos) works. There is a beep and a green light that shows when the badge is accepted. Time will only be paid with an active time clock stamp through Kronos. Sign in sheets will not be adequate proof of attendance. Tell your supervisor immediately if you think your badge didn't work. They can get it fixed so all your hours are properly paid.

Changes to Process

KZJV reserves the right to propose changes to this process as circumstances warrant; however, any and all such changes must be approved in advance by the Construction Director.

Acknowledgement Signature Form

Print Name	Badge #	Date	Company
Ryan Chapman	869	11/10/2023	Zachry Group

Signature DocuSigned by: 5E9E0A16A295470...

EXHIBIT

198

From: Marrufo, Imelda <marrufoi@zachrygroup.com>
Sent: Thursday, July 24, 2025 1:25 PM
To: Rodriguez, Lola
Subject: FW: RE: Pay Slips
Attachments: Ryan 1.pdf; RYAN 2.pdf; RYAN 3.pdf; RYAN 4.pdf

Here is Ryan Chapman.

Imelda Marrufo
Payroll Clerk

marrufoi@zachrygroup.com
Office 210 588 5409
Fax 210 588 5159

Zachry Industrial, Inc.
527 Logwood
P.O. Box: 240130
San Antonio, Texas 78221
www.ZachryGroup.com

From: Payroll
Sent: Friday, July 18, 2025 3:31 PM
To: achap0717@gmail.com
Subject: RE: Pay Slips

Please see attached.

Imelda Marrufo
Payroll Clerk

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002292)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	35.00	$1,575.00	$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	35.00	$35.00	$2,086.25
TAXABLE GTL			$2.33	$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$14,450.00
		TOTAL PAY	$1,612.33	$115,326.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.78	$6,249.36
FEDERAL W/H TAX M-00	$105.22	$13,196.40
FICA-HI	$23.33	$1,461.54
LOUISIANA S-00	$51.51	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$60.58
HOSP INDEMNITY	$8.34	$225.18
ACCIDENT PLAN	$3.77	$101.79
*GROUP VISION **	$2.98	$80.46
ACCIDENTAL D&D	$2.56	$69.12
CRITICAL ILLNSS	$8.69	$234.63
VOLUNT LIFE EE	$15.68	$423.36
*401(K) EMPLOYEE **	$96.60	$4,705.08
NET PAY	$1,191.54	$84,769.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$217.87	$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002293)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$2,086.25
TAXABLE GTL				$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$425.00	$14,875.00
		TOTAL PAY	$425.00	$115,751.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,249.36
FEDERAL W/H TAX M-00	$0.00	$13,196.40
FICA-HI	$0.00	$1,461.54
LOUISIANA S-00	$0.00	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$60.58
HOSP INDEMNITY		$225.18
ACCIDENT PLAN		$101.79
*GROUP VISION **		$80.46
ACCIDENTAL D&D		$69.12
CRITICAL ILLNSS		$234.63
VOLUNT LIFE EE		$423.36
*401(K) EMPLOYEE **		$4,705.08
NET PAY	$425.00	$85,194.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	22-Jul-2024	28-Jul-2024	1-Aug-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,710.00	120,067.48
Imputed Earnings	0.00	69.90
Nonpayroll Payment	0.00	17,354.17
Pretax Deductions	99.62	5,945.37
Employee Tax Deductions	385.68	30,308.51
Voluntary Deductions	-39.04	2,437.90
Net Payment	1,263.74	98,659.97

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	69.90
Holiday Field	0.00	450.00
OT Time	0.00	53,493.75
OT Time Prem	0.00	50,620.00
OT Time Prem Retro Active	236.25	511.25
OT Time Retro Active	472.50	472.50
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	0.00	53,190.00
Shift B OT Uplift	0.00	115.50
Shift B OT Uplift Retro Active	10.50	10.50
Shift B Prem Uplift	0.00	57.75
Shift B Prem Uplift Retro Active	5.25	5.25

Pay Details

Shift B Uplift	0.00	2,246.25
Special Allowance	0.00	753.58
Vacation Regulatory Payout	985.50	985.50

Absences

Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,440.00

Hours

Description	Current	Year to Date
Double Time Hours Worked	0.00	25.00
Double Time Prem Hours Worked	0.00	25.00
Holiday Field Hours Worked	0.00	10.00
OT Time Hours Worked	0.00	831.00
OT Time Hours Worked Retro	10.50	10.50
OT Time Prem Hours Worked	0.00	831.00
OT Time Prem Hours Worked Retro	10.50	10.50
Overtime Hours Prior Wk Hours Worked	0.00	24.00
Overtime Premium Prior Wk Hours Worked	0.00	24.00
Regular Hours Hours Worked	0.00	1,182.00
Shift B OT Uplift Hours Worked	0.00	115.50
Shift B OT Uplift Hours Worked Retro	10.50	10.50
Shift B Prem Uplift Hours Worked	0.00	115.50
Shift B Prem Uplift Hours Worked Retro	10.50	10.50
Shift B Uplift Hours Worked	0.00	1,863.50
Total Hours Worked	0.00	2,048.50
Vacation Entitlement Hours	0.00	32.00
Vacation Regulatory Payout Hours Worked	21.90	21.90

Other Units

Description	Current	Year to Date
Per Diem Non Taxable Other Units	0.00	7.00

Pretax Deductions

Description	Current	Year to Date
Vision Plan	0.00	92.38
Vision Plan Adjustment	0.00	-2.98
Vision Plan Retroactive	-2.98	0.00
ZHI 401K	102.60	5,855.97

Tax Deductions

Description	Current	Year to Date
FIT Withheld	197.38	16,676.41
Social Security Employee Withheld	106.20	7,438.64
Medicare Employee Withheld	24.84	1,739.68
SIT Withheld (LA)	57.26	4,453.78

Other Deductions

Description	Current	Year to Date
Voluntary Life EE Adjustment	0.00	-15.68
Accidental Death and Dismemberment (0)	0.00	79.36
Accidental Death and Dismemberment Retroactive (0)	-2.56	0.00
Direct Deposit Adjustment (0)	0.00	1,266.70
Voluntary Accident Plan (0)	0.00	116.87

Pay Details

Voluntary Accident Plan Retroactive (0)	**-3.77**	**0.00**
Voluntary Critical Illness Plan (0)	**0.00**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**-8.69**	**0.00**
Voluntary Hospital Indemnity (0)	**0.00**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**-8.34**	**0.00**
Voluntary Life EE (0)	**0.00**	**486.08**
Voluntary Life EE Retroactive (0)	**-15.68**	**0.00**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**0.00**	**132.00**
ZHI 401K Employer Match	**76.95**	**4,319.55**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
968654687	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**1,263.74**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	15-Jul-2024	21-Jul-2024	25-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2,187.33	118,357.48
Imputed Earnings	2.33	69.90
Nonpayroll Payment	595.00	17,354.17
Pretax Deductions	137.06	5,845.75
Employee Tax Deductions	536.38	29,922.83
Voluntary Deductions	78.08	2,476.94
Net Payment	2,028.48	97,396.23

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	69.90
Holiday Field	0.00	450.00
OT Time	225.00	53,493.75
OT Time Prem	112.50	50,620.00
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	53,190.00
Shift B OT Uplift	5.00	115.50
Shift B Prem Uplift	2.50	57.75
Shift B Uplift	40.00	2,246.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**5.00**	**831.00**
OT Time Prem Hours Worked	**5.00**	**831.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,182.00**
Shift B OT Uplift Hours Worked	**5.00**	**115.50**
Shift B Prem Uplift Hours Worked	**5.00**	**115.50**
Shift B Uplift Hours Worked	**40.00**	**1,863.50**
Total Hours Worked	**0.00**	**2,038.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**2.00**	**7.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**5.96**	**92.38**
Vision Plan Adjustment	**-2.98**	**-2.98**
Vision Plan Retroactive	**2.98**	**2.98**
ZHI 401K	**131.10**	**5,753.37**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**293.64**	**16,479.03**
Social Security Employee Withheld	**135.25**	**7,332.44**
Medicare Employee Withheld	**31.63**	**1,714.84**
SIT Withheld (LA)	**75.86**	**4,396.52**

Other Deductions		
Description	**Current**	**Year to Date**
Voluntary Life EE Adjustment	**-15.68**	**-15.68**
Accidental Death and Dismemberment (0)	**5.12**	**79.36**
Accidental Death and Dismemberment Retroactive (0)	**2.56**	**2.56**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**7.54**	**116.87**
Voluntary Accident Plan Retroactive (0)	**3.77**	**3.77**
Voluntary Critical Illness Plan (0)	**17.38**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**8.69**	**8.69**
Voluntary Hospital Indemnity (0)	**16.68**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**8.34**	**8.34**
Voluntary Life EE (0)	**31.36**	**486.08**
Voluntary Life EE Retroactive (0)	**15.68**	**15.68**

Pay Details

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**4.40**	**132.00**
ZHI 401K Employer Match	**98.33**	**4,242.60**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
865783903	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**2,028.48**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted] 238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	8-Jul-2024	14-Jul-2024	18-Jul-2024	45.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
LA		0	0.00

Summary		
Description	Current	Year to Date
Gross Earnings	4,186.00	116,170.15
Imputed Earnings	0.00	67.57
Nonpayroll Payment	595.00	16,759.17
Pretax Deductions	251.16	5,708.69
Employee Tax Deductions	1,219.64	29,386.45
Voluntary Deductions	0.00	2,398.86
Net Payment	3,310.20	95,367.75

Earnings		
Description	Current	Year to Date
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	67.57
Holiday Field	0.00	450.00
OT Time	1,530.00	53,268.75
OT Time Prem	765.00	50,507.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	16,621.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	51,390.00
Shift B OT Uplift	34.00	110.50
Shift B Prem Uplift	17.00	55.25
Shift B Uplift	40.00	2,206.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**34.00**	**826.00**
OT Time Prem Hours Worked	**34.00**	**826.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,142.00**
Shift B OT Uplift Hours Worked	**34.00**	**110.50**
Shift B Prem Uplift Hours Worked	**34.00**	**110.50**
Shift B Uplift Hours Worked	**40.00**	**1,823.50**
Total Hours Worked	**0.00**	**1,993.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**1.00**	**5.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**86.42**
ZHI 401K	**251.16**	**5,622.27**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**743.18**	**16,185.39**
Social Security Employee Withheld	**259.68**	**7,197.19**
Medicare Employee Withheld	**60.73**	**1,683.21**
SIT Withheld (LA)	**156.05**	**4,320.66**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**109.33**
Voluntary Critical Illness Plan (0)	**0.00**	**252.01**
Voluntary Hospital Indemnity (0)	**0.00**	**241.86**
Voluntary Life EE (0)	**0.00**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**127.60**
ZHI 401K Employer Match	**188.37**	**4,144.27**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
761252075	JP MORGAN	JP MORGAN	[redacted]	USD	**3,310.20**

Pay Details

	CHASE	CHASE 065400137			

EXHIBIT

199

From: Marrufo, Imelda <marrufoi@zachrygroup.com>
Sent: Thursday, July 24, 2025 1:26 PM
To: Rodriguez, Lola
Subject: FW: RE PAYSLIPS
Attachments: Ryan 1.pdf; RYAN 2.pdf; RYAN 3.pdf; RYAN 4.pdf

This was to the other email address.

Imelda Marrufo
Payroll Clerk

marrufoi@zachrygroup.com
Office 210 588 5409
Fax 210 588 5159

Zachry Industrial, Inc.
527 Logwood
P.O. Box: 240130
San Antonio, Texas 78221
www.ZachryGroup.com

From: Payroll
Sent: Friday, July 18, 2025 3:28 PM
To: 'rdc1972@yahoo.com' <rdc1972@yahoo.com>
Subject: RE PAYSLIPS

Please see attached.

Imelda Marrufo
Payroll Clerk

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002292)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	35.00	$1,575.00	$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	35.00	$35.00	$2,086.25
TAXABLE GTL			$2.33	$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$14,450.00
		TOTAL PAY	$1,612.33	$115,326.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.78	$6,249.36
FEDERAL W/H TAX M-00	$105.22	$13,196.40
FICA-HI	$23.33	$1,461.54
LOUISIANA S-00	$51.51	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$60.58
HOSP INDEMNITY	$8.34	$225.18
ACCIDENT PLAN	$3.77	$101.79
*GROUP VISION **	$2.98	$80.46
ACCIDENTAL D&D	$2.56	$69.12
CRITICAL ILLNSS	$8.69	$234.63
VOLUNT LIFE EE	$15.68	$423.36
*401(K) EMPLOYEE **	$96.60	$4,705.08
NET PAY	$1,191.54	$84,769.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$217.87	$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002293)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$2,086.25
TAXABLE GTL				$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$425.00	$14,875.00
		TOTAL PAY	$425.00	$115,751.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,249.36
FEDERAL W/H TAX M-00	$0.00	$13,196.40
FICA-HI	$0.00	$1,461.54
LOUISIANA S-00	$0.00	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$60.58
HOSP INDEMNITY		$225.18
ACCIDENT PLAN		$101.79
*GROUP VISION **		$80.46
ACCIDENTAL D&D		$69.12
CRITICAL ILLNSS		$234.63
VOLUNT LIFE EE		$423.36
*401(K) EMPLOYEE **		$4,705.08
NET PAY	$425.00	$85,194.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	22-Jul-2024	28-Jul-2024	1-Aug-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,710.00	120,067.48
Imputed Earnings	0.00	69.90
Nonpayroll Payment	0.00	17,354.17
Pretax Deductions	99.62	5,945.37
Employee Tax Deductions	385.68	30,308.51
Voluntary Deductions	-39.04	2,437.90
Net Payment	1,263.74	98,659.97

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	69.90
Holiday Field	0.00	450.00
OT Time	0.00	53,493.75
OT Time Prem	0.00	50,620.00
OT Time Prem Retro Active	236.25	511.25
OT Time Retro Active	472.50	472.50
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	0.00	53,190.00
Shift B OT Uplift	0.00	115.50
Shift B OT Uplift Retro Active	10.50	10.50
Shift B Prem Uplift	0.00	57.75
Shift B Prem Uplift Retro Active	5.25	5.25

Pay Details

Shift B Uplift	0.00	2,246.25
Special Allowance	0.00	753.58
Vacation Regulatory Payout	985.50	985.50

Absences

Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,440.00

Hours

Description	Current	Year to Date
Double Time Hours Worked	0.00	25.00
Double Time Prem Hours Worked	0.00	25.00
Holiday Field Hours Worked	0.00	10.00
OT Time Hours Worked	0.00	831.00
OT Time Hours Worked Retro	10.50	10.50
OT Time Prem Hours Worked	0.00	831.00
OT Time Prem Hours Worked Retro	10.50	10.50
Overtime Hours Prior Wk Hours Worked	0.00	24.00
Overtime Premium Prior Wk Hours Worked	0.00	24.00
Regular Hours Hours Worked	0.00	1,182.00
Shift B OT Uplift Hours Worked	0.00	115.50
Shift B OT Uplift Hours Worked Retro	10.50	10.50
Shift B Prem Uplift Hours Worked	0.00	115.50
Shift B Prem Uplift Hours Worked Retro	10.50	10.50
Shift B Uplift Hours Worked	0.00	1,863.50
Total Hours Worked	0.00	2,048.50
Vacation Entitlement Hours	0.00	32.00
Vacation Regulatory Payout Hours Worked	21.90	21.90

Other Units

Description	Current	Year to Date
Per Diem Non Taxable Other Units	0.00	7.00

Pretax Deductions

Description	Current	Year to Date
Vision Plan	0.00	92.38
Vision Plan Adjustment	0.00	-2.98
Vision Plan Retroactive	-2.98	0.00
ZHI 401K	102.60	5,855.97

Tax Deductions

Description	Current	Year to Date
FIT Withheld	197.38	16,676.41
Social Security Employee Withheld	106.20	7,438.64
Medicare Employee Withheld	24.84	1,739.68
SIT Withheld (LA)	57.26	4,453.78

Other Deductions

Description	Current	Year to Date
Voluntary Life EE Adjustment	0.00	-15.68
Accidental Death and Dismemberment (0)	0.00	79.36
Accidental Death and Dismemberment Retroactive (0)	-2.56	0.00
Direct Deposit Adjustment (0)	0.00	1,266.70
Voluntary Accident Plan (0)	0.00	116.87

Pay Details

Voluntary Accident Plan Retroactive (0)	**-3.77**	**0.00**
Voluntary Critical Illness Plan (0)	**0.00**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**-8.69**	**0.00**
Voluntary Hospital Indemnity (0)	**0.00**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**-8.34**	**0.00**
Voluntary Life EE (0)	**0.00**	**486.08**
Voluntary Life EE Retroactive (0)	**-15.68**	**0.00**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**0.00**	**132.00**
ZHI 401K Employer Match	**76.95**	**4,319.55**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
968654687	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**1,263.74**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	15-Jul-2024	21-Jul-2024	25-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2,187.33	118,357.48
Imputed Earnings	2.33	69.90
Nonpayroll Payment	595.00	17,354.17
Pretax Deductions	137.06	5,845.75
Employee Tax Deductions	536.38	29,922.83
Voluntary Deductions	78.08	2,476.94
Net Payment	2,028.48	97,396.23

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	69.90
Holiday Field	0.00	450.00
OT Time	225.00	53,493.75
OT Time Prem	112.50	50,620.00
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	53,190.00
Shift B OT Uplift	5.00	115.50
Shift B Prem Uplift	2.50	57.75
Shift B Uplift	40.00	2,246.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**5.00**	**831.00**
OT Time Prem Hours Worked	**5.00**	**831.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,182.00**
Shift B OT Uplift Hours Worked	**5.00**	**115.50**
Shift B Prem Uplift Hours Worked	**5.00**	**115.50**
Shift B Uplift Hours Worked	**40.00**	**1,863.50**
Total Hours Worked	**0.00**	**2,038.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**2.00**	**7.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**5.96**	**92.38**
Vision Plan Adjustment	**-2.98**	**-2.98**
Vision Plan Retroactive	**2.98**	**2.98**
ZHI 401K	**131.10**	**5,753.37**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**293.64**	**16,479.03**
Social Security Employee Withheld	**135.25**	**7,332.44**
Medicare Employee Withheld	**31.63**	**1,714.84**
SIT Withheld (LA)	**75.86**	**4,396.52**

Other Deductions		
Description	**Current**	**Year to Date**
Voluntary Life EE Adjustment	**-15.68**	**-15.68**
Accidental Death and Dismemberment (0)	**5.12**	**79.36**
Accidental Death and Dismemberment Retroactive (0)	**2.56**	**2.56**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**7.54**	**116.87**
Voluntary Accident Plan Retroactive (0)	**3.77**	**3.77**
Voluntary Critical Illness Plan (0)	**17.38**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**8.69**	**8.69**
Voluntary Hospital Indemnity (0)	**16.68**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**8.34**	**8.34**
Voluntary Life EE (0)	**31.36**	**486.08**
Voluntary Life EE Retroactive (0)	**15.68**	**15.68**

Pay Details

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**4.40**	**132.00**
ZHI 401K Employer Match	**98.33**	**4,242.60**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
865783903	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**2,028.48**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	8-Jul-2024	14-Jul-2024	18-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	4,186.00	116,170.15
Imputed Earnings	0.00	67.57
Nonpayroll Payment	595.00	16,759.17
Pretax Deductions	251.16	5,708.69
Employee Tax Deductions	1,219.64	29,386.45
Voluntary Deductions	0.00	2,398.86
Net Payment	3,310.20	95,367.75

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	67.57
Holiday Field	0.00	450.00
OT Time	1,530.00	53,268.75
OT Time Prem	765.00	50,507.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	16,621.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	51,390.00
Shift B OT Uplift	34.00	110.50
Shift B Prem Uplift	17.00	55.25
Shift B Uplift	40.00	2,206.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**34.00**	**826.00**
OT Time Prem Hours Worked	**34.00**	**826.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,142.00**
Shift B OT Uplift Hours Worked	**34.00**	**110.50**
Shift B Prem Uplift Hours Worked	**34.00**	**110.50**
Shift B Uplift Hours Worked	**40.00**	**1,823.50**
Total Hours Worked	**0.00**	**1,993.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**1.00**	**5.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**86.42**
ZHI 401K	**251.16**	**5,622.27**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**743.18**	**16,185.39**
Social Security Employee Withheld	**259.68**	**7,197.19**
Medicare Employee Withheld	**60.73**	**1,683.21**
SIT Withheld (LA)	**156.05**	**4,320.66**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**109.33**
Voluntary Critical Illness Plan (0)	**0.00**	**252.01**
Voluntary Hospital Indemnity (0)	**0.00**	**241.86**
Voluntary Life EE (0)	**0.00**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**127.60**
ZHI 401K Employer Match	**188.37**	**4,144.27**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
761252075	JP MORGAN	JP MORGAN	[redacted]	USD	**3,310.20**

Pay Details

	CHASE	CHASE 065400137			

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008127)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**11/20/2023**	**11/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	33.50	$1,507.50	$1,507.50
TIME AND 1/2	67.5000	18.50	$1,248.75	$1,248.75
SHIFT 2/UPLIFT	1.0000	8.50	$8.50	$36.25
SHIFT 2/UPLIFT	1.5000	18.50	$27.75	$36.25
		TOTAL PAY	$2,792.50	$2,792.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$173.14	$173.14
FEDERAL W/H TAX S-00	$519.05	$519.05
FICA-HI	$40.49	$40.49
LOUISIANA S-00	$105.90	$105.90

Deductions:

Description	Current	Year To Date
NET PAY	$1,953.92	$1,953.92

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008128)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**11/20/2023**	**11/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,507.50
TIME AND 1/2				$1,248.75
SHIFT 2/UPLIFT				$36.25

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NONTAX PER DIEM			$510.00	$510.00
		TOTAL PAY	$510.00	$3,302.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$173.14
FEDERAL W/H TAX S-00	$0.00	$519.05
FICA-HI	$0.00	$40.49
LOUISIANA S-00	$0.00	$105.90

Deductions:

Description	Current	Year To Date
NET PAY	$510.00	$2,463.92

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008252)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**11/27/2023**	**12/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$3,307.50
TIME AND 1/2	67.5000	31.50	$2,126.25	$3,375.00
SHIFT 2/UPLIFT	1.0000	32.00	$32.00	$115.50
SHIFT 2/UPLIFT	1.5000	31.50	$47.25	$115.50
NONTAX PER DIEM				$510.00
		TOTAL PAY	$4,005.50	$7,308.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$248.34	$421.48
FEDERAL W/H TAX M-00	$583.54	$1,102.59
FICA-HI	$58.08	$98.57
LOUISIANA S-00	$157.45	$263.35

Deductions:

Description	Current	Year To Date
NET PAY	$2,958.09	$5,422.01

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008253)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**11/27/2023**	**12/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,307.50
TIME AND 1/2				$3,375.00

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SHIFT 2/UPLIFT				$115.50
NONTAX PER DIEM			$595.00	$1,105.00
		TOTAL PAY	$595.00	$7,903.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$421.48
FEDERAL W/H TAX M-00	$0.00	$1,102.59
FICA-HI	$0.00	$98.57
LOUISIANA S-00	$0.00	$263.35

Deductions:

Description	Current	Year To Date
NET PAY	$595.00	$6,017.01

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/10/2023 | Check Number: 12063824)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,107.50
SHIFT 2/UPLIFT				$184.75
SICK PAY				$1,800.00
NONTAX PER DIEM				$1,700.00
		TOTAL PAY	$690.00	$14,848.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$42.78	$815.21
FEDERAL W/H TAX M-00	$15.70	$1,813.55
FICA-HI	$10.01	$190.66
LOUISIANA S-00	$27.60	$505.96

Deductions:

Description	Current	Year To Date
NET PAY	$593.91	$11,523.12

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008311)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$5,107.50
TIME AND 1/2	67.5000	29.50	$1,991.25	$5,366.25
SHIFT 2/UPLIFT	1.5000	19.50	$29.25	$184.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$184.75
NONTAX PER DIEM				$1,105.00
		TOTAL PAY	$3,860.50	$11,763.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$239.35	$660.83
FEDERAL W/H TAX M-00	$551.64	$1,654.23
FICA-HI	$55.98	$154.55
LOUISIANA S-00	$151.29	$414.64

Deductions:

Description	Current	Year To Date
NET PAY	$2,862.24	$8,879.25

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008312)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,107.50
TIME AND 1/2				$5,366.25

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SAN ANTONIO TX 78224
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SHIFT 2/UPLIFT				$184.75
NONTAX PER DIEM			$595.00	$1,700.00
		TOTAL PAY	$595.00	$12,358.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$660.83
FEDERAL W/H TAX M-00	$0.00	$1,654.23
FICA-HI	$0.00	$154.55
LOUISIANA S-00	$0.00	$414.64

Deductions:

Description	Current	Year To Date
NET PAY	$595.00	$9,474.25

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008446)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/11/2023**	**12/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,107.50
TIME AND 1/2				$5,366.25
SHIFT 2/UPLIFT				$184.75
SICK PAY	45.0000	40.00	$1,800.00	$1,800.00
NONTAX PER DIEM				$1,700.00
		TOTAL PAY	$1,800.00	$14,158.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$111.60	$772.43
FEDERAL W/H TAX M-00	$143.62	$1,797.85
FICA-HI	$26.10	$180.65
LOUISIANA S-00	$63.72	$478.36

Deductions:

Description	Current	Year To Date
NET PAY	$1,454.96	$10,929.21

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.16
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/24/2023 | Check Number: 12063943)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
		TOTAL PAY	$753.58	$753.58

Taxes:

Description	Current	Year To Date
FICA-OASDI	$46.72	$46.72
FEDERAL W/H TAX M-00	$165.79	$165.79
FICA-HI	$10.93	$10.93
LOUISIANA S-00	$30.14	$30.14

Deductions:

Description	Current	Year To Date
NET PAY	$500.00	$500.00

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99007995)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$6,907.50
TIME AND 1/2	69.0000	10.00	$690.00	$7,305.00
TIME AND 1/2	67.5000	18.50	$1,248.75	$7,305.00
SHIFT 2/UPLIFT	1.5000	18.50	$27.75	$252.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$252.50
SICK PAY				$1,800.00
NONTAX PER DIEM				$1,700.00
		TOTAL PAY	$3,116.50	$17,965.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$193.22	$1,008.43
FEDERAL W/H TAX M-00	$387.96	$2,201.51
FICA-HI	$45.18	$235.84
LOUISIANA S-00	$119.67	$625.63

Deductions:

Description	Current	Year To Date
NET PAY	$2,370.47	$13,893.59

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/28/2023 | Check Number: 99007996)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,907.50
TIME AND 1/2				$7,305.00
SHIFT 2/UPLIFT				$252.50
SICK PAY				$1,800.00
NONTAX PER DIEM			$255.00	$1,955.00
		TOTAL PAY	$255.00	$18,220.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,008.43
FEDERAL W/H TAX M-00	$0.00	$2,201.51
FICA-HI	$0.00	$235.84
LOUISIANA S-00	$0.00	$625.63

Deductions:

Description	Current	Year To Date
NET PAY	$255.00	$14,148.59

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

EXHIBIT

201

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 01/04/2024 | Check Number: 99003907)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**12/25/2023**	**12/31/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	46.00	$2,070.00	$2,070.00
TIME AND 1/2	67.5000	22.00	$1,485.00	$1,485.00
DOUBLETIME	90.0000	12.50	$1,125.00	$1,125.00
SHIFT 2/UPLIFT	2.0000	12.50	$25.00	$94.00
SHIFT 2/UPLIFT	1.5000	22.00	$33.00	$94.00
SHIFT 2/UPLIFT	1.0000	36.00	$36.00	$94.00
TAXABLE GTL			$2.33	$2.33
SPEC ALLOWANCE				$753.58
SPEC ALLOWANCE			$753.58	$753.58
		TOTAL PAY	$4,776.33	$5,529.91

Taxes:

Description	Current	Year To Date
FICA-OASDI	$296.13	$342.85
FEDERAL W/H TAX M-00	$743.95	$909.74
FICA-HI	$69.25	$80.18
LOUISIANA S-00	$190.21	$220.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$2.33
NET PAY	$3,474.46	$3,974.46

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/04/2024 | Check Number: 99003908)

Name:	Company:	Period Start:	Period End:	Job#:

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

CHAPMAN, RYAN D	HB01	12/25/2023	12/31/2023	114000

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,070.00
TIME AND 1/2				$1,485.00
DOUBLETIME				$1,125.00
SHIFT 2/UPLIFT				$94.00
TAXABLE GTL				$2.33
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$85.00	$85.00
		TOTAL PAY	$85.00	$5,614.91

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$342.85
FEDERAL W/H TAX M-00	$0.00	$909.74
FICA-HI	$0.00	$80.18
LOUISIANA S-00	$0.00	$220.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.33
NET PAY	$85.00	$4,059.46

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007517)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/01/2024**	**01/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	27.50	$1,237.50	$3,307.50
TIME AND 1/2	67.5000	27.50	$1,856.25	$3,341.25
DOUBLETIME	90.0000	12.50	$1,125.00	$2,250.00
SHIFT 2/UPLIFT	2.0000	12.50	$25.00	$187.75
SHIFT 2/UPLIFT	1.0000	27.50	$27.50	$187.75
SHIFT 2/UPLIFT	1.5000	27.50	$41.25	$187.75
TAXABLE GTL			$2.33	$4.66
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$85.00
		TOTAL PAY	$4,314.83	$9,929.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$267.52	$610.37
FEDERAL W/H TAX M-00	$635.46	$1,545.20
FICA-HI	$62.57	$142.75
LOUISIANA S-00	$170.60	$390.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$4.66
NET PAY	$3,176.35	$7,235.81

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.78
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007518)

Name:	Company:	Period Start:	Period End:	Job#:

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

CHAPMAN, RYAN D	HB01	01/01/2024	01/07/2024	114000

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,307.50
TIME AND 1/2				$3,341.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$187.75
TAXABLE GTL				$4.66
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$1,105.00	$1,190.00
		TOTAL PAY	$1,105.00	$11,034.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$610.37
FEDERAL W/H TAX M-00	$0.00	$1,545.20
FICA-HI	$0.00	$142.75
LOUISIANA S-00	$0.00	$390.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.66
NET PAY	$1,105.00	$8,340.81

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.78
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008108)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/08/2024**	**01/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$5,107.50
TIME AND 1/2	67.5000	43.50	$2,936.25	$6,277.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$293.00
SHIFT 2/UPLIFT	1.5000	43.50	$65.25	$293.00
TAXABLE GTL			$2.33	$6.99
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$1,190.00
		TOTAL PAY	$4,843.83	$15,878.57

Taxes:

Description	Current	Year To Date
FICA-OASDI	$300.32	$910.69
FEDERAL W/H TAX M-00	$760.15	$2,305.35
FICA-HI	$70.23	$212.98
LOUISIANA S-00	$193.08	$584.03

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$6.99
NET PAY	$3,517.72	$11,858.53

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.32
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008109)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/08/2024**	**01/14/2024**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,107.50
TIME AND 1/2				$6,277.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$293.00
TAXABLE GTL				$6.99
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$1,785.00
		TOTAL PAY	$595.00	$16,473.57

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$910.69
FEDERAL W/H TAX M-00	$0.00	$2,305.35
FICA-HI	$0.00	$212.98
LOUISIANA S-00	$0.00	$584.03

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.99
NET PAY	$595.00	$12,453.53

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.32
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008045)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/15/2024**	**01/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$6,907.50
TIME AND 1/2	67.5000	18.50	$1,248.75	$7,526.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	18.50	$27.75	$360.75
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$360.75
TAXABLE GTL			$2.33	$9.32
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$1,785.00
		TOTAL PAY	$3,118.83	$19,592.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$193.37	$1,104.06
FEDERAL W/H TAX M-00	$372.34	$2,677.69
FICA-HI	$45.23	$258.21
LOUISIANA S-00	$119.77	$703.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$9.32
NET PAY	$2,385.79	$14,839.32

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.86
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008046)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/15/2024**	**01/21/2024**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,907.50
TIME AND 1/2				$7,526.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$360.75
TAXABLE GTL				$9.32
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$2,380.00
		TOTAL PAY	$595.00	$20,187.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,104.06
FEDERAL W/H TAX M-00	$0.00	$2,677.69
FICA-HI	$0.00	$258.21
LOUISIANA S-00	$0.00	$703.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$9.32
NET PAY	$595.00	$15,434.32

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.86
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008025)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/22/2024**	**01/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$8,707.50
TIME AND 1/2	67.5000	40.00	$2,700.00	$10,226.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$460.75
SHIFT 2/UPLIFT	1.5000	40.00	$60.00	$460.75
TAXABLE GTL			$2.33	$11.65
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$2,380.00
		TOTAL PAY	$4,602.33	$24,789.73

Taxes:

Description	Current	Year To Date
FICA-OASDI	$285.34	$1,389.40
FEDERAL W/H TAX M-00	$702.19	$3,379.88
FICA-HI	$66.73	$324.94
LOUISIANA S-00	$182.82	$886.62

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$11.65
NET PAY	$3,362.92	$18,797.24

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.40
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008026)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/22/2024**	**01/28/2024**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,707.50
TIME AND 1/2				$10,226.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$460.75
TAXABLE GTL				$11.65
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$2,975.00
		TOTAL PAY	$595.00	$25,384.73

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,389.40
FEDERAL W/H TAX M-00	$0.00	$3,379.88
FICA-HI	$0.00	$324.94
LOUISIANA S-00	$0.00	$886.62

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$11.65
NET PAY	$595.00	$19,392.24

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.40
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007895)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/29/2024**	**02/04/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$10,507.50
TIME AND 1/2	67.5000	26.50	$1,788.75	$12,015.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	26.50	$39.75	$540.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$540.50
TAXABLE GTL			$2.33	$13.98
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$2,975.00
		TOTAL PAY	$3,670.83	$29,055.56

Taxes:

Description	Current	Year To Date
FICA-OASDI	$227.41	$1,616.81
FEDERAL W/H TAX M-00	$444.70	$3,824.58
FICA-HI	$53.18	$378.12
LOUISIANA S-00	$133.75	$1,020.37

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$13.98
HOSP INDEMNITY	$8.34	$8.34
ACCIDENT PLAN	$3.77	$3.77
*GROUP VISION **	$2.98	$2.98
ACCIDENTAL D&D	$2.56	$2.56
CRITICAL ILLNSS	$8.69	$8.69
VOLUNT LIFE EE	$15.68	$15.68
*401(K) EMPLOYEE **	$220.11	$220.11
NET PAY	$2,547.33	$21,939.57

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

VACATION HOURS ACCRUED	16.94
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007896)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**01/29/2024**	**02/04/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,507.50
TIME AND 1/2				$12,015.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$540.50
TAXABLE GTL				$13.98
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$3,570.00
		TOTAL PAY	$595.00	$29,650.56

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,616.81
FEDERAL W/H TAX M-00	$0.00	$3,824.58
FICA-HI	$0.00	$378.12
LOUISIANA S-00	$0.00	$1,020.37

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$13.98
HOSP INDEMNITY		$8.34
ACCIDENT PLAN		$3.77
*GROUP VISION **		$2.98
ACCIDENTAL D&D		$2.56
CRITICAL ILLNSS		$8.69
VOLUNT LIFE EE		$15.68
*401(K) EMPLOYEE **		$220.11
NET PAY	$595.00	$22,534.57

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.94
VACATION ACCRUAL PER WEEK	1.54

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007756)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/05/2024**	**02/11/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$12,307.50
TIME AND 1/2	67.5000	32.50	$2,193.75	$14,208.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$629.25
SHIFT 2/UPLIFT	1.5000	32.50	$48.75	$629.25
TAXABLE GTL			$2.33	$16.31
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$3,570.00
		TOTAL PAY	$4,084.83	$33,735.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$252.89	$1,869.70
FEDERAL W/H TAX M-00	$529.65	$4,354.23
FICA-HI	$59.15	$437.27
LOUISIANA S-00	$150.16	$1,170.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$16.31
HOSP INDEMNITY	$16.68	$25.02
ACCIDENT PLAN	$7.54	$11.31
*GROUP VISION **	$5.96	$8.94
ACCIDENTAL D&D	$5.12	$7.68
CRITICAL ILLNSS	$17.38	$26.07
VOLUNT LIFE EE	$31.36	$47.04
*401(K) EMPLOYEE **	$244.95	$465.06
NET PAY	$2,761.66	$25,296.23

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$165.08	$165.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.48
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007757)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/05/2024**	**02/11/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,307.50
TIME AND 1/2				$14,208.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$629.25
TAXABLE GTL				$16.31
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$4,165.00
		TOTAL PAY	$595.00	$34,330.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,869.70
FEDERAL W/H TAX M-00	$0.00	$4,354.23
FICA-HI	$0.00	$437.27
LOUISIANA S-00	$0.00	$1,170.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$16.31
HOSP INDEMNITY		$25.02
ACCIDENT PLAN		$11.31
*GROUP VISION **		$8.94
ACCIDENTAL D&D		$7.68
CRITICAL ILLNSS		$26.07
VOLUNT LIFE EE		$47.04
*401(K) EMPLOYEE **		$465.06
NET PAY	$595.00	$25,891.23

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$165.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.48
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007372)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/12/2024**	**02/18/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	39.00	$1,755.00	$14,062.50
TIME AND 1/2				$14,208.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$629.25
TAXABLE GTL			$2.33	$18.64
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$4,165.00
		TOTAL PAY	$1,757.33	$36,087.72

Taxes:

Description	Current	Year To Date
FICA-OASDI	$108.58	$1,978.28
FEDERAL W/H TAX M-00	$121.22	$4,475.45
FICA-HI	$25.39	$462.66
LOUISIANA S-00	$57.18	$1,227.71

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$18.64
HOSP INDEMNITY	$16.68	$41.70
ACCIDENT PLAN	$7.54	$18.85
*GROUP VISION **	$5.96	$14.90
ACCIDENTAL D&D	$5.12	$12.80
CRITICAL ILLNSS	$17.38	$43.45
VOLUNT LIFE EE	$31.36	$78.40
*401(K) EMPLOYEE **	$105.30	$570.36
NET PAY	$1,253.29	$27,144.52

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$183.71	$348.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.02
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007373)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/12/2024**	**02/18/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$14,062.50
TIME AND 1/2				$14,208.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$629.25
TAXABLE GTL				$18.64
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$4,760.00
		TOTAL PAY	$595.00	$36,682.72

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,978.28
FEDERAL W/H TAX M-00	$0.00	$4,475.45
FICA-HI	$0.00	$462.66
LOUISIANA S-00	$0.00	$1,227.71

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$18.64
HOSP INDEMNITY		$41.70
ACCIDENT PLAN		$18.85
*GROUP VISION **		$14.90
ACCIDENTAL D&D		$12.80
CRITICAL ILLNSS		$43.45
VOLUNT LIFE EE		$78.40
*401(K) EMPLOYEE **		$570.36
NET PAY	$595.00	$27,739.52

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$348.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.02
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007250)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/19/2024**	**02/25/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$15,862.50
TIME AND 1/2	67.5000	36.50	$2,463.75	$16,672.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$724.00
SHIFT 2/UPLIFT	1.5000	36.50	$54.75	$724.00
TAXABLE GTL			$2.33	$20.97
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$4,760.00
		TOTAL PAY	$4,360.83	$41,043.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$270.01	$2,248.29
FEDERAL W/H TAX M-00	$586.73	$5,062.18
FICA-HI	$63.15	$525.81
LOUISIANA S-00	$161.19	$1,388.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$20.97
HOSP INDEMNITY	$16.68	$58.38
ACCIDENT PLAN	$7.54	$26.39
*GROUP VISION **	$5.96	$20.86
ACCIDENTAL D&D	$5.12	$17.92
CRITICAL ILLNSS	$17.38	$60.83
VOLUNT LIFE EE	$31.36	$109.76
*401(K) EMPLOYEE **	$261.51	$831.87
NET PAY	$2,931.87	$30,671.39

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$78.98	$427.77

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.56
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007251)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/19/2024**	**02/25/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,862.50
TIME AND 1/2				$16,672.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$724.00
TAXABLE GTL				$20.97
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$5,355.00
		TOTAL PAY	$595.00	$41,638.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,248.29
FEDERAL W/H TAX M-00	$0.00	$5,062.18
FICA-HI	$0.00	$525.81
LOUISIANA S-00	$0.00	$1,388.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$20.97
HOSP INDEMNITY		$58.38
ACCIDENT PLAN		$26.39
*GROUP VISION **		$20.86
ACCIDENTAL D&D		$17.92
CRITICAL ILLNSS		$60.83
VOLUNT LIFE EE		$109.76
*401(K) EMPLOYEE **		$831.87
NET PAY	$595.00	$31,266.39

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$427.77

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.56
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007208)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/26/2024**	**03/03/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$17,662.50
TIME AND 1/2	67.5000	30.50	$2,058.75	$18,731.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$809.75
SHIFT 2/UPLIFT	1.5000	30.50	$45.75	$809.75
TAXABLE GTL			$2.33	$23.30
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$5,355.00
		TOTAL PAY	$3,946.83	$45,585.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$244.33	$2,492.62
FEDERAL W/H TAX M-00	$501.12	$5,563.30
FICA-HI	$57.14	$582.95
LOUISIANA S-00	$144.65	$1,533.55

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$23.30
HOSP INDEMNITY	$16.68	$75.06
ACCIDENT PLAN	$7.54	$33.93
*GROUP VISION **	$5.96	$26.82
ACCIDENTAL D&D	$5.12	$23.04
CRITICAL ILLNSS	$17.38	$78.21
VOLUNT LIFE EE	$31.36	$141.12
*401(K) EMPLOYEE **	$236.67	$1,068.54
NET PAY	$2,676.55	$33,942.94

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$196.13	$623.90

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.10
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007209)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**02/26/2024**	**03/03/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$17,662.50
TIME AND 1/2				$18,731.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$809.75
TAXABLE GTL				$23.30
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$5,950.00
		TOTAL PAY	$595.00	$46,180.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,492.62
FEDERAL W/H TAX M-00	$0.00	$5,563.30
FICA-HI	$0.00	$582.95
LOUISIANA S-00	$0.00	$1,533.55

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$23.30
HOSP INDEMNITY		$75.06
ACCIDENT PLAN		$33.93
*GROUP VISION **		$26.82
ACCIDENTAL D&D		$23.04
CRITICAL ILLNSS		$78.21
VOLUNT LIFE EE		$141.12
*401(K) EMPLOYEE **		$1,068.54
NET PAY	$595.00	$34,537.94

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$623.90

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.10
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 03/14/2024 | Check Number: 99006985)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/04/2024**	**03/10/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$19,462.50
TIME AND 1/2	67.5000	36.00	$2,430.00	$21,161.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$903.75
SHIFT 2/UPLIFT	1.5000	36.00	$54.00	$903.75
TAXABLE GTL			$2.33	$25.63
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$5,950.00
		TOTAL PAY	$4,326.33	$50,506.71

Taxes:

Description	Current	Year To Date
FICA-OASDI	$267.86	$2,760.48
FEDERAL W/H TAX M-00	$579.60	$6,142.90
FICA-HI	$62.65	$645.60
LOUISIANA S-00	$159.81	$1,693.36

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$25.63
HOSP INDEMNITY	$16.68	$91.74
ACCIDENT PLAN	$7.54	$41.47
*GROUP VISION **	$5.96	$32.78
ACCIDENTAL D&D	$5.12	$28.16
CRITICAL ILLNSS	$17.38	$95.59
VOLUNT LIFE EE	$31.36	$172.48
*401(K) EMPLOYEE **	$259.44	$1,327.98
NET PAY	$2,910.60	$37,448.54

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$177.50	$801.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.64
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 03/14/2024 | Check Number: 99006986)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/04/2024**	**03/10/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$19,462.50
TIME AND 1/2				$21,161.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$903.75
TAXABLE GTL				$25.63
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$6,545.00
		TOTAL PAY	$595.00	$51,101.71

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,760.48
FEDERAL W/H TAX M-00	$0.00	$6,142.90
FICA-HI	$0.00	$645.60
LOUISIANA S-00	$0.00	$1,693.36

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$25.63
HOSP INDEMNITY		$91.74
ACCIDENT PLAN		$41.47
*GROUP VISION **		$32.78
ACCIDENTAL D&D		$28.16
CRITICAL ILLNSS		$95.59
VOLUNT LIFE EE		$172.48
*401(K) EMPLOYEE **		$1,327.98
NET PAY	$595.00	$38,043.54

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$801.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.64
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006892)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/11/2024**	**03/17/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$21,262.50
TIME AND 1/2	67.5000	28.50	$1,923.75	$23,085.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$986.50
SHIFT 2/UPLIFT	1.5000	28.50	$42.75	$986.50
TAXABLE GTL			$2.33	$27.96
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$6,545.00
		TOTAL PAY	$3,808.83	$54,910.54

Taxes:

Description	Current	Year To Date
FICA-OASDI	$235.78	$2,996.26
FEDERAL W/H TAX M-00	$472.58	$6,615.48
FICA-HI	$55.14	$700.74
LOUISIANA S-00	$139.13	$1,832.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$27.96
HOSP INDEMNITY	$16.68	$108.42
ACCIDENT PLAN	$7.54	$49.01
*GROUP VISION **	$5.96	$38.74
ACCIDENTAL D&D	$5.12	$33.28
CRITICAL ILLNSS	$17.38	$112.97
VOLUNT LIFE EE	$31.36	$203.84
*401(K) EMPLOYEE **	$228.39	$1,556.37
NET PAY	$2,591.44	$40,634.98

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$194.58	$995.98

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.18
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006893)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/11/2024**	**03/17/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$21,262.50
TIME AND 1/2				$23,085.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$986.50
TAXABLE GTL				$27.96
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$7,140.00
		TOTAL PAY	$595.00	$55,505.54

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,996.26
FEDERAL W/H TAX M-00	$0.00	$6,615.48
FICA-HI	$0.00	$700.74
LOUISIANA S-00	$0.00	$1,832.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$27.96
HOSP INDEMNITY		$108.42
ACCIDENT PLAN		$49.01
*GROUP VISION **		$38.74
ACCIDENTAL D&D		$33.28
CRITICAL ILLNSS		$112.97
VOLUNT LIFE EE		$203.84
*401(K) EMPLOYEE **		$1,556.37
NET PAY	$595.00	$41,229.98

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$995.98

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.18
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006609)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$23,062.50
TIME AND 1/2	67.5000	6.50	$438.75	$23,523.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	6.50	$9.75	$1,036.25
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,036.25
TAXABLE GTL			$2.33	$30.29
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$7,140.00
		TOTAL PAY	$2,290.83	$57,796.37

Taxes:

Description	Current	Year To Date
FICA-OASDI	$141.85	$3,138.11
FEDERAL W/H TAX M-00	$181.76	$6,797.24
FICA-HI	$33.17	$733.91
LOUISIANA S-00	$78.62	$1,911.11

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$30.29
HOSP INDEMNITY	$8.34	$116.76
ACCIDENT PLAN	$3.77	$52.78
*GROUP VISION **	$2.98	$41.72
ACCIDENTAL D&D	$2.56	$35.84
CRITICAL ILLNSS	$8.69	$121.66
VOLUNT LIFE EE	$15.68	$219.52
*401(K) EMPLOYEE **	$137.31	$1,693.68
NET PAY	$1,673.77	$42,903.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$171.29	$1,167.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.72
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006610)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$23,062.50
TIME AND 1/2				$23,523.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,036.25
TAXABLE GTL				$30.29
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$510.00	$7,650.00
		TOTAL PAY	$510.00	$58,306.37

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,138.11
FEDERAL W/H TAX M-00	$0.00	$6,797.24
FICA-HI	$0.00	$733.91
LOUISIANA S-00	$0.00	$1,911.11

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$30.29
HOSP INDEMNITY		$116.76
ACCIDENT PLAN		$52.78
*GROUP VISION **		$41.72
ACCIDENTAL D&D		$35.84
CRITICAL ILLNSS		$121.66
VOLUNT LIFE EE		$219.52
*401(K) EMPLOYEE **		$1,693.68
NET PAY	$510.00	$43,413.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,167.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.72
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005848)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$24,862.50
TIME AND 1/2	67.5000	41.00	$2,767.50	$26,291.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,137.75
SHIFT 2/UPLIFT	1.5000	41.00	$61.50	$1,137.75
TAXABLE GTL			$2.33	$32.62
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$7,650.00
		TOTAL PAY	$4,671.33	$62,977.70

Taxes:

Description	Current	Year To Date
FICA-OASDI	$289.44	$3,427.55
FEDERAL W/H TAX M-00	$651.60	$7,448.84
FICA-HI	$67.69	$801.60
LOUISIANA S-00	$173.72	$2,084.83

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$32.62
HOSP INDEMNITY	$8.34	$125.10
ACCIDENT PLAN	$3.77	$56.55
*GROUP VISION **	$2.98	$44.70
ACCIDENTAL D&D	$2.56	$38.40
CRITICAL ILLNSS	$8.69	$130.35
VOLUNT LIFE EE	$15.68	$235.20
*401(K) EMPLOYEE **	$280.14	$1,973.82
NET PAY	$3,164.39	$46,578.14

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,167.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.26
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005849)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$24,862.50
TIME AND 1/2				$26,291.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,137.75
TAXABLE GTL				$32.62
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$8,245.00
		TOTAL PAY	$595.00	$63,572.70

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,427.55
FEDERAL W/H TAX M-00	$0.00	$7,448.84
FICA-HI	$0.00	$801.60
LOUISIANA S-00	$0.00	$2,084.83

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$32.62
HOSP INDEMNITY		$125.10
ACCIDENT PLAN		$56.55
*GROUP VISION **		$44.70
ACCIDENTAL D&D		$38.40
CRITICAL ILLNSS		$130.35
VOLUNT LIFE EE		$235.20
*401(K) EMPLOYEE **		$1,973.82
NET PAY	$595.00	$47,173.14

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,167.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.26
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005576)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$26,662.50
TIME AND 1/2	67.5000	27.50	$1,856.25	$28,147.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,219.00
SHIFT 2/UPLIFT	1.5000	27.50	$41.25	$1,219.00
TAXABLE GTL			$2.33	$34.95
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,245.00
		TOTAL PAY	$3,739.83	$67,312.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$231.68	$3,659.23
FEDERAL W/H TAX M-00	$458.96	$7,907.80
FICA-HI	$54.19	$855.79
LOUISIANA S-00	$136.50	$2,221.33

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$34.95
HOSP INDEMNITY	$8.34	$133.44
ACCIDENT PLAN	$3.77	$60.32
*GROUP VISION **	$2.98	$47.68
ACCIDENTAL D&D	$2.56	$40.96
CRITICAL ILLNSS	$8.69	$139.04
VOLUNT LIFE EE	$15.68	$250.88
*401(K) EMPLOYEE **	$224.25	$2,198.07
NET PAY	$2,589.90	$49,763.04

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$313.09	$1,480.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.80
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005577)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$26,662.50
TIME AND 1/2				$28,147.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,219.00
TAXABLE GTL				$34.95
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$8,840.00
		TOTAL PAY	$595.00	$67,907.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,659.23
FEDERAL W/H TAX M-00	$0.00	$7,907.80
FICA-HI	$0.00	$855.79
LOUISIANA S-00	$0.00	$2,221.33

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$34.95
HOSP INDEMNITY		$133.44
ACCIDENT PLAN		$60.32
*GROUP VISION **		$47.68
ACCIDENTAL D&D		$40.96
CRITICAL ILLNSS		$139.04
VOLUNT LIFE EE		$250.88
*401(K) EMPLOYEE **		$2,198.07
NET PAY	$595.00	$50,358.04

ZACHRY

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SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,480.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.80
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005517)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$28,462.50
TIME AND 1/2	67.5000	45.00	$3,037.50	$31,185.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,326.50
SHIFT 2/UPLIFT	1.5000	45.00	$67.50	$1,326.50
TAXABLE GTL			$2.33	$37.28
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,840.00
		TOTAL PAY	$4,947.33	$72,854.86

Taxes:

Description	Current	Year To Date
FICA-OASDI	$306.55	$3,965.78
FEDERAL W/H TAX M-00	$713.07	$8,620.87
FICA-HI	$71.69	$927.48
LOUISIANA S-00	$184.74	$2,406.07

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$37.28
HOSP INDEMNITY	$8.34	$141.78
ACCIDENT PLAN	$3.77	$64.09
*GROUP VISION **	$2.98	$50.66
ACCIDENTAL D&D	$2.56	$43.52
CRITICAL ILLNSS	$8.69	$147.73
VOLUNT LIFE EE	$15.68	$266.56
*401(K) EMPLOYEE **	$296.70	$2,494.77
NET PAY	$3,330.23	$53,688.27

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$168.19	$1,648.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.34
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005518)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$28,462.50
TIME AND 1/2				$31,185.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,326.50
TAXABLE GTL				$37.28
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$9,435.00
		TOTAL PAY	$595.00	$73,449.86

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,965.78
FEDERAL W/H TAX M-00	$0.00	$8,620.87
FICA-HI	$0.00	$927.48
LOUISIANA S-00	$0.00	$2,406.07

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$37.28
HOSP INDEMNITY		$141.78
ACCIDENT PLAN		$64.09
*GROUP VISION **		$50.66
ACCIDENTAL D&D		$43.52
CRITICAL ILLNSS		$147.73
VOLUNT LIFE EE		$266.56
*401(K) EMPLOYEE **		$2,494.77
NET PAY	$595.00	$54,283.27

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,648.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.34
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005437)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$30,262.50
TIME AND 1/2	67.5000	13.00	$877.50	$32,062.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	13.00	$19.50	$1,386.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,386.00
TAXABLE GTL			$2.33	$39.61
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$9,435.00
		TOTAL PAY	$2,739.33	$76,189.19

Taxes:

Description	Current	Year To Date
FICA-OASDI	$169.65	$4,135.43
FEDERAL W/H TAX M-00	$252.06	$8,872.93
FICA-HI	$39.68	$967.16
LOUISIANA S-00	$96.53	$2,502.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$39.61
HOSP INDEMNITY	$8.34	$150.12
ACCIDENT PLAN	$3.77	$67.86
*GROUP VISION **	$2.98	$53.64
ACCIDENTAL D&D	$2.56	$46.08
CRITICAL ILLNSS	$8.69	$156.42
VOLUNT LIFE EE	$15.68	$282.24
*401(K) EMPLOYEE **	$164.22	$2,658.99
NET PAY	$1,972.84	$56,256.11

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$222.53	$1,871.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.88
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005438)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$30,262.50
TIME AND 1/2				$32,062.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,386.00
TAXABLE GTL				$39.61
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$10,030.00
		TOTAL PAY	$595.00	$76,784.19

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,135.43
FEDERAL W/H TAX M-00	$0.00	$8,872.93
FICA-HI	$0.00	$967.16
LOUISIANA S-00	$0.00	$2,502.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$39.61
HOSP INDEMNITY		$150.12
ACCIDENT PLAN		$67.86
*GROUP VISION **		$53.64
ACCIDENTAL D&D		$46.08
CRITICAL ILLNSS		$156.42
VOLUNT LIFE EE		$282.24
*401(K) EMPLOYEE **		$2,658.99
NET PAY	$595.00	$56,851.11

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,871.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.88
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99005332)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	24.50	$1,102.50	$31,365.00
TIME AND 1/2				$32,062.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	24.50	$24.50	$1,410.50
TAXABLE GTL			$2.33	$41.94
VAC SALARY/CLER	45.0000	32.00	$1,440.00	$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$10,030.00
		TOTAL PAY	$2,569.33	$79,353.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$159.12	$4,294.55
FEDERAL W/H TAX M-00	$216.91	$9,089.84
FICA-HI	$37.21	$1,004.37
LOUISIANA S-00	$89.74	$2,592.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$41.94
HOSP INDEMNITY	$8.34	$158.46
ACCIDENT PLAN	$3.77	$71.63
*GROUP VISION **	$2.98	$56.62
ACCIDENTAL D&D	$2.56	$48.64
CRITICAL ILLNSS	$8.69	$165.11
VOLUNT LIFE EE	$15.68	$297.92
*401(K) EMPLOYEE **	$154.02	$2,813.01
NET PAY	$1,867.98	$58,719.09

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$123.17	$1,994.25

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.42
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 05/02/2024 | Check Number: 99005333)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$31,365.00
TIME AND 1/2				$32,062.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,410.50
TAXABLE GTL				$41.94
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$255.00	$10,285.00
		TOTAL PAY	$255.00	$79,608.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,294.55
FEDERAL W/H TAX M-00	$0.00	$9,089.84
FICA-HI	$0.00	$1,004.37
LOUISIANA S-00	$0.00	$2,592.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$41.94
HOSP INDEMNITY		$158.46
ACCIDENT PLAN		$71.63
*GROUP VISION **		$56.62
ACCIDENTAL D&D		$48.64
CRITICAL ILLNSS		$165.11
VOLUNT LIFE EE		$297.92
*401(K) EMPLOYEE **		$2,813.01
NET PAY	$255.00	$58,974.09

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,994.25

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.42
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 05/09/2024 | Check Number: 99005206)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/29/2024**	**05/05/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$33,165.00
TIME AND 1/2	67.5000	44.50	$3,003.75	$35,066.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,517.25
SHIFT 2/UPLIFT	1.5000	44.50	$66.75	$1,517.25
TAXABLE GTL			$2.33	$44.27
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$10,285.00
		TOTAL PAY	$4,912.83	$84,521.35

Taxes:

Description	Current	Year To Date
FICA-OASDI	$304.41	$4,598.96
FEDERAL W/H TAX M-00	$705.29	$9,795.13
FICA-HI	$71.19	$1,075.56
LOUISIANA S-00	$183.36	$2,775.70

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$44.27
HOSP INDEMNITY	$8.34	$166.80
ACCIDENT PLAN	$3.77	$75.40
*GROUP VISION **	$2.98	$59.60
ACCIDENTAL D&D	$2.56	$51.20
CRITICAL ILLNSS	$8.69	$173.80
VOLUNT LIFE EE	$15.68	$313.60
*401(K) EMPLOYEE **	$294.63	$3,107.64
NET PAY	$3,309.60	$62,283.69

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$115.52	$2,109.77

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.96
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 05/09/2024 | Check Number: 99005207)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**04/29/2024**	**05/05/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$33,165.00
TIME AND 1/2				$35,066.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,517.25
TAXABLE GTL				$44.27
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$10,880.00
		TOTAL PAY	$595.00	$85,116.35

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,598.96
FEDERAL W/H TAX M-00	$0.00	$9,795.13
FICA-HI	$0.00	$1,075.56
LOUISIANA S-00	$0.00	$2,775.70

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$44.27
HOSP INDEMNITY		$166.80
ACCIDENT PLAN		$75.40
*GROUP VISION **		$59.60
ACCIDENTAL D&D		$51.20
CRITICAL ILLNSS		$173.80
VOLUNT LIFE EE		$313.60
*401(K) EMPLOYEE **		$3,107.64
NET PAY	$595.00	$62,878.69

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,109.77

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.96
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	**[redacted]8172**	**114000**

Payment Details (Pay Date: 05/16/2024 | Check Number: 99005144)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/06/2024**	**05/12/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$34,965.00
TIME AND 1/2	67.5000	20.00	$1,350.00	$36,416.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	20.00	$30.00	$1,587.25
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,587.25
TAXABLE GTL			$2.33	$46.60
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$10,880.00
		TOTAL PAY	$3,222.33	$88,338.68

Taxes:

Description	Current	Year To Date
FICA-OASDI	$199.60	$4,798.56
FEDERAL W/H TAX M-00	$351.95	$10,147.08
FICA-HI	$46.68	$1,122.24
LOUISIANA S-00	$115.83	$2,891.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$46.60
HOSP INDEMNITY	$8.34	$175.14
ACCIDENT PLAN	$3.77	$79.17
*GROUP VISION **	$2.98	$62.58
ACCIDENTAL D&D	$2.56	$53.76
CRITICAL ILLNSS	$8.69	$182.49
VOLUNT LIFE EE	$15.68	$329.28
*401(K) EMPLOYEE **	$193.20	$3,300.84
NET PAY	$2,270.72	$65,149.41

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Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$220.97	$2,330.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.50
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 05/16/2024 | Check Number: 99005145)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/06/2024**	**05/12/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$34,965.00
TIME AND 1/2				$36,416.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,587.25
TAXABLE GTL				$46.60
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$11,475.00
		TOTAL PAY	$595.00	$88,933.68

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,798.56
FEDERAL W/H TAX M-00	$0.00	$10,147.08
FICA-HI	$0.00	$1,122.24
LOUISIANA S-00	$0.00	$2,891.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$46.60
HOSP INDEMNITY		$175.14
ACCIDENT PLAN		$79.17
*GROUP VISION **		$62.58
ACCIDENTAL D&D		$53.76
CRITICAL ILLNSS		$182.49
VOLUNT LIFE EE		$329.28
*401(K) EMPLOYEE **		$3,300.84
NET PAY	$595.00	$65,744.41

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USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,330.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.50
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 05/23/2024 | Check Number: 99003682)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/13/2024**	**05/19/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$36,765.00
TIME AND 1/2	67.5000	32.00	$2,160.00	$38,576.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,675.25
SHIFT 2/UPLIFT	1.5000	32.00	$48.00	$1,675.25
TAXABLE GTL			$2.33	$48.93
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$11,475.00
		TOTAL PAY	$4,050.33	$92,984.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$250.93	$5,049.49
FEDERAL W/H TAX M-00	$523.18	$10,670.26
FICA-HI	$58.69	$1,180.93
LOUISIANA S-00	$148.91	$3,040.44

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$48.93
HOSP INDEMNITY	$8.34	$183.48
ACCIDENT PLAN	$3.77	$82.94
*GROUP VISION **	$2.98	$65.56
ACCIDENTAL D&D	$2.56	$56.32
CRITICAL ILLNSS	$8.69	$191.18
VOLUNT LIFE EE	$15.68	$344.96
*401(K) EMPLOYEE **	$242.88	$3,543.72
NET PAY	$2,781.39	$68,525.80

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USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$144.90	$2,475.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.04
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 05/23/2024 | Check Number: 99003683)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/13/2024**	**05/19/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$36,765.00
TIME AND 1/2				$38,576.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,675.25
TAXABLE GTL				$48.93
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$12,070.00
		TOTAL PAY	$595.00	$93,579.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,049.49
FEDERAL W/H TAX M-00	$0.00	$10,670.26
FICA-HI	$0.00	$1,180.93
LOUISIANA S-00	$0.00	$3,040.44

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$48.93
HOSP INDEMNITY		$183.48
ACCIDENT PLAN		$82.94
*GROUP VISION **		$65.56
ACCIDENTAL D&D		$56.32
CRITICAL ILLNSS		$191.18
VOLUNT LIFE EE		$344.96
*401(K) EMPLOYEE **		$3,543.72
NET PAY	$595.00	$69,120.80

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USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,475.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.04
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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P.O. BOX 240130
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USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 05/30/2024 | Check Number: 99003630)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/20/2024**	**05/26/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$38,565.00
TIME AND 1/2	67.5000	45.00	$3,037.50	$41,613.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,782.75
SHIFT 2/UPLIFT	1.5000	45.00	$67.50	$1,782.75
TAXABLE GTL			$2.33	$51.26
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$12,070.00
		TOTAL PAY	$4,947.33	$98,526.34

Taxes:

Description	Current	Year To Date
FICA-OASDI	$306.55	$5,356.04
FEDERAL W/H TAX M-00	$713.07	$11,383.33
FICA-HI	$71.69	$1,252.62
LOUISIANA S-00	$184.74	$3,225.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$51.26
HOSP INDEMNITY	$8.34	$191.82
ACCIDENT PLAN	$3.77	$86.71
*GROUP VISION **	$2.98	$68.54
ACCIDENTAL D&D	$2.56	$58.88
CRITICAL ILLNSS	$8.69	$199.87
VOLUNT LIFE EE	$15.68	$360.64
*401(K) EMPLOYEE **	$296.70	$3,840.42
NET PAY	$3,330.23	$72,451.03

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$182.16	$2,657.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.58
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 05/30/2024 | Check Number: 99003631)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/20/2024**	**05/26/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$38,565.00
TIME AND 1/2				$41,613.75
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,782.75
TAXABLE GTL				$51.26
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$12,665.00
		TOTAL PAY	$595.00	$99,121.34

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,356.04
FEDERAL W/H TAX M-00	$0.00	$11,383.33
FICA-HI	$0.00	$1,252.62
LOUISIANA S-00	$0.00	$3,225.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$51.26
HOSP INDEMNITY		$191.82
ACCIDENT PLAN		$86.71
*GROUP VISION **		$68.54
ACCIDENTAL D&D		$58.88
CRITICAL ILLNSS		$199.87
VOLUNT LIFE EE		$360.64
*401(K) EMPLOYEE **		$3,840.42
NET PAY	$595.00	$73,046.03

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,657.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.58
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 06/06/2024 | Check Number: 99002426)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/27/2024**	**06/02/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	50.00	$2,250.00	$40,815.00
TIME AND 1/2	67.5000	26.50	$1,788.75	$43,402.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.5000	26.50	$39.75	$1,862.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,862.50
TAXABLE GTL			$2.33	$53.59
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$12,665.00
		TOTAL PAY	$4,120.83	$103,242.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$255.31	$5,611.35
FEDERAL W/H TAX M-00	$537.76	$11,921.09
FICA-HI	$59.71	$1,312.33
LOUISIANA S-00	$151.72	$3,376.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$53.59
HOSP INDEMNITY	$8.34	$200.16
ACCIDENT PLAN	$3.77	$90.48
*GROUP VISION **	$2.98	$71.52
ACCIDENTAL D&D	$2.56	$61.44
CRITICAL ILLNSS	$8.69	$208.56
VOLUNT LIFE EE	$15.68	$376.32
*401(K) EMPLOYEE **	$247.11	$4,087.53
NET PAY	$2,824.87	$75,870.90

ZACHRY

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SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$222.53	$2,880.33

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.12
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/06/2024 | Check Number: 99002427)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**05/27/2024**	**06/02/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$40,815.00
TIME AND 1/2				$43,402.50
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,862.50
TAXABLE GTL				$53.59
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$13,260.00
		TOTAL PAY	$595.00	$103,837.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,611.35
FEDERAL W/H TAX M-00	$0.00	$11,921.09
FICA-HI	$0.00	$1,312.33
LOUISIANA S-00	$0.00	$3,376.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$53.59
HOSP INDEMNITY		$200.16
ACCIDENT PLAN		$90.48
*GROUP VISION **		$71.52
ACCIDENTAL D&D		$61.44
CRITICAL ILLNSS		$208.56
VOLUNT LIFE EE		$376.32
*401(K) EMPLOYEE **		$4,087.53
NET PAY	$595.00	$76,465.90

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Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,880.33

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.12
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 06/13/2024 | Check Number: 99002348)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/03/2024**	**06/09/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$42,615.00
TIME AND 1/2	67.5000	29.00	$1,957.50	$45,360.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$1,946.00
SHIFT 2/UPLIFT	1.5000	29.00	$43.50	$1,946.00
TAXABLE GTL			$2.33	$55.92
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$13,260.00
		TOTAL PAY	$3,843.33	$107,680.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$238.10	$5,849.45
FEDERAL W/H TAX M-00	$480.37	$12,401.46
FICA-HI	$55.69	$1,368.02
LOUISIANA S-00	$140.64	$3,517.54

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$55.92
HOSP INDEMNITY	$8.34	$208.50
ACCIDENT PLAN	$3.77	$94.25
*GROUP VISION **	$2.98	$74.50
ACCIDENTAL D&D	$2.56	$64.00
CRITICAL ILLNSS	$8.69	$217.25
VOLUNT LIFE EE	$15.68	$392.00
*401(K) EMPLOYEE **	$230.46	$4,317.99
NET PAY	$2,653.72	$79,119.62

ZACHRY

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SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$185.33	$3,065.66

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.66
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/13/2024 | Check Number: 99002349)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/03/2024**	**06/09/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$42,615.00
TIME AND 1/2				$45,360.00
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$1,946.00
TAXABLE GTL				$55.92
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$13,855.00
		TOTAL PAY	$595.00	$108,275.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,849.45
FEDERAL W/H TAX M-00	$0.00	$12,401.46
FICA-HI	$0.00	$1,368.02
LOUISIANA S-00	$0.00	$3,517.54

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$55.92
HOSP INDEMNITY		$208.50
ACCIDENT PLAN		$94.25
*GROUP VISION **		$74.50
ACCIDENTAL D&D		$64.00
CRITICAL ILLNSS		$217.25
VOLUNT LIFE EE		$392.00
*401(K) EMPLOYEE **		$4,317.99
NET PAY	$595.00	$79,714.62

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,065.66

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.66
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted] **8172**	**114000**

Payment Details (Pay Date: 06/20/2024 | Check Number: 99002277)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/10/2024**	**06/16/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	40.00	$1,800.00	$44,415.00
TIME AND 1/2	67.5000	43.50	$2,936.25	$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$2,051.25
SHIFT 2/UPLIFT	1.5000	43.50	$65.25	$2,051.25
TAXABLE GTL			$2.33	$58.25
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$13,855.00
		TOTAL PAY	$4,843.83	$113,119.33

Taxes:

Description	Current	Year To Date
FICA-OASDI	$300.13	$6,149.58
FEDERAL W/H TAX M-00	$689.72	$13,091.18
FICA-HI	$70.19	$1,438.21
LOUISIANA S-00	$180.61	$3,698.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$58.25
HOSP INDEMNITY	$8.34	$216.84
ACCIDENT PLAN	$3.77	$98.02
*GROUP VISION **	$2.98	$77.48
ACCIDENTAL D&D	$2.56	$66.56
CRITICAL ILLNSS	$8.69	$225.94
VOLUNT LIFE EE	$15.68	$407.68
*401(K) EMPLOYEE **	$290.49	$4,608.48
NET PAY	$3,268.34	$82,982.96

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$172.85	$3,238.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.20
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/20/2024 | Check Number: 99002278)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/10/2024**	**06/16/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$44,415.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$2,051.25
TAXABLE GTL				$58.25
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$595.00	$14,450.00
		TOTAL PAY	$595.00	$113,714.33

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,149.58
FEDERAL W/H TAX M-00	$0.00	$13,091.18
FICA-HI	$0.00	$1,438.21
LOUISIANA S-00	$0.00	$3,698.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$58.25
HOSP INDEMNITY		$216.84
ACCIDENT PLAN		$98.02
*GROUP VISION **		$77.48
ACCIDENTAL D&D		$66.56
CRITICAL ILLNSS		$225.94
VOLUNT LIFE EE		$407.68
*401(K) EMPLOYEE **		$4,608.48
NET PAY	$595.00	$83,577.96

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,238.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.20
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
CHAPMAN, RYAN D	**HB01**	[redacted]**8172**	**114000**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002292)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	45.0000	35.00	$1,575.00	$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT	1.0000	35.00	$35.00	$2,086.25
TAXABLE GTL			$2.33	$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$14,450.00
		TOTAL PAY	$1,612.33	$115,326.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.78	$6,249.36
FEDERAL W/H TAX M-00	$105.22	$13,196.40
FICA-HI	$23.33	$1,461.54
LOUISIANA S-00	$51.51	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$2.33	$60.58
HOSP INDEMNITY	$8.34	$225.18
ACCIDENT PLAN	$3.77	$101.79
*GROUP VISION **	$2.98	$80.46
ACCIDENTAL D&D	$2.56	$69.12
CRITICAL ILLNSS	$8.69	$234.63
VOLUNT LIFE EE	$15.68	$423.36
*401(K) EMPLOYEE **	$96.60	$4,705.08
NET PAY	$1,191.54	$84,769.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$217.87	$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002293)

Name:	Company:	Period Start:	Period End:	Job#:
CHAPMAN, RYAN D	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$45,990.00
TIME AND 1/2				$48,296.25
DOUBLETIME				$2,250.00
SHIFT 2/UPLIFT				$2,086.25
TAXABLE GTL				$60.58
VAC SALARY/CLER				$1,440.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM			$425.00	$14,875.00
		TOTAL PAY	$425.00	$115,751.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,249.36
FEDERAL W/H TAX M-00	$0.00	$13,196.40
FICA-HI	$0.00	$1,461.54
LOUISIANA S-00	$0.00	$3,749.66

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$60.58
HOSP INDEMNITY		$225.18
ACCIDENT PLAN		$101.79
*GROUP VISION **		$80.46
ACCIDENTAL D&D		$69.12
CRITICAL ILLNSS		$234.63
VOLUNT LIFE EE		$423.36
*401(K) EMPLOYEE **		$4,705.08
NET PAY	$425.00	$85,194.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,456.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	24-Jun-2024	30-Jun-2024	3-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	6,329.83	107,206.49
Imputed Earnings	2.33	62.91
Nonpayroll Payment	0.00	14,875.00
Pretax Deductions	382.63	5,168.17
Employee Tax Deductions	2,138.21	26,795.17
Voluntary Deductions	1,305.74	2,359.82
Net Payment	2,500.92	87,695.42

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	62.91
OT Time	2,002.50	50,298.75
OT Time Prem	726.25	49,022.50
Overtime Hours Prior Wk	1,128.00	1,128.00
Overtime Premium Prior Wk	564.00	564.00
Per Diem Non Taxable	0.00	14,875.00
Regular Hours	1,800.00	47,790.00
Shift B OT Uplift	44.50	44.50
Shift B Prem Uplift	22.25	22.25
Shift B Uplift	40.00	2,126.25
Special Allowance	0.00	753.58

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	0.00	1,440.00

Pay Details

Hours		
Description	Current	Year to Date
Double Time Hours Worked	0.00	25.00
Double Time Prem Hours Worked	0.00	25.00
HED_500	0.00	84.50
OT Time Hours Worked	44.50	760.00
OT Time Prem Hours Worked	44.50	760.00
Overtime Hours Prior Wk Hours Worked	24.00	24.00
Overtime Premium Prior Wk Hours Worked	24.00	24.00
Regular Hours Hours Worked	40.00	1,062.00
Shift B OT Uplift Hours Worked	44.50	44.50
Shift B Prem Uplift Hours Worked	44.50	44.50
Shift B Uplift Hours Worked	40.00	1,743.50
Total Hours Worked	0.00	1,847.00
Vacation Entitlement Hours	0.00	32.00

Pretax Deductions		
Description	Current	Year to Date
Vision Plan	2.98	83.44
ZHI 401K	379.65	5,084.73

Tax Deductions		
Description	Current	Year to Date
FIT Withheld	1,412.72	14,609.12
Social Security Employee Withheld	392.27	6,641.63
Medicare Employee Withheld	91.74	1,553.28
SIT Withheld (LA)	241.48	3,991.14

Other Deductions		
Description	Current	Year to Date
Accidental Death and Dismemberment (0)	2.56	71.68
Direct Deposit Adjustment (0)	1,266.70	1,266.70
Voluntary Accident Plan (0)	3.77	105.56
Voluntary Critical Illness Plan (0)	8.69	243.32
Voluntary Hospital Indemnity (0)	8.34	233.52
Voluntary Life EE (0)	15.68	439.04

Company Contributions		
Description	Current	Year to Date
Group Term Life Insurance ER	4.40	118.80
ZHI 401K Employer Match	284.74	3,741.12

Absence Accruals		
Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	Hours	40.00
Sick Accrual Hours	Hours	80.00
Vacation Accrual Hours	Hours	17.28

Net Pay Distribution					
Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
552062221	JP MORGAN CHASE	JP MORGAN CHASE	[redacted]	USD	2,500.92

Pay Details

		065400137			

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	24-Jun-2024	30-Jun-2024	3-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	0.00	107,206.49
Imputed Earnings	0.00	62.91
Nonpayroll Payment	595.00	15,470.00
Pretax Deductions	0.00	5,168.17
Employee Tax Deductions	0.00	26,795.17
Voluntary Deductions	0.00	2,359.82
Net Payment	595.00	88,290.42

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	62.91
OT Time	0.00	50,298.75
OT Time Prem	0.00	49,022.50
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	15,470.00
Regular Hours	0.00	47,790.00
Shift B OT Uplift	0.00	44.50
Shift B Prem Uplift	0.00	22.25
Shift B Uplift	0.00	2,126.25
Special Allowance	0.00	753.58

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	0.00	1,440.00

Pay Details

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
HED_500	**0.00**	**84.50**
OT Time Hours Worked	**0.00**	**760.00**
OT Time Prem Hours Worked	**0.00**	**760.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**0.00**	**1,062.00**
Shift B OT Uplift Hours Worked	**0.00**	**44.50**
Shift B Prem Uplift Hours Worked	**0.00**	**44.50**
Shift B Uplift Hours Worked	**0.00**	**1,743.50**
Total Hours Worked	**0.00**	**1,847.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**2.00**	**2.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**83.44**
ZHI 401K	**0.00**	**5,084.73**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**0.00**	**14,609.12**
Social Security Employee Withheld	**0.00**	**6,641.63**
Medicare Employee Withheld	**0.00**	**1,553.28**
SIT Withheld (LA)	**0.00**	**3,991.14**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**71.68**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**105.56**
Voluntary Critical Illness Plan (0)	**0.00**	**243.32**
Voluntary Hospital Indemnity (0)	**0.00**	**233.52**
Voluntary Life EE (0)	**0.00**	**439.04**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**118.80**
ZHI 401K Employer Match	**0.00**	**3,741.12**

Absence Accruals		
Description	**Unit of Measure**	**Inception to Date**
Jury Duty Accrual Hours	**Hours**	**40.00**
Sick Accrual Hours	**Hours**	**80.00**
Vacation Accrual Hours	**Hours**	**17.28**

Net Pay Distribution

Pay Details

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
561869387	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**595.00**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	1-Jul-2024	7-Jul-2024	9-Jul-2024	45.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
LA		0	0.00

Summary		
Description	Current	Year to Date
Gross Earnings	275.00	107,481.49
Imputed Earnings	0.00	62.91
Nonpayroll Payment	0.00	15,470.00
Pretax Deductions	16.50	5,184.67
Employee Tax Deductions	26.12	26,821.29
Voluntary Deductions	0.00	2,359.82
Net Payment	232.38	88,522.80

Earnings		
Description	Current	Year to Date
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	62.91
OT Time	0.00	50,298.75
OT Time Prem	0.00	49,022.50
OT Time Prem Retro Active	275.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	15,470.00
Regular Hours	0.00	47,790.00
Shift B OT Uplift	0.00	44.50
Shift B Prem Uplift	0.00	22.25
Shift B Uplift	0.00	2,126.25
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date

Pay Details

Vacation Entitlement Payment	0.00	1,440.00

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	0.00	25.00
Double Time Prem Hours Worked	0.00	25.00
HED_500	0.00	84.50
OT Time Hours Worked	0.00	760.00
OT Time Prem Hours Worked	0.00	760.00
Overtime Hours Prior Wk Hours Worked	0.00	24.00
Overtime Premium Prior Wk Hours Worked	0.00	24.00
Regular Hours Hours Worked	0.00	1,062.00
Shift B OT Uplift Hours Worked	0.00	44.50
Shift B Prem Uplift Hours Worked	0.00	44.50
Shift B Uplift Hours Worked	0.00	1,743.50
Total Hours Worked	0.00	1,847.00
Vacation Entitlement Hours	0.00	32.00

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	0.00	2.00

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	0.00	83.44
ZHI 401K	16.50	5,101.23

Tax Deductions		
Description	**Current**	**Year to Date**
Social Security Employee Withheld	17.05	6,658.68
Medicare Employee Withheld	3.99	1,557.27
FIT Withheld	0.00	14,609.12
SIT Withheld (LA)	5.08	3,996.22

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	0.00	71.68
Direct Deposit Adjustment (0)	0.00	1,266.70
Voluntary Accident Plan (0)	0.00	105.56
Voluntary Critical Illness Plan (0)	0.00	243.32
Voluntary Hospital Indemnity (0)	0.00	233.52
Voluntary Life EE (0)	0.00	439.04

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	0.00	118.80
ZHI 401K Employer Match	12.38	3,753.49

Absence Accruals		
Description	**Unit of Measure**	**Inception to Date**
Jury Duty Accrual Hours	Hours	40.00
Sick Accrual Hours	Hours	80.00
Vacation Accrual Hours	Hours	17.28

Pay Details

Net Pay Distribution					
Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
649490063	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**232.38**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	1-Jul-2024	7-Jul-2024	11-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	4,500.33	111,981.82
Imputed Earnings	2.33	65.24
Nonpayroll Payment	0.00	15,470.00
Pretax Deductions	272.86	5,457.53
Employee Tax Deductions	1,345.52	28,166.81
Voluntary Deductions	39.04	2,398.86
Net Payment	2,840.58	91,363.38

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	65.24
Holiday Field	450.00	450.00
OT Time	1,440.00	51,738.75
OT Time Prem	720.00	49,742.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	15,470.00
Regular Hours	1,800.00	49,590.00
Shift B OT Uplift	32.00	76.50
Shift B Prem Uplift	16.00	38.25
Shift B Uplift	40.00	2,166.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
HED_500	**0.00**	**156.50**
Holiday Field Hours Worked	**10.00**	**10.00**
OT Time Hours Worked	**32.00**	**792.00**
OT Time Prem Hours Worked	**32.00**	**792.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,102.00**
Shift B OT Uplift Hours Worked	**32.00**	**76.50**
Shift B Prem Uplift Hours Worked	**32.00**	**76.50**
Shift B Uplift Hours Worked	**40.00**	**1,783.50**
Total Hours Worked	**0.00**	**1,919.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**0.00**	**2.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**2.98**	**86.42**
ZHI 401K	**269.88**	**5,371.11**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**833.09**	**15,442.21**
Social Security Employee Withheld	**278.83**	**6,937.51**
Medicare Employee Withheld	**65.21**	**1,622.48**
SIT Withheld (LA)	**168.39**	**4,164.61**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**2.56**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**3.77**	**109.33**
Voluntary Critical Illness Plan (0)	**8.69**	**252.01**
Voluntary Hospital Indemnity (0)	**8.34**	**241.86**
Voluntary Life EE (0)	**15.68**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**4.40**	**123.20**
ZHI 401K Employer Match	**202.41**	**3,955.90**

Absence Accruals		
Description	**Unit of Measure**	**Inception to Date**
Jury Duty Accrual Hours	**Hours**	**40.00**

Pay Details

Sick Accrual Hours	**Hours**	**80.00**
Vacation Accrual Hours	**Hours**	**18.82**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
660803217	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**2,840.58**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	1-Jul-2024	7-Jul-2024	11-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	0.00	111,981.82
Imputed Earnings	0.00	65.24
Nonpayroll Payment	556.37	16,026.37
Pretax Deductions	0.00	5,457.53
Employee Tax Deductions	0.00	28,166.81
Voluntary Deductions	0.00	2,398.86
Net Payment	556.37	91,919.75

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	65.24
Holiday Field	0.00	450.00
OT Time	0.00	51,738.75
OT Time Prem	0.00	49,742.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	556.37	16,026.37
Regular Hours	0.00	49,590.00
Shift B OT Uplift	0.00	76.50
Shift B Prem Uplift	0.00	38.25
Shift B Uplift	0.00	2,166.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
HED_500	**0.00**	**156.50**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**0.00**	**792.00**
OT Time Prem Hours Worked	**0.00**	**792.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**0.00**	**1,102.00**
Shift B OT Uplift Hours Worked	**0.00**	**76.50**
Shift B Prem Uplift Hours Worked	**0.00**	**76.50**
Shift B Uplift Hours Worked	**0.00**	**1,783.50**
Total Hours Worked	**0.00**	**1,919.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**2.00**	**4.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**86.42**
ZHI 401K	**0.00**	**5,371.11**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**0.00**	**15,442.21**
Social Security Employee Withheld	**0.00**	**6,937.51**
Medicare Employee Withheld	**0.00**	**1,622.48**
SIT Withheld (LA)	**0.00**	**4,164.61**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**109.33**
Voluntary Critical Illness Plan (0)	**0.00**	**252.01**
Voluntary Hospital Indemnity (0)	**0.00**	**241.86**
Voluntary Life EE (0)	**0.00**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**123.20**
ZHI 401K Employer Match	**0.00**	**3,955.90**

Absence Accruals		
Description	**Unit of Measure**	**Inception to Date**
Jury Duty Accrual Hours	**Hours**	**40.00**

Pay Details

Sick Accrual Hours	**Hours**	**80.00**
Vacation Accrual Hours	**Hours**	**18.82**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
670433836	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**556.37**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	8-Jul-2024	14-Jul-2024	15-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2.33	111,984.15
Imputed Earnings	2.33	67.57
Nonpayroll Payment	137.80	16,164.17
Pretax Deductions	0.00	5,457.53
Employee Tax Deductions	0.00	28,166.81
Voluntary Deductions	0.00	2,398.86
Net Payment	137.80	92,057.55

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	67.57
Holiday Field	0.00	450.00
OT Time	0.00	51,738.75
OT Time Prem	0.00	49,742.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	16,026.37
Per Diem Nontaxable Prior Wk Retroactive	137.80	137.80
Regular Hours	0.00	49,590.00
Shift B OT Uplift	0.00	76.50
Shift B Prem Uplift	0.00	38.25
Shift B Uplift	0.00	2,166.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**0.00**	**792.00**
OT Time Prem Hours Worked	**0.00**	**792.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**0.00**	**1,102.00**
Shift B OT Uplift Hours Worked	**0.00**	**76.50**
Shift B Prem Uplift Hours Worked	**0.00**	**76.50**
Shift B Uplift Hours Worked	**0.00**	**1,783.50**
Total Hours Worked	**0.00**	**1,919.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**0.00**	**4.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**86.42**
ZHI 401K	**0.00**	**5,371.11**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**0.00**	**15,442.21**
Social Security Employee Withheld	**0.00**	**6,937.51**
Medicare Employee Withheld	**0.00**	**1,622.48**
SIT Withheld (LA)	**0.00**	**4,164.61**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**109.33**
Voluntary Critical Illness Plan (0)	**0.00**	**252.01**
Voluntary Hospital Indemnity (0)	**0.00**	**241.86**
Voluntary Life EE (0)	**0.00**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**4.40**	**127.60**
ZHI 401K Employer Match	**0.00**	**3,955.90**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
728631463	JP MORGAN	JP MORGAN	[redacted]	USD	**137.80**

Pay Details

	CHASE	CHASE 065400137			

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	8-Jul-2024	14-Jul-2024	18-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	4,186.00	116,170.15
Imputed Earnings	0.00	67.57
Nonpayroll Payment	595.00	16,759.17
Pretax Deductions	251.16	5,708.69
Employee Tax Deductions	1,219.64	29,386.45
Voluntary Deductions	0.00	2,398.86
Net Payment	3,310.20	95,367.75

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	67.57
Holiday Field	0.00	450.00
OT Time	1,530.00	53,268.75
OT Time Prem	765.00	50,507.50
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	16,621.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	51,390.00
Shift B OT Uplift	34.00	110.50
Shift B Prem Uplift	17.00	55.25
Shift B Uplift	40.00	2,206.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**34.00**	**826.00**
OT Time Prem Hours Worked	**34.00**	**826.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,142.00**
Shift B OT Uplift Hours Worked	**34.00**	**110.50**
Shift B Prem Uplift Hours Worked	**34.00**	**110.50**
Shift B Uplift Hours Worked	**40.00**	**1,823.50**
Total Hours Worked	**0.00**	**1,993.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**1.00**	**5.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**0.00**	**86.42**
ZHI 401K	**251.16**	**5,622.27**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**743.18**	**16,185.39**
Social Security Employee Withheld	**259.68**	**7,197.19**
Medicare Employee Withheld	**60.73**	**1,683.21**
SIT Withheld (LA)	**156.05**	**4,320.66**

Other Deductions		
Description	**Current**	**Year to Date**
Accidental Death and Dismemberment (0)	**0.00**	**74.24**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**0.00**	**109.33**
Voluntary Critical Illness Plan (0)	**0.00**	**252.01**
Voluntary Hospital Indemnity (0)	**0.00**	**241.86**
Voluntary Life EE (0)	**0.00**	**454.72**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**127.60**
ZHI 401K Employer Match	**188.37**	**4,144.27**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
761252075	JP MORGAN	JP MORGAN	[redacted]	USD	**3,310.20**

Pay Details

	CHASE	CHASE 065400137			

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]0238	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	15-Jul-2024	21-Jul-2024	25-Jul-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	2,187.33	118,357.48
Imputed Earnings	2.33	69.90
Nonpayroll Payment	595.00	17,354.17
Pretax Deductions	137.06	5,845.75
Employee Tax Deductions	536.38	29,922.83
Voluntary Deductions	78.08	2,476.94
Net Payment	2,028.48	97,396.23

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	2.33	69.90
Holiday Field	0.00	450.00
OT Time	225.00	53,493.75
OT Time Prem	112.50	50,620.00
OT Time Prem Retro Active	0.00	275.00
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	595.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	1,800.00	53,190.00
Shift B OT Uplift	5.00	115.50
Shift B Prem Uplift	2.50	57.75
Shift B Uplift	40.00	2,246.25
Special Allowance	0.00	753.58

Pay Details

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	**0.00**	**1,440.00**

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**25.00**
Double Time Prem Hours Worked	**0.00**	**25.00**
Holiday Field Hours Worked	**0.00**	**10.00**
OT Time Hours Worked	**5.00**	**831.00**
OT Time Prem Hours Worked	**5.00**	**831.00**
Overtime Hours Prior Wk Hours Worked	**0.00**	**24.00**
Overtime Premium Prior Wk Hours Worked	**0.00**	**24.00**
Regular Hours Hours Worked	**40.00**	**1,182.00**
Shift B OT Uplift Hours Worked	**5.00**	**115.50**
Shift B Prem Uplift Hours Worked	**5.00**	**115.50**
Shift B Uplift Hours Worked	**40.00**	**1,863.50**
Total Hours Worked	**0.00**	**2,038.00**
Vacation Entitlement Hours	**0.00**	**32.00**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Non Taxable Other Units	**2.00**	**7.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
Vision Plan	**5.96**	**92.38**
Vision Plan Adjustment	**-2.98**	**-2.98**
Vision Plan Retroactive	**2.98**	**2.98**
ZHI 401K	**131.10**	**5,753.37**

Tax Deductions		
Description	**Current**	**Year to Date**
FIT Withheld	**293.64**	**16,479.03**
Social Security Employee Withheld	**135.25**	**7,332.44**
Medicare Employee Withheld	**31.63**	**1,714.84**
SIT Withheld (LA)	**75.86**	**4,396.52**

Other Deductions		
Description	**Current**	**Year to Date**
Voluntary Life EE Adjustment	**-15.68**	**-15.68**
Accidental Death and Dismemberment (0)	**5.12**	**79.36**
Accidental Death and Dismemberment Retroactive (0)	**2.56**	**2.56**
Direct Deposit Adjustment (0)	**0.00**	**1,266.70**
Voluntary Accident Plan (0)	**7.54**	**116.87**
Voluntary Accident Plan Retroactive (0)	**3.77**	**3.77**
Voluntary Critical Illness Plan (0)	**17.38**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**8.69**	**8.69**
Voluntary Hospital Indemnity (0)	**16.68**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**8.34**	**8.34**
Voluntary Life EE (0)	**31.36**	**486.08**
Voluntary Life EE Retroactive (0)	**15.68**	**15.68**

Pay Details

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**4.40**	**132.00**
ZHI 401K Employer Match	**98.33**	**4,242.60**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
865783903	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**2,028.48**

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Ryan Donald Chapman	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]	E1031930238	20-Nov-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	PO BOX 2220 Saint Francisville, LA 70775 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	22-Jul-2024	28-Jul-2024	1-Aug-2024	45.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		0	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	1,710.00	120,067.48
Imputed Earnings	0.00	69.90
Nonpayroll Payment	0.00	17,354.17
Pretax Deductions	99.62	5,945.37
Employee Tax Deductions	385.68	30,308.51
Voluntary Deductions	-39.04	2,437.90
Net Payment	1,263.74	98,659.97

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	2,250.00
Double Time Prem	0.00	2,250.00
Group Term Life	0.00	69.90
Holiday Field	0.00	450.00
OT Time	0.00	53,493.75
OT Time Prem	0.00	50,620.00
OT Time Prem Retro Active	236.25	511.25
OT Time Retro Active	472.50	472.50
Overtime Hours Prior Wk	0.00	1,128.00
Overtime Premium Prior Wk	0.00	564.00
Per Diem Non Taxable	0.00	17,216.37
Per Diem Nontaxable Prior Wk Retroactive	0.00	137.80
Regular Hours	0.00	53,190.00
Shift B OT Uplift	0.00	115.50
Shift B OT Uplift Retro Active	10.50	10.50
Shift B Prem Uplift	0.00	57.75
Shift B Prem Uplift Retro Active	5.25	5.25

Pay Details

Shift B Uplift	0.00	2,246.25
Special Allowance	0.00	753.58
Vacation Regulatory Payout	985.50	985.50

Absences

Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,440.00

Hours

Description	Current	Year to Date
Double Time Hours Worked	0.00	25.00
Double Time Prem Hours Worked	0.00	25.00
Holiday Field Hours Worked	0.00	10.00
OT Time Hours Worked	0.00	831.00
OT Time Hours Worked Retro	10.50	10.50
OT Time Prem Hours Worked	0.00	831.00
OT Time Prem Hours Worked Retro	10.50	10.50
Overtime Hours Prior Wk Hours Worked	0.00	24.00
Overtime Premium Prior Wk Hours Worked	0.00	24.00
Regular Hours Hours Worked	0.00	1,182.00
Shift B OT Uplift Hours Worked	0.00	115.50
Shift B OT Uplift Hours Worked Retro	10.50	10.50
Shift B Prem Uplift Hours Worked	0.00	115.50
Shift B Prem Uplift Hours Worked Retro	10.50	10.50
Shift B Uplift Hours Worked	0.00	1,863.50
Total Hours Worked	0.00	2,048.50
Vacation Entitlement Hours	0.00	32.00
Vacation Regulatory Payout Hours Worked	21.90	21.90

Other Units

Description	Current	Year to Date
Per Diem Non Taxable Other Units	0.00	7.00

Pretax Deductions

Description	Current	Year to Date
Vision Plan	0.00	92.38
Vision Plan Adjustment	0.00	-2.98
Vision Plan Retroactive	-2.98	0.00
ZHI 401K	102.60	5,855.97

Tax Deductions

Description	Current	Year to Date
FIT Withheld	197.38	16,676.41
Social Security Employee Withheld	106.20	7,438.64
Medicare Employee Withheld	24.84	1,739.68
SIT Withheld (LA)	57.26	4,453.78

Other Deductions

Description	Current	Year to Date
Voluntary Life EE Adjustment	0.00	-15.68
Accidental Death and Dismemberment (0)	0.00	79.36
Accidental Death and Dismemberment Retroactive (0)	-2.56	0.00
Direct Deposit Adjustment (0)	0.00	1,266.70
Voluntary Accident Plan (0)	0.00	116.87

Pay Details

Voluntary Accident Plan Retroactive (0)	**-3.77**	**0.00**
Voluntary Critical Illness Plan (0)	**0.00**	**269.39**
Voluntary Critical Illness Plan Retroactive (0)	**-8.69**	**0.00**
Voluntary Hospital Indemnity (0)	**0.00**	**258.54**
Voluntary Hospital Indemnity Retroactive (0)	**-8.34**	**0.00**
Voluntary Life EE (0)	**0.00**	**486.08**
Voluntary Life EE Retroactive (0)	**-15.68**	**0.00**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**0.00**	**132.00**
ZHI 401K Employer Match	**76.95**	**4,319.55**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
968654687	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**1,263.74**

ZHI Employee History [redacted]0238 CHAPMAN, RYAN D

Employment-Status: ACTIVE-SALARIED-F/T

Local-Phone: - - Job-Phone: - -

Addr: PO BOX 2220

SAINT FRANCISVILLE LA 70775

DOB: [redacted] Sex: M Veteran: N Eth-Origin: White(Not Yrs-of-Service: 00

Orig-Hire-DT: 11-20-2023 Cont-Emply-DT: 11-20-2023 Adj-Serv-DT:

Last-Day-Wkd: 06-21-2024 Last-W/E-Prcd: 06-23-2024 Paid-Thru: 06-23-2024

Accrued-Vacation: 15.74 Eligible-Vacation: 15.74

****

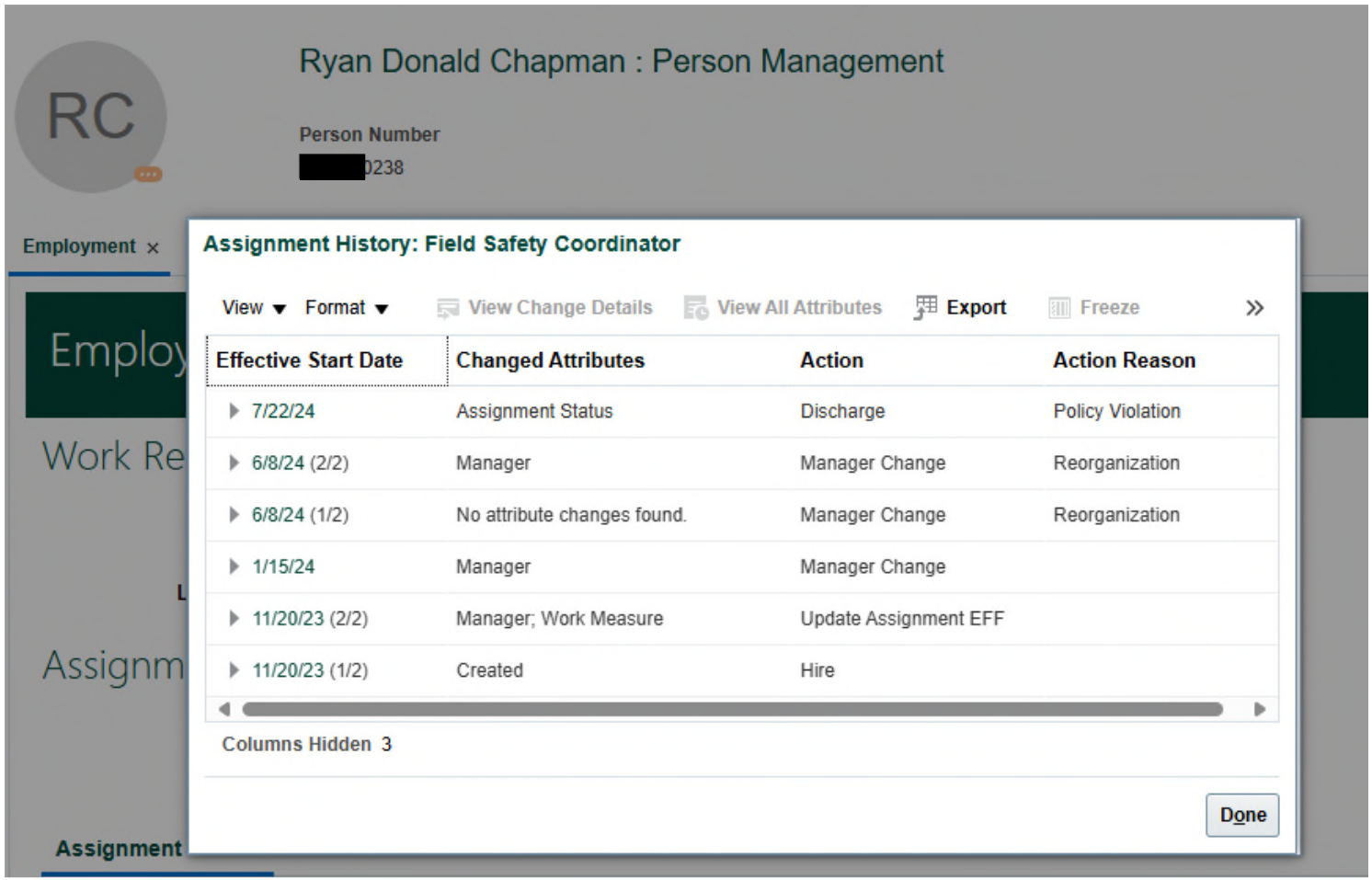
IF REHIRING, NEED PreEmploy-Drug-Test?:YES Pre-Placement-Phys?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	00869	00	11-20-2023	New Hire	44337	2	****.**
INDUS/POWER						FIELD SAFETY COORDINATOR		

ZACHRY

CYBORG PRODUCTION



Case 24-90391 Document 195-22 Filed in TXSB on 09/04/25 Pa

EXHIBIT 202

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/15/2022 | Check Number: 99008360)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/05/2022**	**12/11/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$1,500.00
TIME AND 1/2	56.2500	21.00	$1,181.25	$1,181.25
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$93.75
NONTAX PER DIEM			$525.00	$525.00
		TOTAL PAY	$3,300.00	$3,300.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$172.05	$172.05
FEDERAL W/H TAX M-03	$216.96	$216.96
FICA-HI	$40.24	$40.24

Deductions:

Description	Current	Year To Date
NET PAY	$2,870.75	$2,870.75

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/22/2022 | Check Number: 99007706)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/12/2022**	**12/18/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	49.00	$1,837.50	$3,337.50
TIME AND 1/2	56.2500	18.00	$1,012.50	$2,193.75
BUSTRANNOTWORKD	37.5000	3.00	$112.50	$206.25
NONTAX PER DIEM			$600.00	$1,125.00
		TOTAL PAY	$3,562.50	$6,862.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$183.68	$355.73
FEDERAL W/H TAX M-03	$258.21	$475.17
FICA-HI	$42.95	$83.19

Deductions:

Description	Current	Year To Date
NET PAY	$3,077.66	$5,948.41

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/29/2022 | Check Number: 99007379)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/19/2022**	**12/25/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	36.00	$1,350.00	$4,687.50
TIME AND 1/2				$2,193.75
BUSTRANNOTWORKD	37.5000	2.00	$75.00	$281.25
NONTAX PER DIEM			$525.00	$1,650.00
		TOTAL PAY	$1,950.00	$8,812.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$88.35	$444.08
FEDERAL W/H TAX M-03	$0.00	$475.17
FICA-HI	$20.67	$103.86

Deductions:

Description	Current	Year To Date
NET PAY	$1,840.98	$7,789.39

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/15/2022 | Check Number: 99008360)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/05/2022**	**12/11/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$1,500.00
TIME AND 1/2	56.2500	21.00	$1,181.25	$1,181.25
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$93.75
NONTAX PER DIEM			$525.00	$525.00
		TOTAL PAY	$3,300.00	$3,300.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$172.05	$172.05
FEDERAL W/H TAX M-03	$216.96	$216.96
FICA-HI	$40.24	$40.24

Deductions:

Description	Current	Year To Date
NET PAY	$2,870.75	$2,870.75

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/22/2022 | Check Number: 99007706)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/12/2022**	**12/18/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	49.00	$1,837.50	$3,337.50
TIME AND 1/2	56.2500	18.00	$1,012.50	$2,193.75
BUSTRANNOTWORKD	37.5000	3.00	$112.50	$206.25
NONTAX PER DIEM			$600.00	$1,125.00
		TOTAL PAY	$3,562.50	$6,862.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$183.68	$355.73
FEDERAL W/H TAX M-03	$258.21	$475.17
FICA-HI	$42.95	$83.19

Deductions:

Description	Current	Year To Date
NET PAY	$3,077.66	$5,948.41

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/29/2022 | Check Number: 99007379)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/19/2022**	**12/25/2022**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	36.00	$1,350.00	$4,687.50
TIME AND 1/2				$2,193.75
BUSTRANNOTWORKD	37.5000	2.00	$75.00	$281.25
NONTAX PER DIEM			$525.00	$1,650.00
		TOTAL PAY	$1,950.00	$8,812.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$88.35	$444.08
FEDERAL W/H TAX M-03	$0.00	$475.17
FICA-HI	$20.67	$103.86

Deductions:

Description	Current	Year To Date
NET PAY	$1,840.98	$7,789.39

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 01/12/2023 | Check Number: 99007190)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/02/2023**	**01/08/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$1,500.00
TIME AND 1/2	56.2500	10.00	$562.50	$562.50
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$93.75
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$2,531.25	$2,531.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.69	$133.69
FEDERAL W/H TAX M-03	$70.98	$70.98
FICA-HI	$31.27	$31.27

Deductions:

Description	Current	Year To Date
NET PAY	$2,295.31	$2,295.31

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 01/19/2023 | Check Number: 99007401)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/09/2023**	**01/15/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$3,000.00
TIME AND 1/2	56.2500	10.00	$562.50	$1,125.00
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$187.50
NONTAX PER DIEM			$450.00	$825.00
		TOTAL PAY	$2,606.25	$5,137.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.69	$267.38
FEDERAL W/H TAX M-03	$70.98	$141.96
FICA-HI	$31.26	$62.53

Deductions:

Description	Current	Year To Date
MISC DEDUCTION	$2.89	$2.89
NET PAY	$2,367.43	$4,662.74

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 01/26/2023 | Check Number: 99007440)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/16/2023**	**01/22/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$4,500.00
TIME AND 1/2	56.2500	4.50	$253.13	$1,378.13
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$281.25
NONTAX PER DIEM			$450.00	$1,275.00
		TOTAL PAY	$2,296.88	$7,434.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$114.50	$381.88
FEDERAL W/H TAX M-03	$33.86	$175.82
FICA-HI	$26.78	$89.31

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$2,121.74	$6,784.48

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 02/02/2023 | Check Number: 99007518)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/23/2023**	**01/29/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	40.00	$1,500.00	$6,000.00
TIME AND 1/2	56.2500	10.00	$562.50	$1,940.63
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$375.00
NONTAX PER DIEM			$525.00	$1,800.00
		TOTAL PAY	$2,681.25	$10,115.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.69	$515.57
FEDERAL W/H TAX M-03	$70.98	$246.80
FICA-HI	$31.27	$120.58

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$2,445.31	$9,229.79

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 02/09/2023 | Check Number: 99007289)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/30/2023**	**02/05/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.5000	36.00	$1,350.00	$7,350.00
TIME AND 1/2				$1,940.63
BUSTRANNOTWORKD	37.5000	2.50	$93.75	$468.75
NONTAX PER DIEM			$450.00	$2,250.00
		TOTAL PAY	$1,893.75	$12,009.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.51	$605.08
FEDERAL W/H TAX M-03	$0.00	$246.80
FICA-HI	$20.93	$141.51

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$1,783.31	$11,013.10

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99006213)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**11/06/2023**	**11/12/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	29.50	$1,165.25	$8,515.25
TIME AND 1/2				$1,940.63
BUSTRANNOTWORKD	39.5000	1.00	$39.50	$508.25
NONTAX PER DIEM			$375.00	$2,625.00
		TOTAL PAY	$1,579.75	$13,589.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.70	$679.78
FEDERAL W/H TAX M-00	$0.00	$246.80
FICA-HI	$17.47	$158.98

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$1,487.58	$12,500.68

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99006179)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**11/13/2023**	**11/19/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$10,095.25
TIME AND 1/2	59.2500	17.00	$1,007.25	$2,947.88
BUSTRANNOTWORKD	39.5000	3.00	$118.50	$626.75
NONTAX PER DIEM			$600.00	$3,225.00
		TOTAL PAY	$3,305.75	$16,894.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$167.75	$847.53
FEDERAL W/H TAX M-00	$182.21	$429.01
FICA-HI	$39.23	$198.21

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$2,916.56	$15,417.24

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99006016)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**11/20/2023**	**11/26/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	25.00	$987.50	$11,082.75
TIME AND 1/2				$2,947.88
BUSTRANNOTWORKD	39.5000	1.50	$59.25	$686.00
NONTAX PER DIEM			$450.00	$3,675.00
		TOTAL PAY	$1,496.75	$18,391.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.90	$912.43
FEDERAL W/H TAX M-00	$0.00	$429.01
FICA-HI	$15.18	$213.39

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$1,416.67	$16,833.91

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99006036)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**11/27/2023**	**12/03/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$12,662.75
TIME AND 1/2	59.2500	18.00	$1,066.50	$4,014.38
BUSTRANNOTWORKD	39.5000	3.00	$118.50	$804.50
NONTAX PER DIEM			$525.00	$4,200.00
		TOTAL PAY	$3,290.00	$21,681.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$171.43	$1,083.86
FEDERAL W/H TAX M-00	$195.24	$624.25
FICA-HI	$40.09	$253.48

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$2,883.24	$19,717.15

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99006402)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/04/2023**	**12/10/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$14,242.75
TIME AND 1/2	59.2500	10.00	$592.50	$4,606.88
BUSTRANNOTWORKD	39.5000	2.50	$98.75	$903.25
NONTAX PER DIEM			$525.00	$4,725.00
		TOTAL PAY	$2,796.25	$24,477.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$140.82	$1,224.68
FEDERAL W/H TAX M-00	$86.62	$710.87
FICA-HI	$32.94	$286.42

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$2,535.87	$22,253.02

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99006293)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/11/2023**	**12/17/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$15,822.75
TIME AND 1/2	59.2500	25.50	$1,510.88	$6,117.76
BUSTRANNOTWORKD	39.5000	3.50	$138.25	$1,041.50
NONTAX PER DIEM			$525.00	$5,250.00
		TOTAL PAY	$3,754.13	$28,232.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$200.20	$1,424.88
FEDERAL W/H TAX M-00	$297.35	$1,008.22
FICA-HI	$46.82	$333.24

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$3,209.76	$25,462.78

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99006089)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**12/18/2023**	**12/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	31.50	$1,244.25	$17,067.00
TIME AND 1/2				$6,117.76
BUSTRANNOTWORKD	39.5000	2.00	$79.00	$1,120.50
NONTAX PER DIEM			$450.00	$5,700.00
		TOTAL PAY	$1,773.25	$30,005.26

Taxes:

Description	Current	Year To Date
FICA-OASDI	$82.05	$1,506.93
FEDERAL W/H TAX M-00	$0.00	$1,008.22
FICA-HI	$19.19	$352.43

Deductions:

Description	Current	Year To Date
MISC DEDUCTION		$2.89
NET PAY	$1,672.01	$27,134.79

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

206

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99005458)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/01/2024**	**01/07/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$1,580.00
BUSTRANNOTWORKD	39.5000	2.00	$79.00	$79.00
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$2,034.00	$2,034.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$102.86	$102.86
FEDERAL W/H TAX M-00	$7.39	$7.39
FICA-HI	$24.06	$24.06

Deductions:

Description	Current	Year To Date
NET PAY	$1,899.69	$1,899.69

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
HINSLEY, AUSTIN T	**HB01**	[redacted]**1337**	**112280**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99005827)

Name:	Company:	Period Start:	Period End:	Job#:
HINSLEY, AUSTIN T	**HB01**	**01/08/2024**	**01/14/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	39.5000	40.00	$1,580.00	$3,160.00
TIME AND 1/2	59.2500	17.00	$1,007.25	$1,007.25
BUSTRANNOTWORKD	39.5000	3.00	$118.50	$197.50
NONTAX PER DIEM			$525.00	$900.00
		TOTAL PAY	$3,230.75	$5,264.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$167.75	$270.61
FEDERAL W/H TAX M-00	$166.07	$173.46
FICA-HI	$39.23	$63.29

Deductions:

Description	Current	Year To Date
NET PAY	$2,857.70	$4,757.39

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

207

Detailed Job/Occupation History HINSLEY, AUSTIN T

Employment-Status: TERM-HOURLY-

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11228001	29310	00	01-14-2024	Quit-No-Retn-to-Work	463201	1	39.5000
INDUS/POWER						WELDER, COMBINATION		
430	11228001	29310	00	01-14-2024	Other-Adm-Inactivity	463201	1	39.5000
INDUS/POWER						WELDER, COMBINATION		
430	11228001	29310	00	11-08-2023	Rehire	463201	1	39.5000
INDUS/POWER						WELDER, COMBINATION		
430	11228001	10944	00	02-04-2023	Quit-Other-Emplymnt	463201	1	37.5000
INDUS/POWER						WELDER, COMBINATION		
430	11228001	10944	00	12-05-2022	New Hire	463201	1	37.5000
INDUS/POWER						WELDER, COMBINATION		

EAGLE CYBORG PRODUCTION

EXHIBIT

208

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

I understand these policies are in place for the protection of all employees at this site and I will adhere to them.

Acknowledgment of the Safe and Secure Policy
During the hiring process, each employee will be required to read the Safe and Secure Policy, discuss any questions he/she may have, and return the Safe and Secure Policy to the recruiter.

I certify I have received and read the Safe and Secure Policy, and that I will follow these instructions while employed by this company.

These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 11/06/2023

Employee Name (print): AUSTIN T HINSLEY

Employee Signature (sign):

Employee Identification Number (EIN): [redacted]1337

Badge Number: 29310

Witness: ESTEFANI VALLE

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

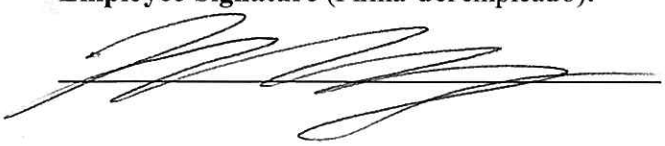
Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha): 11/06/2023

Employee Name (print) - (Nombre del empleado):

AUSTIN T HINSLEY

Employee Signature (Firma del empleado):



Badge Number (Número de gafete):

293110

Witness (Testigo):

ESTEFANI VALLE

EXHIBIT

209

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

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These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 11/28/2022

Employee Name (print): AUSTIN T HINSLEY

Employee Signature (sign):

Employee Identification Number (EIN): [redacted]1337

Badge Number: 10944

Witness: WILLESHA BROWN

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

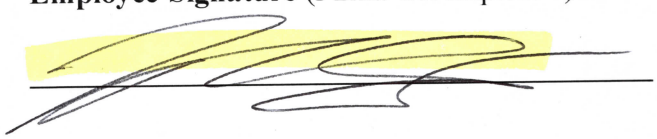
Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha): 11/28/2022

Employee Name (print) - (Nombre del empleado):

AUSTIN T HINSLEY

Employee Signature (Firma del empleado):



Badge Number (Número de gafete):

10944

Witness (Testigo):

WILLESHA BROWN

EXHIBIT

210

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS 533 AN county road 2210

CITY / STATE / ZIP Palestine TX 75803

TELEPHONE # (903) 505 . 0422

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME HINSLEY,AUSTIN T JOB & BADGE NO. 112280 01 10944

OCCUPATION WELDER, COMBINATIO 463201 S.S. NO. [redacted]

LAST DAY WORKED 02-04-23 HOURS WORKED 3.00 E.I.N. [redacted] 1337

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☒ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE [signature]

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

**REQUIRES PROJECT MANAGER INITIALS CH

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Employee left For A Better Paying Job.

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☐ Meets expectations	☑ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☐ Good	☑ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☑ Highly recommended for rehire
	☐ Not Recommended for rehire at this job		

SUPERVISOR Robert Reina (PRINT NAME) [signature] S 1303

FOREMAN NO. 2591

DATE FORM COMPLETED 02/04/2023

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Zachry Industrial Inc
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Austin Hinsley Badge # 10944 Date: 2-

Department Supt: Robert Perino

SAFETY DEPT: Tito Mata **PARKING PASS/BADGE:** X 10944 Tracy Wolf

I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information as stated

X [signature] 2-4-2023

EMPLOYEE SIGNATURE DATE

TOOL ROOM: returned harness, SRS, lanyard, D-ring [signature] 10225 2.4.23

Outstanding Items:

Radio turned in : (yes) (no) N/A

Tool Box Inspected by: Steph Lee 6712 Stephanie Lewis

QA/QC DEPARTMENT (for welders only) [signature] (stencils turned in) ✓(yes)___(no)

EXIT INTERVIEW: *Completed:* ___(yes) ✓(no)

If no, please provide following information:

Current Contact Number:

Reason Exit interview was not done: N/A

PAYROLL DEPARTMENT: ___

ZII ID badge:

Outstanding Payroll Deductible Items: N/A

Payroll paychecks will be handled as follows:

___My check will be picked up by me at the entrance of the employee parking lot on THURSDAY between the hours of 9:00am – 9:30am. I understand that this is the only time that I may pick up my check. If I do not pick it up at this time I understand that it will be mailed to the address on the check which was provided by me on my W4.

___My last check will be picked up by ___. This person should be prepared to show ID. All checks will be signed for by the person picking up the check

___Mail my last check to ___

Employee Signature [signature] **Date** 2/4/2023

EXHIBIT

211

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____ - _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME HINSLEY,AUSTIN T JOB & BADGE NO. 112280 01 29310

OCCUPATION WELDER, COMBINATIO 463201 S.S. NO. [redacted]

LAST DAY WORKED 01/14/24 HOURS WORKED Ø E.I.N. [redacted]1337

* QUIT ☐ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☒ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Auto-termed

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☒ Recommended for rehire	☐ Highly recommended for rehire
	☐ Not Recommended for rehire at this job		

SUPERVISOR Lisa Potter
(PRINT NAME)

FOREMAN NO. 0500

DATE FORM COMPLETED 4/9/24

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

EXHIBIT

212

Case: 4352 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Supervision

Case Snapshot

Opened:
07/28/2023
Days Open:
3
Last modified:
08/01/2023 8:41 AM
Date Closed:
08/01/2023 8:41 AM
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
4352
Received/Reported date:
07/28/2023
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Supervision
Summary:
Unfair Treatment

Case Details Show Original Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Phone

Location

Organization/Building name:
Zachry Group
Branch Number:
Projects
Location name:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT
Location/Address:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT - Projects

City:
SABINE PASS
State/Province:
TX

Reporter Information

Is the reporter an employee?
Yes
Reporter anonymous:
No
Reporter first name:
Robert
Reporter last name:
Grigsby
Phone number:
346-577-6897
Email address:
robertgrigsby1960@gmail.com
Contact availability:
Anytime after 5:30 PM.

Case Information

Separation Category:
Active Employee
Employee ID Number (EIN):
[redacted]
Badge Number:
27544
Position Title:
carpenter
Please identify the person(s) engaged in this behavior:
Oscar (last name unknown) - supervior
Do you suspect or know that a supervisor or management is involved?
Yes
If yes, then who?
Oscar (last name unknown), supervisor,
Is management aware of this problem?
No
What is the general nature of this matter?
Oscar harassed Robert.
Please provide the specific or approximate time this incident occurred:
On July 28, 2023,
How long do you think this problem has been going on?
Once
How did you become aware of this violation?
It happened to me
Case Details:
On July 28, 2023, Oscar told Robert that he needed to have a tool bag with a shoulder strap by July 31, or his pay would be demoted. Robert was being harassed because the tool list did not specify that the tool bag needed to have a shoulder strap.

Robert would appreciate it if a representative of the Zachry Group would investigate this report and address Oscar's demands, as soon as possible.
Job Number:
11228001
COID:
HB01

Division:
430
Group:
Projects

Follow-ups

07/31/2023 - Reporter
Robert requested the report to be disregarded.

Assignments & Access

Case assignee(s):
Verdecia, Anna (Primary)
Restricted access:
None
Case access list:
Cantu, Yenny; Coronado, Oscar; Dominick, Tracy; Martinez, Roland; Perez, Carlos; Stillman, Abby

Info Contributors

None

Participants

Name	Job Title	Relationship	Role	Results	Notes
Oscar (last name unknown)	supervior	None	None	None	
Robert Grigsby	None	None	Reporter	None	

Items

Name	Description	Loss type	Final outcome	Amount Taken	Amount Recovered	Amount to Recover
Totals:				$0.00	$0.00	$0.00

Agencies

None

Attachments

None

Synopsis

Outcome of case

Primary outcome:
Unsubstantiated
Secondary outcome 1:
- Select One -
Secondary outcome 2:
- Select One -
Action taken:
- Select One -

Additional details

Synopsis:
*Robert requested for his concern to be disregarded.

Tasks
No Tasks

Case Notes
None

Related Cases

Cases Marked as Related to This Case
None

EXHIBIT

213

HOURLY EMPLOYEE ABSENTEEISM POLICY
Golden Pass LNG Expansion
Project # 112280

This Hourly Employee Absenteeism Policy and related procedures, as described below (the "Policy"), is applicable to all hourly employees (defined herein as, "employees") and has been reviewed, circulated, and posted, as applicable, throughout the Golden Pass LNG Expansion Project # 112280 (the "project") for review and reference. This Policy governs certain policies and procedures related to workplace attendance, including, but not limited to, absenteeism, tardiness, and early outs, as further described herein. This Policy does not impact, or in any way modify or amend, any employee absences or leave from work expressly authorized by Employer or legally protected leave governed by applicable laws, regulations, and/or ordinances, including protected medical leave.

DEFINITIONS:

Unexcused Absence Occurrence (1 Point per occurrence) – Any period of time (a) during an employee's scheduled work shift, or consecutive shifts, during which the employee is absent and (b) that was not pre-approved by the employee's appropriate supervisor and/or for which the employee failed to timely provide a valid reason and/or documentation concerning the absence(s).

Unexcused Late Arrival/ Early Out Occurrence (.5 Points per occurrence)– Any scheduled work shift (a) during which the employee either arrives after the start of the scheduled shift or leaves prior to the end of the scheduled shift and (b) the late arrival or early out was not pre-approved by the applicable supervisor and/or for which the employee failed to timely provide a valid reason and/or documentation concerning the absence(s).

The following are examples of unexcused absences, late arrivals, and early outs from work:

- Woke up late/alarm didn't go off
- Misplaced/forgotten/lost badge
- Non-prearranged personal business
- No timely call in to appropriate supervisor
- Rideshare no-show, car trouble, or missed bus transport
- Imprisonment

POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA

Golden Pass LNG

Proyecto de Expansión # 112280

Política de Ausentismo para Empleado compensado por Hora y procedimientos relacionados, como se describe a continuación (la "Política"), es aplicable a todos los empleados por hora (definidos en el presente documento como "empleados") y ha sido revisada, distribuida y publicada, según corresponda, en todo el Proyecto de Expansión de Golden Pass LNG # 112280 (el "proyecto") para su revisión y referencia. Esta Política rige ciertas políticas y procedimientos relacionados con la asistencia al lugar de trabajo, incluyendo, pero sin limitarse al ausentismo, tardanzas y salidas tempranas, como se describe más adelante. Esta Política no afecta, modifica o enmienda de ninguna manera, las ausencias o permisos de trabajo de los empleados expresamente autorizados por el Empleador o licencias laborales regidas por la ley, reglamentos y/u ordenanzas aplicables, incluyendo las ausencias por permisos médicos.

DEFINICIONES:

Ausencia injustificada (1 punto por ocurrencia) - Cualquier período de tiempo (a) durante el turno de trabajo programado de un empleado, o turnos consecutivos, durante el cual el empleado esté ausente y (b) que no fue pre-aprobado por el supervisor apropiado del empleado y/o por el cual el empleado no proporcionó oportunamente una razón válida y/o documentación relativa a la(s) ausencia(s).

Llegada tarde o salida temprana no justificada (0,5 puntos por incidente) - Cualquier turno de trabajo programado (a) durante el cual el empleado llegue después del inicio del tumo programado o se marche antes del final del turno programado y (b) la llegada tarde o la salida temprana que no fue aprobada previamente por el supervisor correspondiente y/o por la cual el empleado no proporcionó oportunamente una razón válida y/o documentación relativa a la(s) llegada(s) tarde o salida(s) temprana(s).

Los siguientes son ejemplos de ausencias injustificadas, llegadas tarde y salidas tempranas del trabajo:

- Despertó tarde/la alarma no sonó
- Gafete extraviado/olvidado/perdido
- Asuntos personales no acordados previamente
- No llamar a tiempo al supervisor correspondiente
- No se presenta el compañero de viaje, tiene problemas con el coche o pierde el transporte en autobús
- Encarcelamiento

Excused Absence/Excused Late Arrival/Excused Early Out Occurrence – Any period of time (a) during an employee's scheduled work shift during which the employee provided prior notice to the applicable supervisor and received authorization at least 24-hours in advance and (b) for which the employee provides a valid reason for the employee's absence/late arrival/early out and/or documentation concerning the absence/late arrival/early out. Each period of excused absence or excused late arrival/excused early out will be excused, provided the employee provides documentation, as applicable, of the reason for the absence/late arrival/early out on the day the employee returns to work.

The following are examples of potential excused absences/excused late arrivals/excused early outs from work:

- Pre-approved personal business
- Doctor visit
- Funeral
- Jury Duty
- Illness of immediate family member

Certain unexcused absences/late arrivals/early outs, including those resulting from emergencies or other circumstances beyond an employee's control will be accepted, provided sufficient explanation and/or documentation is timely provided to the appropriate supervisor. Emergencies and circumstances beyond an employee's control may include, without limitation, a vehicle accident, inclement weather conditions (e.g., tornado, hurricane, flooding), house fire, and unexpected illness.

CALL IN PROCEDURES:

Each employee is required to call into the jobsite **(979-285-4509)** to report an absence only if: (1) employee is going to be absent for three (3) or more consecutive days and is notifying the project when of the expected date of return to the jobsite, and/or (2) if employee is sick, tests positive for COVID-19, or was exposed to someone who tested positive for COVID-19, in accordance with project policies and guidelines (such employees must call the project's COVID-19 Response Team to determine when the employee may be eligible to return to the jobsite).

Any employee who has been in contact with the COVID-19 Response Team does not need to call in to the jobsite unless instructed to do so. The employee will be contacted by the COVID-19 Response Team and notified when the employee may safely return. The COVID-19 Response Team will communicate to project management a daily list of affected employees concerning excused absences for COVID-19.

Ausencia justificada/llegada tarde justificada/salida temprana justificada - Cualquier período de tiempo (a) durante el turno de trabajo programado de un empleado durante el cual el empleado haya avisado previamente al supervisor correspondiente y haya recibido autorización con al menos 24 horas de anticipación y (b) para el cual el empleado proporcione una razón válida para la ausencia/llegada tarde/salida temprana del empleado y/o la documentación relativa a la ausencia/llegada tarde/salida temprana. Cada periodo de ausencia o de llegada tarde/salida temprana, será justificado, siempre que el empleado proporcione la documentación correspondiente al motivo de la ausencia/llegada tarde/salida temprana el día en que el empleado se reincorpore al trabajo.

Los siguientes son ejemplos de posibles ausencias justificadas/llegadas tarde justificadas/salidas tempranas del trabajo:

- Asuntos personales aprobados con anticipación
- Visita al médico
- Funeral
- Servicio como jurado
- Enfermedad de un familiar directo

Se aceptarán ciertas ausencias /llegadas tarde/salidas tempranas injustificadas, incluidas las resultantes de emergencias u otras circunstancias ajenas al control del empleado, siempre que se proporcione oportunamente una explicación y/o documentación suficiente al supervisor correspondiente. Las emergencias y circunstancias ajenas a la voluntad del empleado pueden incluir, sin limitarse a, un accidente de tráfico, las inclemencias del tiempo (por ejemplo, un tornado, un huracán, una inundación), un incendio doméstico y una enfermedad inesperada.

PROCEDIMIENTOS PARA REPORTARSE:

Cada empleado está obligado a llamar al lugar de trabajo **(979-285-4509)** para informar de una ausencia sólo si (1) el empleado va a estar ausente por tres (3) o más días consecutivos y está notificando al proyecto la fecha esperada de regreso al sitio de trabajo, y/o (2) si el empleado está enfermo, da positivo en la prueba de COVID-19, o fue expuesto a alguien que dio positivo en la prueba de COVID-19, de acuerdo con las políticas y reglamentos del proyecto (tales empleados deben llamar al Equipo de Respuesta de COVID-19 del proyecto para determinar cuándo puede el empleado ser elegible para regresar al sitio de trabajo).

Cualquier empleado que haya estado en contacto con el Equipo de Respuesta COVID-19 no necesita llamar al lugar de trabajo a menos que se le indique que lo haga. El Equipo de Respuesta COVID-19 se pondrá en contacto con el empleado y le notificará cuándo es seguro regresar a trabajar. El Equipo de Respuesta COVID-19 proporcionará a la dirección del proyecto una lista diaria de los empleados con ausencias justificadas relacionadas con COVID-19.

LIMITS FOR ABSENTEEISM:

To ensure that employees are treated equitably, absenteeism at the jobsite will be tracked by Business Administration and reviewed by project management as described below.

- Employee Unexcused Absences, unexcused late arrivals and unexcused early outs will be tracked on a point system as follows:
  - Unexcused Absence = 1 point per occurrence
  - Unexcused Late Arrival or Early Out = .5 points per occurrence

- An employee missing one or more consecutive shifts due to an unexcused absence will be assigned one (1) point per occurrence. If an employee is going to miss more than three (3) consecutive shifts, the employee must call in to the designated jobsite number and notify the jobsite when the employee expects to return. Calling in to the jobsite does not excuse an unexcused absence, late arrival or early out.

- An employee having three (3) points/occurrences in a 30-day period or (4) points/occurrences in a 60-day period will receive disciplinary action, up to and including immediate discharge at the sole discretion of project management.

- An employee who misses five (5) or more consecutive shifts and does not provide any documentation to excuse such absences will have deemed to have voluntarily resigned employment and will be immediately discharged.

- An employee having a number of excused absences/late arrivals/early outs deemed to be excessive will be reviewed by project management and may receive counseling.

- An employee missing scheduled weekend work without prior approval will be counted as an unexcused absence.

- An employee transported to the jobsite via bus and having a late arrival to work due to a confirmed busing delay will not be counted as having arrived late and will be paid from their scheduled shift start time.

LÍMITES PARA EL AUSENTISMO:

Para garantizar que los empleados reciban un trato equitativo, el ausentismo en el lugar de trabajo será monitoreado por la Administración del Sitio y revisado por la dirección del proyecto como se describe a continuación.

- Las ausencias injustificadas de los empleados, las llegadas tarde injustificadas y las salidas tempranas injustificadas se contabilizarán mediante un sistema de puntos, como se indica a continuación:
  - Ausencia injustificada = 1 punto por ocurrencia
  - Llegada tarde o salida temprana injustificada = 0.5 puntos por ocurrencia

- A un empleado que falte a uno o más turnos consecutivos debido a una ausencia injustificada se le asignará un (1) punto por ocurrencia. Si un empleado va a faltar a más de tres (3) turnos consecutivos, el empleado debe llamar al número designado del lugar de trabajo y notificar cuándo espera regresar. La llamada al lugar de trabajo no justifica una ausencia, una llegada tardía o una salida anticipada.

- Un empleado que tenga tres (3) puntos/ocurrencias en un período de 30 días o (4) puntos/ocurrencias en un período de 60 días recibirá una acción disciplinaria, que puede incluir el despido inmediato a discreción de la dirección del proyecto.

- Un empleado que falte a cinco (5) o más turnos consecutivos y no aporte ninguna documentación que justifique dichas ausencias, se considerará que ha renunciado voluntariamente al empleo y será despedido inmediatamente.

- Un empleado que tenga un número de ausencias justificadas/llegadas tarde/salidas tempranas que se considere excesivo será revisado por la dirección del proyecto y podrá recibir asesoramiento.

- Un empleado que falte al trabajo de fin de semana programado sin aprobación previa se contará como una ausencia injustificada.

- Un empleado transportado al lugar de trabajo en autobús y que llegue tarde al trabajo debido a un retraso confirmado del autobús no se contará como que ha llegado tarde y se le pagará a partir de su hora de inicio de turno programada.

- An employee who arrives late for a scheduled work shift other than as a result of a confirmed busing and/or traffic delay impacting other workforce members will be counted as a late arrival and the employee will be paid from the time that the employee enters the site through the turnstile/gate.

- An employee will generally receive a verbal reprimand from the applicable supervisor for the first point the employee receives. A written reprimand will generally be issued when an employee receives two (2) points in a preceding 30-day period or three (3) points in a preceding 60-day period. Employees that receive three (3) points in a preceding 30-day period or four (4) points in a preceding 60-day period will be immediately terminated for excessive absenteeism.

- Un empleado que llegue tarde a un turno de trabajo programado que no sea como resultado de un retraso confirmado en el transporte y/o en el tráfico que afecte a otros miembros de la plantilla, se contará como una llegada tardía y el empleado será pagado desde el momento en que el empleado entre en el sitio a través del torniquete/puerta.

- Por lo general, el empleado recibirá una amonestación verbal del supervisor correspondiente por el primer punto que reciba. Por lo general, se emitirá una amonestación por escrito cuando un empleado reciba dos (2) puntos en un periodo de 30 días previos o tres (3) puntos en un periodo de 60 días previos. Los empleados que reciban tres (3) puntos en un período anterior de 30 días o cuatro (4) puntos en un período anterior de 60 días serán despedidos inmediatamente por exceso de ausentismo.

TIME OFF REQUEST:

Employees who want to prearrange an excused absence/late arrival/early out may do so by requesting a Time Off Request form from the applicable supervisor. Once the form is completed and signed off by the applicable supervisor, it will be emailed to GPXAbsenteeism@zachrygroup.com for it to be logged and filed into the employee's personnel file. An employee who would like to use any available Vacation/Sick/Personal Time hours towards such excused absence/late arrival/early out, they will need to fill out a Paid Leave form and have their supervisor email it to the following email address prior to or immediately after their absence/late arrival/early out. GPXPTO-PaidVacationRequests@zachrygroup.com

VACATION HOURS (HOURLY DIRECT AND HOURLY INDIRECT EMPLOYEES):

Vacation hours are a method for employees to be paid for scheduled shifts that are missed, as applicable. For vacation hours to be recorded as excused absences, the time off must be requested in advance of the absence or documentation must be presented upon return that meets the excused absence requirements previously listed.

SICK AND PERSONAL TIME (INDIRECT HOURLY EMPLOYEES ONLY):

Sick and personal time hours are method for employees to be paid for scheduled shifts that are missed. Taking sick or personal time doesn't excuse an absence. For sick and personal time hours to be excused, an approved time off request or documentation must be presented prior to or upon return that meets the excused absence requirements previously listed.

SEVERE WEATHER EVENT:

All employees are directed to call the Zachry Industrial Inc. toll-free emergency hotline at 1-866-885-2653 for guidance regarding work stoppages during severe weather.

Employees can opt in to receive text messages with important updates by texting the Emergency Text Message Number.

Emergency Text Message Number: 833-767-2234.

Text **CCZJV English** or Text **CCZJVS Spanish**

This Policy is in addition to and supplements any other applicable Employer policies and procedures, including those governing work schedules and attendance. Employees may contact GPXAbsenteeism@zachrygroup.com concerning any question about the meaning or application of this Policy.

SOLICITUD DE TIEMPO LIBRE:

Los empleados que deseen solicitar con anticipación una ausencia justificada/llegada tarde/salida temprana pueden hacerlo solicitando un formulario de solicitud de tiempo libre al supervisor correspondiente. Una vez completo el formulario y firmado por el supervisor correspondiente, se enviará por correo electrónico a GPXAbsenteeism@zachrygroup.com para que sea registrado y archivado en el expediente personal del empleado. El empleado que desee utilizar las horas de vacaciones/enfermedad/tiempo personal disponibles para dicha ausencia justificada/llegada tarde/salida temprana, deberá completar un formulario de permiso remunerado (PAID LEAVE FORM) y pedir a su supervisor que lo envíe por correo electrónico a la siguiente dirección antes o inmediatamente después de su ausencia/llegada tarde/salida temprana. GPXPTO-PaidVacationRequests@zachrygroup.com

HORAS DE VACACIONES (EMPLEADOS DIRECTOS POR HORA Y EMPLEADOS INDIRECTOS POR HORA):

Las horas de vacaciones son un método para que los empleados cobren los turnos programados que se pierden, según el caso. Para que las horas de vacaciones se registren como ausencias justificadas, el tiempo libre debe solicitarse con anticipación a la ausencia o debe presentarse la documentación a su regreso que cumpla los requisitos de ausencias justificadas enumerados anteriormente.

TIEMPO DE ENFERMEDAD Y PERSONAL (SÓLO PARA EMPLEADOS INDIRECTOS POR HORA):

Las horas de enfermedad y las horas personales son un método para que los empleados cobren los turnos programados que se pierden. Tomar tiempo por enfermedad o personal no excusa una ausencia. Para que las horas de enfermedad y las horas personales sean aprobadas, debe presentarse una solicitud de tiempo libre aprobada y documentación antes o al regreso que cumpla con los requisitos de ausencias justificadas enumerados anteriormente.

EVENTO METEOROLÓGICO SEVERO:

Todos los empleados deben llamar a la línea de emergencia gratuita de Zachry Industrial Inc. al 1-866-885-2653 para recibir orientación sobre las interrupciones del trabajo durante el mal tiempo.

Los empleados pueden optar por recibir mensajes de texto con actualizaciones importantes enviando un mensaje de texto al número de mensajes de texto de emergencia.

Número de Mensaje de Texto de Emergencia: 833-767-2234.
Texto CCZJV Inglés o Texto CCZJVS Español

Esta política se suma y complementa cualquier otra política y procedimiento aplicable del empleador, incluidas las que rigen los horarios de trabajo y asistencia. Los empleados pueden ponerse en contacto con GPXAbsenteeism@zachrygroup.com en relación con cualquier pregunta sobre el significado o la aplicación de esta Política.

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha)**:** _____

Employee Name (print) - (Nombre del empleado)**:**

_____

Employee Signature (Firma del empleado)**:**

_____

Badge Number (Número de gafete)**:**

_____

Witness (Testigo)**:**

_____

EXHIBIT

214

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME GRIGSBY,ROBERT E JOB & BADGE NO. 112280 01 27544

OCCUPATION CARPENTER I 460501 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]0170

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC			CYB	PC			CYB	PC	
(121)	21	☐	other employment	(141)	41	☐	absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐	moving from area	(142)	42	☐	tardiness (need dates & amount of time)			
(123)	23	☐	personal illness/accident	(143)	43	☐	fighting on job	(600)	63	☐ reduction in force
(124)	24	☐	never returned to work	(144)	44	☐	damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
~~(125)~~	~~25~~	☒	~~family illness~~	(145)	45	☐	alcohol/drug related			
(126)	26	☐	to attend school	(146)	46	☐	safety related	(400)	65	☐ deceased
(300)	27	☐	retirement	(147)	47	☐	insubordination	(166)	66	☐ job/badge change
(128)	28	☐	military service	(148)	48	☐	dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐	dissatisfied w/job	(149)	49	☐	not qualified for job			
(130)	30	☑	other O.T.	(150)	50	☐	other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Robert E Grigsby

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Quit with wife is Terminate.

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☑ Recommended for rehire	☐ Highly recommended for rehire
	☑ Not Recommended for rehire at this job		

SUPERVISOR Oscar Guerra (PRINT NAME)

FOREMAN NO. 1542

DATE FORM COMPLETED 9/22/23

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Zachry Industrial Inc.

Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Robert Grigsby Badge #27544 Date: 9/22/23

Department Supt: Emirth Ramos

SECURITY

Parking Pass Number: N/A Plant Badge: 27544

I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises. I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information as stated.

Employee Signature Adhelitte Rodriguez Date 9/22/23

Safety Signature _____ Date 9-22-23

TOOL ROOM

Outstanding Items:

_____

_____

Radio turned in _____(yes) _____(no)

Toolbox Inspected by _____

QA/QC DEPARTMENT (for welders only) (Rod caddy returned?) ____(yes)____(no) Rodroom verify: _____

Welder information updated in **Continuity Log.** ____(yes)____(no) **Co-console** check out: ____(yes)____(no)

ZPTS check out: ____(yes)____(no) (If applicable) **MiFi** Returned: ____(yes)____(no)

Quality Supervisor Verification: (Print)_____ Sign: _____ Date: _____

EXIT INTERVIEW

Completed _____(yes) _____(no)

If no, please provide following information:

Current Contact Number _____

Reason Exit interview was not done: _____

PAYROLL DEPARTMENT:

Outstanding Payroll Deductible Items _____

Credit Card _____

Payroll funds will be issued either as direct deposit or bank card.

EXHIBIT

215

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

I understand these policies are in place for the protection of all employees at this site and I will adhere to them.

Acknowledgment of the Safe and Secure Policy
During the hiring process, each employee will be required to read the Safe and Secure Policy, discuss any questions he/she may have, and return the Safe and Secure Policy to the recruiter.

I certify I have received and read the Safe and Secure Policy, and that I will follow these instructions while employed by this company.

These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 07/20/2023

Employee Name (print): ROBERT E GRIGSBY SR

Employee Signature (sign): [signature]

Employee Identification Number (EIN): [redacted]0170

Badge Number: 275414

Witness: ALANA MORALES

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha): 07/20/2023

Employee Name (print) - (Nombre del empleado):

ROBERT E GRIGSBY SR

Employee Signature (Firma del empleado):

Badge Number (Número de gafete):

27544

Witness (Testigo):

ALANA MORALES

EXHIBIT

216

ZACHRY

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Robert E. Grigsby EMPLOYEE BADGE # 27544

DATE 8/15/23 SUPERVISOR Leroy Hernandez
FOREMAN #: 1630

COUNSELING TYPE

ORALCOUNSELING ☐ *(For record purposes only)* WRITTEN CONSELING ☑ If repeat offense, note total number of times offense has occurred: _____

☐ Check this box if counseling is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this counseling).

REASON FOR COUNSELING Going out to eat at 10:00 am. the wrong time, leving the work area without notifying the co-worker or his supervisor, knowing tha lunch time is at 12:00 p.m. for all of our carpentry department.

ACTION TAKEN Any further repetitions of the above action(s), or other violations of rules, regulations, or procedures may result in disciplinary actions up to and including termination of employment.

Coments: He doesn't agree with what was written

Oscar [signature] Leroy Hernandez

Any further repetitions of the above action(s), or other violations of rules, regulations, or procedures may result in further disciplinary actions up to and including termination of employment.

I ACKNOWLEDGE THAT A COPY OF THIS COUNSELING WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE _____ DATE _____

SUPERVISOR SIGNATURE Leroy Hernandez (A) DATE 8/15/23

WITNESS SIGNATURE Oscar [signature] DATE 8/15/23

PM/GFS SIGNATURE _____ DATE _____

EXHIBIT

217

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS 12811 Cinder Cove Trail

CITY / STATE / ZIP Houston, TX 77044

TELEPHONE # (346) 624-0869

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☑ YES ☐ NO Email Address: robertgrigsby1960@gmail.c

****** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY **** (i.e. CREDIT CARDS, 1355, EQUIPMENT, ETC.) *****

NAME GRIGSBY,ROBERT E JOB & BADGE NO. 116000 01 02572

OCCUPATION CARPENTER I 460501 S.S. NO. [redacted]

LAST DAY WORKED 1-31-2024 HOURS WORKED _____ E.I.N. [redacted]0170

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☑ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS
Robert Grigsby		

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Look for another job

FOREMAN NO. 1297

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☑ Recommended for rehire	☐ Highly recommended for rehire
	☐ Not Recommended for rehire at this job		

SUPERVISOR (PRINT NAME) Jose Martinez

DATE FORM COMPLETED 1/31/24

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Zachry Industrial Inc
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Robert Wright Badge # _____ Date: 1-31-24

Department Supt: Ramiro Ruiz

Security
Parking Pass Number: _____ Plant Badge: _____

Security Signature _____ Date _____

IT
Laptop/Surface Pro/iPad/Monitor/MIFI Returned ___ (yes) ___ (no)
Disable Technology form completed: ___ (yes) ___ (no)

Signature _____ Date _____

Tool Room
Outstanding Items:

_____

_____

Radio turned in _____(yes) _____(no) Sunbelt Small Tools Cleared ___ (yes) ___ (no)

Toolbox Inspected by Randle Brice HTA Sunbelt Signature _____

QA/QC (for welders only) (Rod caddy returned?) ____(yes)____(no) Rodroom verify: _____

Welder information updated in Continuity Log. ____(yes)____(no) Co-console check out: ____(yes)____(no)

ZPTS check out: ____(yes)____(no) (If applicable) MiFi Returned: ____(yes)____(no)

Quality Supervisor Verification: (Print)_____ Sign: _____ Date: _____

SAFETY
I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises. I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information as stated.

Employee Signature Robert Wright Date 1-31-24

Safety Signature Monica Pla Date 1-31-24

PAYROLL
Outstanding Payroll Deductible Items _____

Credit Card _____

Payroll funds will be issued either as direct deposit or bank card.

ZACHRY

Request to Disable Technology Access

Steps to follow:

- Email this completed form to UserSupport@zachrygroup.com
- Continue to submit the ESR form directly to Payroll (*do not send this to User Support*)

Name of User:		
User EIN/User ID:		
Date of Termination:		
Time of Termination:	**Request will be processed upon receipt unless a specific time is entered here**	Time:
Special Instructions/Comments:		
Autoreply for Outlook: *(provide specific verbiage for e-mailmessage)*		
Manager Name:		
Manager Signature:		Date:

ZACHRY

The purpose of this exit interview form is to gain information that will assist the company in making the workplace better for everyone. Your comments and suggestions are appreciated and will be handled in a **CONFIDENTIAL** manner.

Employee Name: _____ **Badge Number** _____ **Foreman:** _____

Primary Phone: _____ **Date Completed:** _____

Length of Time Employed At This Jobsite: Check All That Apply

[ ] Less Than six months [ ] 6-12 months [ ] 12 months or more

Reason For Leaving:

[ ] Pay [ ] Benefits [ ] Project Location [ ] Work Enviroment

[ ] Co-Worker(s) [ ] Better Position [ ] Supervision [ ] Training/Education Opportunities

[ ] Not Satisfied with the work

If You Have Accepted Another Job, What:

Company: _____ **Location (City/State):** _____

Hourly Rate: [ ] $20-$22 [ ] $23-$25 [ ] $26-$28 [ ] $29-31 [ ] Over $31

Per Diem: [ ] Under $50 [ ] $50-$70 [ ] $70-$90 [ ] $90-$115 [ ] Over $115

What attracted you to your new job/employer: _____

Interviewed by: _____

EXHIBIT

218

```
ZHI Employee History                [redacted]2425  GRIGSBY, ROBERT E
                                          Employment-Status: TERM-HOURLY-F/T
Local-Phone: [redacted]  Job-Phone:     -    -
Addr: 12811 CINDER CONE TRL
      HOUSTON            TX      77044
DOB: [redacted]  Sex: M  Veteran: N  Eth-Origin: Black(Not  Yrs-of-Service: 00
Orig-Hire-DT: 07-21-2023  Cont-Emply-DT: 07-21-2023  Adj-Serv-DT:
Last-Day-Wkd: 01-31-2024  Last-W/E-Prcd: 02-04-2024  Paid-Thru:   02-04-2024
Accrued-Vacation:     .00   Eligible-Vacation:     .00
*********************************************************************************
IF REHIRING, NEED PreEmploy-Drug-Test?:YES  PRE-PLACEMENT-PHYS?:YES  APPL: YES
*********************************************************************************
DIV JOB/PH   BADGE SF EFF-DATE   ACTIVITY-DESC  --OCCUPATION INFO-- R/C   RATE
430 11600001 02572 00 01-31-2024 Dscg-Other-Discharge 460501        1  30.5000
INDUS/POWER                                    CARPENTER I
430 11600001 02572 00 11-06-2023 Rehire              460501        1  30.5000
INDUS/POWER                                    CARPENTER I

430 11228001 27544 00 09-22-2023 Dscg-Other-Discharge 460501        1  31.5000
INDUS/POWER                                    CARPENTER I
430 11228001 27544 00 09-04-2023 Increase-Merit      460501        1  31.5000
INDUS/POWER                                    CARPENTER I
430 11228001 27544 00 07-21-2023 New Hire            460501        1  29.5000
INDUS/POWER                                    CARPENTER I
```

EXHIBIT

219

From: ZDRP <ZDRP@zachrygroup.com>
Sent: Wednesday, July 9, 2025 4:23 PM
To: robertgrigsby1960@gmail.com
Subject: Robert Grigsby ESR GPLNG 09 2023
Attachments: Robert Grigsby ESR GPLNG 09 2023.pdf

Good afternoon, Mr. Grigsby,

As discussed in our phone call this afternoon, attached is a copy of your separation documentation from the Golden Pass LNG project.

Regards,

Tracy Dominick

Tracy Dominick, PHR, SHRM-CP

ZDRP@zachrygroup.com

ZACHRY

Zachry Enterprise Solutions
527 Logwood
San Antonio, TX 78221
www.ZachryGroup.com

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EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME GRIGSBY,ROBERT E JOB & BADGE NO. 112280 01 27544

OCCUPATION CARPENTER I 460501 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]0170

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
~~(125)~~	~~25~~	~~☐ family illness~~	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☑ other O.T.	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Robert Grigsby

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

**REQUIRES PROJECT MANAGER INITIALS

EXHIBIT

220

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME GRIGSBY,ROBERT E JOB & BADGE NO. 112280 01 27544

OCCUPATION CARPENTER I 460501 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]0170

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
~~(125)~~	~~25~~	~~☐ family illness~~	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☑ other O.K.	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Robert E Grigsby

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

**REQUIRES PROJECT MANAGER INITIALS

ZACHRY

EXHIBIT

221

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99003881)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**07/31/2023**	**08/06/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	37.00	$1,091.50	$2,271.50
TIME AND 1/2				$663.75
BUSTRANNOTWORKD	29.5000	2.00	$59.00	$132.75
NONTAX PER DIEM			$450.00	$900.00
		TOTAL PAY	$1,600.50	$3,968.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.33	$190.22
FICA-HI	$16.69	$44.49

Deductions:

Description	Current	Year To Date
NET PAY	$1,512.48	$3,733.29

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99016902)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/08/2024**	**01/14/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	40.00	$1,220.00	$1,586.00
TIME AND 1/2	45.7500	9.00	$411.75	$411.75
NONTAX PER DIEM				$160.00
		TOTAL PAY	$1,631.75	$2,157.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.17	$123.86
FICA-HI	$23.66	$28.97

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM	$6.71	$6.71
UNITED WAY 2024		$24.00
NET PAY	$1,500.21	$1,974.21

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99016903)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/08/2024**	**01/14/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,586.00
TIME AND 1/2				$411.75
NONTAX PER DIEM			$400.00	$560.00
		TOTAL PAY	$400.00	$2,557.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$123.86
FICA-HI	$0.00	$28.97

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$6.71
UNITED WAY 2024		$24.00
NET PAY	$400.00	$2,374.21

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99016367)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/04/2023**	**12/10/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	40.00	$1,220.00	$8,391.25
TIME AND 1/2	45.7500	4.00	$183.00	$1,052.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$3,000.00
		TOTAL PAY	$1,403.00	$12,682.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.99	$600.34
FICA-HI	$20.34	$140.40

Deductions:

Description	Current	Year To Date
NET PAY	$1,295.67	$11,942.14

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99016368)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/04/2023**	**12/10/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,391.25
TIME AND 1/2				$1,052.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$320.00	$3,320.00
		TOTAL PAY	$320.00	$13,002.88

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$600.34
FICA-HI	$0.00	$140.40

Deductions:

Description	Current	Year To Date
NET PAY	$320.00	$12,262.14

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99015740)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/20/2023**	**11/26/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	23.00	$701.50	$6,439.25
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$2,440.00
		TOTAL PAY	$701.50	$9,987.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$43.49	$467.97
FICA-HI	$10.17	$109.44

Deductions:

Description	Current	Year To Date
NET PAY	$647.84	$9,410.47

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99015741)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/20/2023**	**11/26/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,439.25
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$240.00	$2,680.00
		TOTAL PAY	$240.00	$10,227.88

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$467.97
FICA-HI	$0.00	$109.44

Deductions:

Description	Current	Year To Date
NET PAY	$240.00	$9,650.47

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99015145)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/01/2024**	**01/07/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	12.00	$366.00	$366.00
		TOTAL PAY	$366.00	$366.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$22.69	$22.69
FICA-HI	$5.31	$5.31

Deductions:

Description	Current	Year To Date
UNITED WAY 2024	$24.00	$24.00
NET PAY	$314.00	$314.00

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99015146)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/01/2024**	**01/07/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$366.00
NONTAX PER DIEM			$160.00	$160.00
		TOTAL PAY	$160.00	$526.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$22.69
FICA-HI	$0.00	$5.31

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Deductions:

Description	Current	Year To Date
UNITED WAY 2024		$24.00
NET PAY	$160.00	$474.00

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99016927)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/22/2024**	**01/28/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	11.00	$335.50	$1,921.50
TIME AND 1/2				$411.75
NONTAX PER DIEM				$560.00
		TOTAL PAY	$335.50	$2,893.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$20.80	$144.66
FICA-HI	$4.86	$33.83

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$6.71
UNITED WAY 2024		$24.00
NET PAY	$309.84	$2,684.05

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

Payment Details (Pay Date: 02/01/2024 | Check Number: 99016928)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/22/2024**	**01/28/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,921.50
TIME AND 1/2				$411.75
NONTAX PER DIEM			$160.00	$720.00
		TOTAL PAY	$160.00	$3,053.25

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$144.66
FICA-HI	$0.00	$33.83

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$6.71
UNITED WAY 2024		$24.00
NET PAY	$160.00	$2,844.05

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99016047)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/18/2023**	**12/24/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	12.00	$366.00	$9,977.25
TIME AND 1/2				$1,189.88
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$3,720.00
		TOTAL PAY	$366.00	$15,126.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$22.69	$707.18
FICA-HI	$5.31	$165.39

Deductions:

Description	Current	Year To Date
NET PAY	$338.00	$14,253.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99016048)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/18/2023**	**12/24/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,977.25
TIME AND 1/2				$1,189.88
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$160.00	$3,880.00
		TOTAL PAY	$160.00	$15,286.13

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$707.18
FICA-HI	$0.00	$165.39

Deductions:

Description	Current	Year To Date
NET PAY	$160.00	$14,413.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 08/03/2023 | Check Number: 99004113)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**07/24/2023**	**07/30/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$1,180.00
TIME AND 1/2	44.2500	15.00	$663.75	$663.75
BUSTRANNOTWORKD	29.5000	2.50	$73.75	$73.75
NONTAX PER DIEM			$450.00	$450.00
		TOTAL PAY	$2,367.50	$2,367.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$118.89	$118.89
FICA-HI	$27.80	$27.80

Deductions:

Description	Current	Year To Date
NET PAY	$2,220.81	$2,220.81

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99015868)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/06/2023**	**11/12/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	43.00	$1,311.50	$4,807.50
TIME AND 1/2	45.7500	4.50	$205.88	$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$1,800.00
		TOTAL PAY	$1,517.38	$7,716.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.08	$366.80
FICA-HI	$22.00	$85.78

Deductions:

Description	Current	Year To Date
NET PAY	$1,401.30	$7,263.55

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99015869)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/06/2023**	**11/12/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,807.50
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$400.00	$2,200.00
		TOTAL PAY	$400.00	$8,116.13

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$366.80
FICA-HI	$0.00	$85.78

Deductions:

Description	Current	Year To Date
NET PAY	$400.00	$7,663.55

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99016232)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/13/2023**	**11/19/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	30.50	$930.25	$5,737.75
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$2,200.00
		TOTAL PAY	$930.25	$9,046.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.68	$424.48
FICA-HI	$13.49	$99.27

Deductions:

Description	Current	Year To Date
NET PAY	$859.08	$8,522.63

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99016233)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/13/2023**	**11/19/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,737.75
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$240.00	$2,440.00
		TOTAL PAY	$240.00	$9,286.38

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$424.48
FICA-HI	$0.00	$99.27

Deductions:

Description	Current	Year To Date
NET PAY	$240.00	$8,762.63

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99003875)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**08/14/2023**	**08/20/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	30.00	$885.00	$3,156.50
TIME AND 1/2				$663.75
BUSTRANNOTWORKD	29.5000	1.50	$44.25	$177.00
NONTAX PER DIEM			$375.00	$1,275.00
		TOTAL PAY	$1,304.25	$5,272.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.61	$247.83
FICA-HI	$13.47	$57.96

Deductions:

Description	Current	Year To Date
NET PAY	$1,233.17	$4,966.46

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99003840)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**09/18/2023**	**09/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.5000	7.50	$236.25	$3,496.00
TIME AND 1/2				$663.75
BUSTRANNOTWORKD	31.5000	1.50	$47.25	$239.00
NONTAX PER DIEM			$300.00	$1,800.00
		TOTAL PAY	$583.50	$6,198.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$17.57	$272.72
FICA-HI	$4.11	$63.78

Deductions:

Description	Current	Year To Date
NET PAY	$561.82	$5,862.25

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99003837)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**08/21/2023**	**08/27/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	3.50	$103.25	$3,259.75
TIME AND 1/2				$663.75
BUSTRANNOTWORKD	29.5000	0.50	$14.75	$191.75
NONTAX PER DIEM			$225.00	$1,500.00
		TOTAL PAY	$343.00	$5,615.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$7.32	$255.15
FICA-HI	$1.71	$59.67

Deductions:

Description	Current	Year To Date
NET PAY	$333.97	$5,300.43

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99016690)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/11/2023**	**12/17/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	40.00	$1,220.00	$9,611.25
TIME AND 1/2	45.7500	3.00	$137.25	$1,189.88
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$3,320.00
		TOTAL PAY	$1,357.25	$14,360.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.15	$684.49
FICA-HI	$19.68	$160.08

Deductions:

Description	Current	Year To Date
NET PAY	$1,253.42	$13,515.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99016691)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**12/11/2023**	**12/17/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,611.25
TIME AND 1/2				$1,189.88
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$400.00	$3,720.00
		TOTAL PAY	$400.00	$14,760.13

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$684.49
FICA-HI	$0.00	$160.08

Deductions:

Description	Current	Year To Date
NET PAY	$400.00	$13,915.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99016966)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/29/2024**	**02/04/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	2.00	$61.00	$1,982.50
TIME AND 1/2				$411.75
NONTAX PER DIEM				$720.00
		TOTAL PAY	$61.00	$3,114.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$3.78	$148.44
FICA-HI	$0.89	$34.72

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$6.71
UNITED WAY 2024		$24.00
NET PAY	$56.33	$2,900.38

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99016967)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**01/29/2024**	**02/04/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,982.50
TIME AND 1/2				$411.75
NONTAX PER DIEM			$80.00	$800.00
		TOTAL PAY	$80.00	$3,194.25

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$148.44
FICA-HI	$0.00	$34.72

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$6.71
UNITED WAY 2024		$24.00
NET PAY	$80.00	$2,980.38

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, ROBERT E	**HB01**	[redacted]**0170**	**116000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99016160)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/27/2023**	**12/03/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.5000	24.00	$732.00	$7,171.25
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM				$2,680.00
		TOTAL PAY	$732.00	$10,959.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$45.38	$513.35
FICA-HI	$10.62	$120.06

Deductions:

Description	Current	Year To Date
NET PAY	$676.00	$10,326.47

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99016161)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, ROBERT E	**HB01**	**11/27/2023**	**12/03/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,171.25
TIME AND 1/2				$869.63
BUSTRANNOTWORKD				$239.00
NONTAX PER DIEM			$320.00	$3,000.00
		TOTAL PAY	$320.00	$11,279.88

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$513.35
FICA-HI	$0.00	$120.06

Deductions:

Description	Current	Year To Date
NET PAY	$320.00	$10,646.47

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

EXHIBIT

222

Case: 4804 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Disciplinary

Case Snapshot

Opened:
09/20/2023
Days Open:
13
Last modified:
10/04/2023 12:33 PM
Date Closed:
10/04/2023
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
4804
Received/Reported date:
09/20/2023
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Disciplinary
Summary:
Unfair/Unequal Treatment

Case Details Show Original Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Phone

Location

Organization/Building name:
Zachry Group
Branch Number:
Projects
Location name:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT
Location/Address:
GOLDEN PASS LNG EXPORT PROJECT-CONSTRUCT - Projects

City:
SABINE PASS
State/Province:
TX

Reporter Information

Is the reporter an employee?
Yes
Reporter anonymous:
No
Reporter first name:
Colette
Reporter last name:
LaBeaux
Phone number:
409-739-7460
Email address:
colettelabeaux687@gmail.com
Contact availability:
anytime

Case Information

Separation Category:
Active Employee
Employee ID Number (EIN):
[redacted]5032
Badge Number:
27548
Position Title:
carpenter
Please identify the person(s) engaged in this behavior:
N/A
Do you suspect or know that a supervisor or management is involved?
No
Is management aware of this problem?
Yes
What is the general nature of this matter?
No one has reached out to Colette regarding whether she is still employed or terminated.
Where did this incident or violation occur?
(exact street address unknown)
Sabine Pass, TX (zip code unknown)
Please provide the specific or approximate time this incident occurred:
since August 21, 2023
How long do you think this problem has been going on?
1 to 3 months
How did you become aware of this violation?
It happened to me
Case Details:
Since August 21, 2023, Colette has been off work because Robert Grigsby, carpenter, who is Colette's husband, was sent home from Zachry Medical due to having a high blood pressure condition. Therefore, Colette went to take care of her husband. Ever since that day, no one has reached out to Colette regarding whether she was terminated or still employed. Colette is unaware of the reason for this matter. Arturo Barajas, foreman, was aware that Colette was going off to take care of her husband. Some employees (names and job titles withheld) have been witnesses to the situation.

Colette would like to know whether she is still employed by Zachry.

Job Number:
11228001
COID:
HB01
Division:
430
Group:
Projects

Follow-ups

10/03/2023 - Jones, Terri
Question:

Hi Colette--

Thank you for reaching out to the DRP hotline. I've been unable to reach you as it appears your number is no longer in service. Please feel free to contact me at 409-248-4182 or 409-782-8654 at your earliest convenience.

Assignments & Access

Case assignee(s):
Jones, Terri (Primary)
Restricted access:
None
Case access list:
Cantu, Yenny; Coronado, Oscar; Dominick, Tracy; Martinez, Roland; Perez, Carlos; Stillman, Abby

Info Contributors

None

Participants

Name	Job Title	Relationship	Role	Results	Notes
N/A	None	None	None	None	
Colette LaBeaux	None	None	Reporter	None	

Items

Name	Description	Loss type	Final outcome	Amount Taken	Amount Recovered	Amount to Recover
Totals:				$0.00	$0.00	$0.00

Agencies

None

Attachments

Files

If your browser is having trouble viewing or playing the file, you can proceed to download the file by right-clicking the file link and select Save As.

File	Category	Date	Description

ESR and Attendance Records from GF Oscar Guerra.pdf	10/04/2023 12:32:00 PM

Synopsis

Outcome of case

Primary outcome:
Unsubstantiated

Secondary outcome 1:
- Select One -

Secondary outcome 2:
- Select One -

Action taken:
- Select One -

Additional details

Synopsis:
DRP made several attempts to contact Collete Lebeaux, Carpenter Helper, regarding her concerns. A message was sent through Navex. General Foreman, Oscar Guerra provided a copy of the enclosed ESR and attendance log confirming Collete was discharged for attendance. DRP reattempted to contact Collete Lebeaux with no response - the number appears to be out of service.

Tasks

No Tasks

Case Notes

None

Related Cases

Cases Marked as Related to This Case

None

EXHIBIT

223

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS 19800 Atascocita Shores Drive apt. 222

CITY / STATE / ZIP Humble, Texas 77346

TELEPHONE # 346 624-0869

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☑ YES ☐ NO Email Address: colettelabeaux1687@gmail.com

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME GRIGSBY,COLETTE JOB & BADGE NO. 116000 01 02571

OCCUPATION HELPER, CARPENTER 480504 S.S. NO. [redacted]

LAST DAY WORKED 1-31-2024 HOURS WORKED _____ E.I.N. [redacted]5032

* QUIT ☑ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☑ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS
Colette Grigsby		

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Look for another job

FOREMAN NO. 1299

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☑ Recommended for rehire	☐ Highly recommended for rehire
	☐ Not Recommended for rehire at this job		

SUPERVISOR Lois Miranda. (PRINT NAME)

DATE FORM COMPLETED 1/31/24

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Zachry Industrial Inc
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Calutte Grigsby Badge #_____ Date: 1-31-2024

Department Supt: Romiro Ruiz

Security
Parking Pass Number: _____ Plant Badge: _____

Security Signature _____ Date _____

IT
Laptop/Surface Pro/iPad/Monitor/MIFI Returned ___ (yes) ___ (no)
Disable Technology form completed: ___ (yes) ___ (no)

Signature _____ Date _____

Tool Room
Outstanding Items:

_____

_____

Radio turned in _____(yes) _____(no) Sunbelt Small Tools Cleared ___ (yes) ___ (no)

Toolbox Inspected by Kenda Brie 1078 Sunbelt Signature _____

QA/QC (for welders only) (Rod caddy returned?) ____(yes)____(no) Rodroom verify: _____

Welder information updated in Continuity Log. ____(yes)____(no) Co-console check out: ____(yes)____(no)

ZPTS check out: ____(yes)____(no) (If applicable) MiFi Returned: ____(yes)____(no)

Quality Supervisor Verification: (Print)_____ Sign: _____ Date: _____

SAFETY
I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises. I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information as stated.

Employee Signature Calutte Grigsby Date 1-31-2024

Safety Signature _____ Date 1-31-24

PAYROLL
Outstanding Payroll Deductible Items _____

Credit Card _____

Payroll funds will be issued either as direct deposit or bank card.

ZACHRY

Request to Disable Technology Access

Steps to follow:

- Email this completed form to UserSupport@zachrygroup.com
- Continue to submit the ESR form directly to Payroll (*do not send this to User Support*)

Name of User:		
User EIN/User ID:		
Date of Termination:		
Time of Termination:	**Request will be processed upon receipt unless a specific time is entered here**	Time:
Special Instructions/Comments:		
Autoreply for Outlook: *(provide specific verbiage for e-mailmessage)*		
Manager Name:		
Manager Signature:		Date:

ZACHRY

The purpose of this exit interview form is to gain information that will assist the company in making the workplace better for everyone. Your comments and suggestions are appreciated and will be handled in a **CONFIDENTIAL** manner.

Employee Name: _____ **Badge Number** _____ **Foreman:** _____

Primary Phone: _____ **Date Completed:** _____

Length of Time Employed At This Jobsite: Check All That Apply

[ ] Less Than six months [ ] 6-12 months [ ] 12 months or more

Reason For Leaving:

[ ] Pay [ ] Benefits [ ] Project Location [ ] Work Enviroment

[ ] Co-Worker(s) [ ] Better Position [ ] Supervision [ ] Training/Education Opportunities

[ ] Not Satisfied with the work

If You Have Accepted Another Job, What:

Company: _____ **Location (City/State):** _____

Hourly Rate: [ ] $20-$22 [ ] $23-$25 [ ] $26-$28 [ ] $29-31 [ ] Over $31

Per Diem: [ ] Under $50 [ ] $50-$70 [ ] $70-$90 [ ] $90-$115 [ ] Over $115

What attracted you to your new job/employer: _____

Interviewed by: _____

EXHIBIT

224

ZHI Employee History [redacted]9204 GRIGSBY, COLETTE

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 921 MORRIS STREET

HAMMOND IN 46320

DOB: [redacted] Sex: F Veteran: N Eth-Origin: Black(Not Yrs-of-Service: 00

Orig-Hire-DT: 07-21-2023 Cont-Emply-DT: 07-21-2023 Adj-Serv-DT:

Last-Day-Wkd: 01-31-2024 Last-W/E-Prcd: 02-04-2024 Paid-Thru: 02-04-2024

Accrued-Vacation: .00 Eligible-Vacation: .00

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11600001	02571	00	01-31-2024	Dscg-Other-Discharge	480504	1	24.0000
INDUS/POWER						HELPER, CARPENTER 3		
430	11600001	02571	00	11-06-2023	Rehire	480504	1	24.0000
INDUS/POWER						HELPER, CARPENTER 3		
430	11228001	27548	00	09-22-2023	Dscg-Absenteeism	480502	1	25.0000
INDUS/POWER						HELPER, CARPENTER 1		
430	11228001	27548	00	09-04-2023	Increase-Merit	480502	1	25.0000
INDUS/POWER						HELPER, CARPENTER 1		
430	11228001	27548	00	07-21-2023	New Hire	480502	1	24.0000
INDUS/POWER						HELPER, CARPENTER 1		

EXHIBIT

225

From: ZDRP <ZDRP@zachrygroup.com>
Sent: Wednesday, July 9, 2025 4:24 PM
To: colettelabeaux687@gmail.com
Subject: Colette Grigsby ESR GPLNG 09 2023
Attachments: Colette Grigsby ESR GPLNG 09 2023.pdf

Good afternoon, Ms. Grigsby,

As discussed in our phone call this afternoon, attached is a copy of your separation documentation from the Golden Pass LNG project.

Regards,

Tracy Dominick

Tracy Dominick, PHR, SHRM-CP

ZDRP@zachrygroup.com

ZACHRY

Zachry Enterprise Solutions
527 Logwood
San Antonio, TX 78221
www.ZachryGroup.com

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EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

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USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME WASHINGTON,LABR COLETTE JOB & BADGE NO. 112280.01 27548

OCCUPATION HELPER, CARPENTER 480502 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]5032

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☑ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
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(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
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(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Colette LaBlanc

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**REQUIRES PROJECT MANAGER INITIALS

EXHIBIT

226

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
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ZACHRY
ZACHRY INDUSTRIAL, INC.

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ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

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NAME WASHINGTON,LABR COLETTE JOB & BADGE NO. 112280.01 27548

OCCUPATION HELPER, CARPENTER 480502 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]5032

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☑ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
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(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Colette LaBlanc

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**REQUIRES PROJECT MANAGER INITIALS

EXHIBIT

227

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99017004)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**01/29/2024**	**02/04/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	2.00	$48.00	$1,560.00
TIME AND 1/2				$324.00
		TOTAL PAY	$48.00	$1,884.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$2.98	$70.77
FICA-HI	$0.70	$16.55

Deductions:

Description	Current	Year To Date
*PPO STANDARD **		$634.36
*ENHANCED DENTAL **		$93.35
*GROUP VISION **		$14.90
SPECIAL UNIFORM		$6.71
UNITED WAY 2024	$2.00	$8.00
NET PAY	$42.32	$1,039.36

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99016965)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**01/22/2024**	**01/28/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	11.00	$264.00	$1,512.00
TIME AND 1/2				$324.00
		TOTAL PAY	$264.00	$1,836.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$13.68	$67.79
FICA-HI	$3.20	$15.85

Deductions:

Description	Current	Year To Date
*PPO STANDARD **		$634.36
*ENHANCED DENTAL **	$37.34	$93.35
*GROUP VISION **	$5.96	$14.90
SPECIAL UNIFORM		$6.71
UNITED WAY 2024	$2.00	$6.00
NET PAY	$201.82	$997.04

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99016051)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**01/08/2024**	**01/14/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	40.00	$960.00	$1,248.00
TIME AND 1/2	36.0000	9.00	$324.00	$324.00
		TOTAL PAY	$1,284.00	$1,572.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$38.94	$54.11
FICA-HI	$9.10	$12.65

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$634.36	$634.36
*ENHANCED DENTAL **	$18.67	$56.01
*GROUP VISION **	$2.98	$8.94
SPECIAL UNIFORM	$6.71	$6.71
UNITED WAY 2024	$2.00	$4.00
NET PAY	$571.24	$795.22

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99015144)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**01/01/2024**	**01/07/2024**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	12.00	$288.00	$288.00
		TOTAL PAY	$288.00	$288.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$15.17	$15.17
FICA-HI	$3.55	$3.55

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$37.34	$37.34
*GROUP VISION **	$5.96	$5.96
UNITED WAY 2024	$2.00	$2.00
NET PAY	$223.98	$223.98

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99016046)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**12/18/2023**	**12/24/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	12.00	$288.00	$8,875.00
TIME AND 1/2				$1,026.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$288.00	$10,142.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$16.87	$587.11
FICA-HI	$3.95	$137.31

Deductions:

Description	Current	Year To Date
*PPO STANDARD **		$556.54
*TRADITION DENT **	$13.10	$52.40
*BASIC MEDICAL **		$52.58
HOSP INDEMNITY		$8.34
ACCIDENT PLAN		$3.77
*GROUP VISION **	$2.87	$11.48
CRITICAL ILLNSS		$8.69
NET PAY	$251.21	$8,724.28

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99016689)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**12/11/2023**	**12/17/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	40.00	$960.00	$8,587.00
TIME AND 1/2	36.0000	3.00	$108.00	$1,026.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$1,068.00	$9,854.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.97	$570.24
FICA-HI	$11.22	$133.36

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$278.27	$556.54
*TRADITION DENT **	$13.10	$39.30
*BASIC MEDICAL **		$52.58
HOSP INDEMNITY		$8.34
ACCIDENT PLAN		$3.77
*GROUP VISION **	$2.87	$8.61
CRITICAL ILLNSS		$8.69
NET PAY	$714.57	$8,473.07

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99016366)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**12/04/2023**	**12/10/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	40.00	$960.00	$7,627.00
TIME AND 1/2	36.0000	4.00	$144.00	$918.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$1,104.00	$8,786.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.20	$522.27
FICA-HI	$15.01	$122.14

Deductions:

Description	Current	Year To Date
*PPO STANDARD **		$278.27
*TRADITION DENT **	$13.10	$26.20
*BASIC MEDICAL **	$52.58	$52.58
HOSP INDEMNITY		$8.34
ACCIDENT PLAN		$3.77
*GROUP VISION **	$2.87	$5.74
CRITICAL ILLNSS		$8.69
NET PAY	$956.24	$7,758.50

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99016159)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**11/27/2023**	**12/03/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	24.00	$576.00	$6,667.00
TIME AND 1/2				$774.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$576.00	$7,682.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$17.47	$458.07
FICA-HI	$4.09	$107.13

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$278.27	$278.27
*TRADITION DENT **	$13.10	$13.10
HOSP INDEMNITY	$8.34	$8.34
ACCIDENT PLAN	$3.77	$3.77
*GROUP VISION **	$2.87	$2.87
CRITICAL ILLNSS	$8.69	$8.69
NET PAY	$239.40	$6,802.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99015739)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**11/20/2023**	**11/26/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	23.00	$552.00	$6,091.00
TIME AND 1/2				$774.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$552.00	$7,106.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$34.22	$440.60
FICA-HI	$8.00	$103.04

Deductions:

Description	Current	Year To Date
NET PAY	$509.78	$6,562.86

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99016231)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**11/13/2023**	**11/19/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	30.50	$732.00	$5,539.00
TIME AND 1/2				$774.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$732.00	$6,554.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$45.38	$406.38
FICA-HI	$10.61	$95.04

Deductions:

Description	Current	Year To Date
NET PAY	$676.01	$6,053.08

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99015867)

Name:	Company:	Period Start:	Period End:	Job#:
GRIGSBY, COLETTE	**HB01**	**11/06/2023**	**11/12/2023**	**116000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	43.00	$1,032.00	$4,807.00
TIME AND 1/2	36.0000	4.50	$162.00	$774.00
BUSTRANNOTWORKD				$241.50
		TOTAL PAY	$1,194.00	$5,822.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.03	$361.00
FICA-HI	$17.32	$84.43

Deductions:

Description	Current	Year To Date
NET PAY	$1,102.65	$5,377.07

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99004001)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**09/18/2023**	**09/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	25.0000	7.00	$175.00	$3,775.00
TIME AND 1/2				$612.00
BUSTRANNOTWORKD	25.0000	1.50	$37.50	$241.50
		TOTAL PAY	$212.50	$4,628.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$13.18	$286.97
FICA-HI	$3.08	$67.11

Deductions:

Description	Current	Year To Date
NET PAY	$196.24	$4,274.42

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99003686)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**08/21/2023**	**08/27/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	3.50	$84.00	$3,600.00
TIME AND 1/2				$612.00
BUSTRANNOTWORKD	24.0000	0.50	$12.00	$204.00
		TOTAL PAY	$96.00	$4,416.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$5.95	$273.79
FICA-HI	$1.39	$64.03

Deductions:

Description	Current	Year To Date
NET PAY	$88.66	$4,078.18

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99003727)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**08/14/2023**	**08/20/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	30.00	$720.00	$3,516.00
TIME AND 1/2				$612.00
BUSTRANNOTWORKD	24.0000	1.50	$36.00	$192.00
		TOTAL PAY	$756.00	$4,320.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$46.87	$267.84
FICA-HI	$10.96	$62.64

Deductions:

Description	Current	Year To Date
NET PAY	$698.17	$3,989.52

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99003988)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**08/07/2023**	**08/13/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	40.00	$960.00	$2,796.00
TIME AND 1/2	36.0000	10.00	$360.00	$612.00
BUSTRANNOTWORKD	24.0000	2.50	$60.00	$156.00
		TOTAL PAY	$1,380.00	$3,564.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$85.56	$220.97
FICA-HI	$20.01	$51.68

Deductions:

Description	Current	Year To Date
NET PAY	$1,274.43	$3,291.35

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99003731)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**07/31/2023**	**08/06/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	36.50	$876.00	$1,836.00
TIME AND 1/2				$252.00
BUSTRANNOTWORKD	24.0000	2.00	$48.00	$96.00
		TOTAL PAY	$924.00	$2,184.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.29	$135.41
FICA-HI	$13.40	$31.67

Deductions:

Description	Current	Year To Date
NET PAY	$853.31	$2,016.92

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
GRIGSBY, COLETTE	**HB01**	[redacted]**5032**	**116000**

Payment Details (Pay Date: 08/03/2023 | Check Number: 99004114)

Name:	Company:	Period Start:	Period End:	Job#:
WASHINGTON LABEAUX, COLETTE	**HB01**	**07/24/2023**	**07/30/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.0000	40.00	$960.00	$960.00
TIME AND 1/2	36.0000	7.00	$252.00	$252.00
BUSTRANNOTWORKD	24.0000	2.00	$48.00	$48.00
		TOTAL PAY	$1,260.00	$1,260.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.12	$78.12
FICA-HI	$18.27	$18.27

Deductions:

Description	Current	Year To Date
NET PAY	$1,163.61	$1,163.61

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

228

HOURLY EMPLOYEE ABSENTEEISM POLICY
Golden Pass LNG Expansion
Project # 112280

This Hourly Employee Absenteeism Policy and related procedures, as described below (the "Policy"), is applicable to all hourly employees (defined herein as, "employees") and has been reviewed, circulated, and posted, as applicable, throughout the Golden Pass LNG Expansion Project # 112280 (the "project") for review and reference. This Policy governs certain policies and procedures related to workplace attendance, including, but not limited to, absenteeism, tardiness, and early outs, as further described herein. This Policy does not impact, or in any way modify or amend, any employee absences or leave from work expressly authorized by Employer or legally protected leave governed by applicable laws, regulations, and/or ordinances, including protected medical leave.

DEFINITIONS:

Unexcused Absence Occurrence (1 Point per occurrence) – Any period of time (a) during an employee's scheduled work shift, or consecutive shifts, during which the employee is absent and (b) that was not pre-approved by the employee's appropriate supervisor and/or for which the employee failed to timely provide a valid reason and/or documentation concerning the absence(s).

Unexcused Late Arrival/ Early Out Occurrence (.5 Points per occurrence)– Any scheduled work shift (a) during which the employee either arrives after the start of the scheduled shift or leaves prior to the end of the scheduled shift and (b) the late arrival or early out was not pre-approved by the applicable supervisor and/or for which the employee failed to timely provide a valid reason and/or documentation concerning the absence(s).

The following are examples of unexcused absences, late arrivals, and early outs from work:

- Woke up late/alarm didn't go off
- Misplaced/forgotten/lost badge
- Non-prearranged personal business
- No timely call in to appropriate supervisor
- Rideshare no-show, car trouble, or missed bus transport
- Imprisonment

POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA

Golden Pass LNG

Proyecto de Expansión # 112280

Política de Ausentismo para Empleado compensado por Hora y procedimientos relacionados, como se describe a continuación (la "Política"), es aplicable a todos los empleados por hora (definidos en el presente documento como "empleados") y ha sido revisada, distribuida y publicada, según corresponda, en todo el Proyecto de Expansión de Golden Pass LNG # 112280 (el "proyecto") para su revisión y referencia. Esta Política rige ciertas políticas y procedimientos relacionados con la asistencia al lugar de trabajo, incluyendo, pero sin limitarse al ausentismo, tardanzas y salidas tempranas, como se describe más adelante. Esta Política no afecta, modifica o enmienda de ninguna manera, las ausencias o permisos de trabajo de los empleados expresamente autorizados por el Empleador o licencias laborales regidas por la ley, reglamentos y/u ordenanzas aplicables, incluyendo las ausencias por permisos médicos.

DEFINICIONES:

Ausencia injustificada (1 punto por ocurrencia) - Cualquier período de tiempo (a) durante el turno de trabajo programado de un empleado, o turnos consecutivos, durante el cual el empleado esté ausente y (b) que no fue pre-aprobado por el supervisor apropiado del empleado y/o por el cual el empleado no proporcionó oportunamente una razón válida y/o documentación relativa a la(s) ausencia(s).

Llegada tarde o salida temprana no justificada (0,5 puntos por incidente) - Cualquier turno de trabajo programado (a) durante el cual el empleado llegue después del inicio del tumo programado o se marche antes del final del turno programado y (b) la llegada tarde o la salida temprana que no fue aprobada previamente por el supervisor correspondiente y/o por la cual el empleado no proporcionó oportunamente una razón válida y/o documentación relativa a la(s) llegada(s) tarde o salida(s) temprana(s).

Los siguientes son ejemplos de ausencias injustificadas, llegadas tarde y salidas tempranas del trabajo:

- Despertó tarde/la alarma no sonó
- Gafete extraviado/olvidado/perdido
- Asuntos personales no acordados previamente
- No llamar a tiempo al supervisor correspondiente
- No se presenta el compañero de viaje, tiene problemas con el coche o pierde el transporte en autobús
- Encarcelamiento

Excused Absence/Excused Late Arrival/Excused Early Out Occurrence – Any period of time (a) during an employee's scheduled work shift during which the employee provided prior notice to the applicable supervisor and received authorization at least 24-hours in advance and (b) for which the employee provides a valid reason for the employee's absence/late arrival/early out and/or documentation concerning the absence/late arrival/early out. Each period of excused absence or excused late arrival/excused early out will be excused, provided the employee provides documentation, as applicable, of the reason for the absence/late arrival/early out on the day the employee returns to work.

The following are examples of potential excused absences/excused late arrivals/excused early outs from work:

- Pre-approved personal business
- Doctor visit
- Funeral
- Jury Duty
- Illness of immediate family member

Certain unexcused absences/late arrivals/early outs, including those resulting from emergencies or other circumstances beyond an employee's control will be accepted, provided sufficient explanation and/or documentation is timely provided to the appropriate supervisor. Emergencies and circumstances beyond an employee's control may include, without limitation, a vehicle accident, inclement weather conditions (e.g., tornado, hurricane, flooding), house fire, and unexpected illness.

CALL IN PROCEDURES:

Each employee is required to call into the jobsite **(979-285-4509)** to report an absence only if: (1) employee is going to be absent for three (3) or more consecutive days and is notifying the project when of the expected date of return to the jobsite, and/or (2) if employee is sick, tests positive for COVID-19, or was exposed to someone who tested positive for COVID-19, in accordance with project policies and guidelines (such employees must call the project's COVID-19 Response Team to determine when the employee may be eligible to return to the jobsite).

Any employee who has been in contact with the COVID-19 Response Team does not need to call in to the jobsite unless instructed to do so. The employee will be contacted by the COVID-19 Response Team and notified when the employee may safely return. The COVID-19 Response Team will communicate to project management a daily list of affected employees concerning excused absences for COVID-19.

Ausencia justificada/llegada tarde justificada/salida temprana justificada - Cualquier período de tiempo (a) durante el turno de trabajo programado de un empleado durante el cual el empleado haya avisado previamente al supervisor correspondiente y haya recibido autorización con al menos 24 horas de anticipación y (b) para el cual el empleado proporcione una razón válida para la ausencia/llegada tarde/salida temprana del empleado y/o la documentación relativa a la ausencia/llegada tarde/salida temprana. Cada periodo de ausencia o de llegada tarde/salida temprana, será justificado, siempre que el empleado proporcione la documentación correspondiente al motivo de la ausencia/llegada tarde/salida temprana el día en que el empleado se reincorpore al trabajo.

Los siguientes son ejemplos de posibles ausencias justificadas/llegadas tarde justificadas/salidas tempranas del trabajo:

- Asuntos personales aprobados con anticipación
- Visita al médico
- Funeral
- Servicio como jurado
- Enfermedad de un familiar directo

Se aceptarán ciertas ausencias /llegadas tarde/salidas tempranas injustificadas, incluidas las resultantes de emergencias u otras circunstancias ajenas al control del empleado, siempre que se proporcione oportunamente una explicación y/o documentación suficiente al supervisor correspondiente. Las emergencias y circunstancias ajenas a la voluntad del empleado pueden incluir, sin limitarse a, un accidente de tráfico, las inclemencias del tiempo (por ejemplo, un tornado, un huracán, una inundación), un incendio doméstico y una enfermedad inesperada.

PROCEDIMIENTOS PARA REPORTARSE:

Cada empleado está obligado a llamar al lugar de trabajo **(979-285-4509)** para informar de una ausencia sólo si (1) el empleado va a estar ausente por tres (3) o más días consecutivos y está notificando al proyecto la fecha esperada de regreso al sitio de trabajo, y/o (2) si el empleado está enfermo, da positivo en la prueba de COVID-19, o fue expuesto a alguien que dio positivo en la prueba de COVID-19, de acuerdo con las políticas y reglamentos del proyecto (tales empleados deben llamar al Equipo de Respuesta de COVID-19 del proyecto para determinar cuándo puede el empleado ser elegible para regresar al sitio de trabajo).

Cualquier empleado que haya estado en contacto con el Equipo de Respuesta COVID-19 no necesita llamar al lugar de trabajo a menos que se le indique que lo haga. El Equipo de Respuesta COVID-19 se pondrá en contacto con el empleado y le notificará cuándo es seguro regresar a trabajar. El Equipo de Respuesta COVID-19 proporcionará a la dirección del proyecto una lista diaria de los empleados con ausencias justificadas relacionadas con COVID-19.

LIMITS FOR ABSENTEEISM:

To ensure that employees are treated equitably, absenteeism at the jobsite will be tracked by Business Administration and reviewed by project management as described below.

- Employee Unexcused Absences, unexcused late arrivals and unexcused early outs will be tracked on a point system as follows:
  - Unexcused Absence = 1 point per occurrence
  - Unexcused Late Arrival or Early Out = .5 points per occurrence

- An employee missing one or more consecutive shifts due to an unexcused absence will be assigned one (1) point per occurrence. If an employee is going to miss more than three (3) consecutive shifts, the employee must call in to the designated jobsite number and notify the jobsite when the employee expects to return. Calling in to the jobsite does not excuse an unexcused absence, late arrival or early out.

- An employee having three (3) points/occurrences in a 30-day period or (4) points/occurrences in a 60-day period will receive disciplinary action, up to and including immediate discharge at the sole discretion of project management.

- An employee who misses five (5) or more consecutive shifts and does not provide any documentation to excuse such absences will have deemed to have voluntarily resigned employment and will be immediately discharged.

- An employee having a number of excused absences/late arrivals/early outs deemed to be excessive will be reviewed by project management and may receive counseling.

- An employee missing scheduled weekend work without prior approval will be counted as an unexcused absence.

- An employee transported to the jobsite via bus and having a late arrival to work due to a confirmed busing delay will not be counted as having arrived late and will be paid from their scheduled shift start time.

LÍMITES PARA EL AUSENTISMO:

Para garantizar que los empleados reciban un trato equitativo, el ausentismo en el lugar de trabajo será monitoreado por la Administración del Sitio y revisado por la dirección del proyecto como se describe a continuación.

- Las ausencias injustificadas de los empleados, las llegadas tarde injustificadas y las salidas tempranas injustificadas se contabilizarán mediante un sistema de puntos, como se indica a continuación:
  - Ausencia injustificada = 1 punto por ocurrencia
  - Llegada tarde o salida temprana injustificada = 0.5 puntos por ocurrencia

- A un empleado que falte a uno o más turnos consecutivos debido a una ausencia injustificada se le asignará un (1) punto por ocurrencia. Si un empleado va a faltar a más de tres (3) turnos consecutivos, el empleado debe llamar al número designado del lugar de trabajo y notificar cuándo espera regresar. La llamada al lugar de trabajo no justifica una ausencia, una llegada tardía o una salida anticipada.

- Un empleado que tenga tres (3) puntos/ocurrencias en un período de 30 días o (4) puntos/ocurrencias en un período de 60 días recibirá una acción disciplinaria, que puede incluir el despido inmediato a discreción de la dirección del proyecto.

- Un empleado que falte a cinco (5) o más turnos consecutivos y no aporte ninguna documentación que justifique dichas ausencias, se considerará que ha renunciado voluntariamente al empleo y será despedido inmediatamente.

- Un empleado que tenga un número de ausencias justificadas/llegadas tarde/salidas tempranas que se considere excesivo será revisado por la dirección del proyecto y podrá recibir asesoramiento.

- Un empleado que falte al trabajo de fin de semana programado sin aprobación previa se contará como una ausencia injustificada.

- Un empleado transportado al lugar de trabajo en autobús y que llegue tarde al trabajo debido a un retraso confirmado del autobús no se contará como que ha llegado tarde y se le pagará a partir de su hora de inicio de turno programada.

- An employee who arrives late for a scheduled work shift other than as a result of a confirmed busing and/or traffic delay impacting other workforce members will be counted as a late arrival and the employee will be paid from the time that the employee enters the site through the turnstile/gate.

- An employee will generally receive a verbal reprimand from the applicable supervisor for the first point the employee receives. A written reprimand will generally be issued when an employee receives two (2) points in a preceding 30-day period or three (3) points in a preceding 60-day period. Employees that receive three (3) points in a preceding 30-day period or four (4) points in a preceding 60-day period will be immediately terminated for excessive absenteeism.

- Un empleado que llegue tarde a un turno de trabajo programado que no sea como resultado de un retraso confirmado en el transporte y/o en el tráfico que afecte a otros miembros de la plantilla, se contará como una llegada tardía y el empleado será pagado desde el momento en que el empleado entre en el sitio a través del torniquete/puerta.

- Por lo general, el empleado recibirá una amonestación verbal del supervisor correspondiente por el primer punto que reciba. Por lo general, se emitirá una amonestación por escrito cuando un empleado reciba dos (2) puntos en un periodo de 30 días previos o tres (3) puntos en un periodo de 60 días previos. Los empleados que reciban tres (3) puntos en un período anterior de 30 días o cuatro (4) puntos en un período anterior de 60 días serán despedidos inmediatamente por exceso de ausentismo.

TIME OFF REQUEST:

Employees who want to prearrange an excused absence/late arrival/early out may do so by requesting a Time Off Request form from the applicable supervisor. Once the form is completed and signed off by the applicable supervisor, it will be emailed to GPXAbsenteeism@zachrygroup.com for it to be logged and filed into the employee's personnel file. An employee who would like to use any available Vacation/Sick/Personal Time hours towards such excused absence/late arrival/early out, they will need to fill out a Paid Leave form and have their supervisor email it to the following email address prior to or immediately after their absence/late arrival/early out. GPXPTO-PaidVacationRequests@zachrygroup.com

VACATION HOURS (HOURLY DIRECT AND HOURLY INDIRECT EMPLOYEES):

Vacation hours are a method for employees to be paid for scheduled shifts that are missed, as applicable. For vacation hours to be recorded as excused absences, the time off must be requested in advance of the absence or documentation must be presented upon return that meets the excused absence requirements previously listed.

SICK AND PERSONAL TIME (INDIRECT HOURLY EMPLOYEES ONLY):

Sick and personal time hours are method for employees to be paid for scheduled shifts that are missed. Taking sick or personal time doesn't excuse an absence. For sick and personal time hours to be excused, an approved time off request or documentation must be presented prior to or upon return that meets the excused absence requirements previously listed.

SEVERE WEATHER EVENT:

All employees are directed to call the Zachry Industrial Inc. toll-free emergency hotline at 1-866-885-2653 for guidance regarding work stoppages during severe weather.

Employees can opt in to receive text messages with important updates by texting the Emergency Text Message Number.

Emergency Text Message Number: 833-767-2234.

Text **CCZJV English** or Text **CCZJVS Spanish**

This Policy is in addition to and supplements any other applicable Employer policies and procedures, including those governing work schedules and attendance. Employees may contact GPXAbsenteeism@zachrygroup.com concerning any question about the meaning or application of this Policy.

SOLICITUD DE TIEMPO LIBRE:

Los empleados que deseen solicitar con anticipación una ausencia justificada/llegada tarde/salida temprana pueden hacerlo solicitando un formulario de solicitud de tiempo libre al supervisor correspondiente. Una vez completo el formulario y firmado por el supervisor correspondiente, se enviará por correo electrónico a GPXAbsenteeism@zachrygroup.com para que sea registrado y archivado en el expediente personal del empleado. El empleado que desee utilizar las horas de vacaciones/enfermedad/tiempo personal disponibles para dicha ausencia justificada/llegada tarde/salida temprana, deberá completar un formulario de permiso remunerado (PAID LEAVE FORM) y pedir a su supervisor que lo envíe por correo electrónico a la siguiente dirección antes o inmediatamente después de su ausencia/llegada tarde/salida temprana. GPXPTO-PaidVacationRequests@zachrygroup.com

HORAS DE VACACIONES (EMPLEADOS DIRECTOS POR HORA Y EMPLEADOS INDIRECTOS POR HORA):

Las horas de vacaciones son un método para que los empleados cobren los turnos programados que se pierden, según el caso. Para que las horas de vacaciones se registren como ausencias justificadas, el tiempo libre debe solicitarse con anticipación a la ausencia o debe presentarse la documentación a su regreso que cumpla los requisitos de ausencias justificadas enumerados anteriormente.

TIEMPO DE ENFERMEDAD Y PERSONAL (SÓLO PARA EMPLEADOS INDIRECTOS POR HORA):

Las horas de enfermedad y las horas personales son un método para que los empleados cobren los turnos programados que se pierden. Tomar tiempo por enfermedad o personal no excusa una ausencia. Para que las horas de enfermedad y las horas personales sean aprobadas, debe presentarse una solicitud de tiempo libre aprobada y documentación antes o al regreso que cumpla con los requisitos de ausencias justificadas enumerados anteriormente.

EVENTO METEOROLÓGICO SEVERO:

Todos los empleados deben llamar a la línea de emergencia gratuita de Zachry Industrial Inc. al 1-866-885-2653 para recibir orientación sobre las interrupciones del trabajo durante el mal tiempo.

Los empleados pueden optar por recibir mensajes de texto con actualizaciones importantes enviando un mensaje de texto al número de mensajes de texto de emergencia.

Número de Mensaje de Texto de Emergencia: 833-767-2234.
Texto CCZJV Inglés o Texto CCZJVS Español

Esta política se suma y complementa cualquier otra política y procedimiento aplicable del empleador, incluidas las que rigen los horarios de trabajo y asistencia. Los empleados pueden ponerse en contacto con GPXAbsenteeism@zachrygroup.com en relación con cualquier pregunta sobre el significado o la aplicación de esta Política.

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

---

Se me ha entregado una copia de la Política de Ausentismo del Empleado Compensado por Hora (la "Política") para el Proyecto de Expansión de Golden Pass LNG # 112280.

Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha)**:** _____

Employee Name (print) - (Nombre del empleado)**:**

_____

Employee Signature (Firma del empleado)**:**

_____

Badge Number (Número de gafete)**:**

_____

Witness (Testigo)**:**

_____

EXHIBIT

229

Project #112280, Golden Pass LNG

Project Guidelines and Information Acknowledgement

I have been issued a copy of the project guidelines and information containing project work rules, attendance policy, etc. for the Golden Pass LNG Project. These guidelines have been reviewed and discussed with me.

I understand these policies are in place for the protection of all employees at this site and I will adhere to them.

Acknowledgment of the Safe and Secure Policy
During the hiring process, each employee will be required to read the Safe and Secure Policy, discuss any questions he/she may have, and return the Safe and Secure Policy to the recruiter.

I certify I have received and read the Safe and Secure Policy, and that I will follow these instructions while employed by this company.

These Guidelines are not a contract of employment, and may be modified at the discretion of the company at any time, with or without notice to you in accordance with its terms. Nothing contained in these guidelines is intended to alter your "at-will" employment relationship with the company or create a contract of any kind (express of implied).

Date: 07/20/2023

Employee Name (print): COLETTE WASHINGTON LABEAUX

Employee Signature (sign): Colette Washington LaBeaux

Employee Identification Number (EIN): [redacted]5032

Badge Number: 27548

Witness: ALANA MORALES

ZACHRY INDUSTRIAL INC.

Golden Pass LNG
Proyecto de Expansión # 112280

HOURLY EMPLOYEE ABSENTEEISM POLICY

(POLÍTICA DE AUSENTISMO DE EMPLEADO COMPENSADO POR HORA)

Acknowledgement Form

(Formulario de Confirmación de Lectura)

I have been issued a copy of the Hourly Employee Absenteeism Policy (the "Policy") for the Golden Pass LNG Expansion Project #112280.

This Policy has been reviewed and discussed with me, and I understand and agree to follow the procedures herein. I further understand that I may be disciplined, up to and including immediate termination, for my failure to fully comply with the policy

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Esta política ha sido revisada y discutida conmigo. Comprendo y acepto seguir los procedimientos en ella. Además, entiendo que puedo ser sancionado, incluso con el despido inmediato, si no cumplo plenamente con la política.

Date (Fecha): 07/20/2023

Employee Name (print) - (Nombre del empleado):

COLETTE WASHINGTON LABEAUX

Employee Signature (Firma del empleado):

Colette Washington LaBeaux

Badge Number (Número de gafete):

21548

Witness (Testigo):

ALANA MORALES

EXHIBIT

230

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME WASHINGTON,LABR COLETTE JOB & BADGE NO. 112280.01 27548

OCCUPATION HELPER, CARPENTER 480502 S.S. NO. [redacted]

LAST DAY WORKED 9/22/23 HOURS WORKED 3 hrs. E.I.N. [redacted]5032

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☑ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE Colette LaBlanc

*** NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.**

****REQUIRES PROJECT MANAGER INITIALS**

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: See Attachment Below

FOREMAN NO. 1542

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☐ Highly recommended for rehire
	☑ Not Recommended for rehire at this job		

SUPERVISOR (PRINT NAME) Oscar Guerra

DATE FORM COMPLETED 9/28/23

22 O.H.

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

Zachry Industrial Inc.

Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work.
- Each department listed should sign the form to indicate that the employee does not have any outstanding items.

Employee Name: Collete Washington Badge # 27548 Date: 9/18/23

Department Supt: Emirth Ramos

Security

Parking Pass Number: N/A Plant Badge: 27548

Security Signature Adriana Rodriguez Date 9/22/23

IT

Laptop/Surface Pro/iPad/Monitor/MIFI Returned ___ (yes) ___ (no)
Disable Technology form completed: ___ (yes) ___ (no)

Signature _____ Date _____

Tool Room

Outstanding Items:

_____

_____

Radio turned in _____(yes) _____(no) Sunbelt Small Tools Cleared ___ (yes) ___ (no)

Toolbox Inspected by _____ Sunbelt Signature _____

QA/QC (for welders only)

(Rod caddy returned?) ____(yes)____(no) Rodroom verify: _____

Welder information updated in Continuity Log. ____(yes)____(no) Co-console check out: ____(yes)____(no)

ZPTS check out: ____(yes)____(no) (If applicable) MiFi Returned: ____(yes)____(no)

Quality Supervisor Verification: (Print)_____ Sign: _____ Date: _____

SAFETY

I certify that I have reported all injuries, illnesses, including first aid, sprains, and bruises. I am currently not receiving treatment or having any problems from any injury or illness I incurred as a result of working for Zachry Industrial Inc. I have read this statement and agree to the information as stated.

Employee Signature _____ Date _____

Safety Signature _____ Date 9-22-23

PAYROLL

Outstanding Payroll Deductible Items _____

Credit Card _____

Payroll funds will be issued either as direct deposit or bank card.

2023-07-26	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Employee was absent today	
2023-07-28	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Early Out	7:00 to 12:00 EO	
2023-08-03	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Early Out	7:00 to 2:00 Send home for medical	
2023-08-03	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	COVID	7:00 to 2:00 Send home for medical	COVID LOG/VERIFIED TR
2023-08-04	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Doctor appointment	
2023-08-04	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	COVID	Doctor appointment	COVID LOG/VERIFIED TR
2023-08-17	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-18	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-21	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Early Out	EO7:00 to 10:26 AM	
2023-08-22	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-23	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-24	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-25	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-28	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-29	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	03792 - BARAJAS, ARTURO R [1542]	Absent	Absent	
2023-08-30	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-08-31	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-01	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-05	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-06	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-07	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-08	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-09	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-10	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-11	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-12	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-13	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-14	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-15	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-16	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	
2023-09-18	HG21 - HELPER CARPENTER 1 - Rate 1	27548 - WASHINGTON LABR, COLETTE	09895 - FLORES JR, IRENIO [1667]	Absent	Absent	

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	Attendanc	Person	Work Role	Supervisor	Start Date	Start Time	End Date	End Time	Duration
2	27548	27548 - WASHINGTON LABR, COLETTE	HG21 - HELPER CARPENTER 1	09895 - FLORES JR, IRENIO [1667]	2023-09-18	06:36:12	2023-09-18	09:14:00	2.63
3	27548	27548 - WASHINGTON LABR, COLETTE	HG21 - HELPER CARPENTER 1	09895 - FLORES JR, IRENIO [1667]	2023-09-20	06:50:42	2023-09-20	10:01:18	3.18
4									
5									
6									

Case 24-90391 Document 195-50 Filed in TXSB on 09/04/25 Page 4 of 5

I M

ZACHRY JMB

CCZJV
GOLDEN PASS LNG

EXCUSED ABSENT/LATE/EARLY OUT FORM

Employee Name: Colette W. LaBeaux Badge #: 27548 Date: 8-2-2023

Date(s) of Occurrence: Friday 8-4-2023 Week ending: 8-6-2023

Please choose one of the options below:

(✓) Absent *Reason:* Dr. Appt. for yearly physical (1st part) 8-4-2023
Dr. Appt. for 2nd pt yearly physical

( ) Early Out *Reason:*

( ) Late Arrival *Reason:*

Colette W. LaBeaux
(Employee Signature) Date: 8-2-2023

Astro Baroz S
(Foreman/General Foreman / 1st level Supervision Signature) Date: 8-2-23

(Superintendent / Manager Signature) Date: 8/3/23

Entered in E7

CC: Payroll Employee File

Excuse Absent Form 7-18-22

EXHIBIT

231

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY ***** PRINT CLEARLY

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS 1209 E. LEE

CITY / STATE / ZIP KINGSVILLE, TX.

TELEPHONE # (361) 455-8590

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☑ YES ☐ NO Email Address:

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) ***

NAME ESPINO,ALBERT JOB & BADGE NO. 111479 01 00567

OCCUPATION ELECTRICIAN NCCER S.S. NO. [redacted]

LAST DAY WORKED 02/02/2021 HOURS WORKED 5.5 E.I.N. [redacted]8483

* QUIT ☐		* DISCHARGED ☒		* OTHER ☐	
CYB PC		CYB PC		CYB PC	
(121) 21	☐ other employment	(141) 41	☐ absenteeism (need dates & no. of days)	(200) 62	☐ inactive due to on the job injury
(122) 22	☐ moving from area	(142) 42	☐ tardiness (need dates & amount of time)		
(123) 23	☐ personal illness/accident	(143) 43	☐ fighting on job	(600) 63	☐ reduction in force
(124) 24	☐ never returned to work	(144) 44	☐ damaging company property	(164) 64	☐ assigned to another job (salaried employee's only)
(125) 25	☐ family illness	(145) 45	☐ alcohol/drug related		
(126) 26	☐ to attend school	(146) 46	☒ safety related	(400) 65	☐ deceased
(300) 27	☐ retirement	(147) 47	☐ insubordination	(166) 66	☐ job/badge change
(128) 28	☐ military service	(148) 48	☐ dishonesty	(800)**67	☐ inactive, possible labor dispute, status undetermined
(129) 29	☐ dissatisfied w/job	(149) 49	☐ not qualified for job		
(130) 30	☐ other	(150) 50	☐ other	(168)**68	☐ administrative

EMPLOYEE SIGNATURE

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

** REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Employee Failed to use a spotter and struck a vehicle with another vehicle.

FOREMAN NO. 152

EMPLOYEE RATING

SAFETY	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☒ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☒ Recommended for rehire	☐ Highly recommended for rehire
	☐ Not Recommended for rehire at this job		

SUPERVISOR (PRINT NAME)

DATE FORM COMPLETED 2/2/2021

Original Home Office
One Copy Equifax
One Copy Field Office
Copy of Top Portion Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

EXHIBIT

232

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____ - _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (I.e. CREDIT CARDS, 1368, EQUIPMENT, ETC.) *****

NAME ESPINO,ALBERT S JOB & BADGE NO. 111479 01 00787

OCCUPATION ELECTRICIAN NCCER S.S. NO. [redacted]

LAST DAY WORKED 05/18/2023 HOURS WORKED _____ E.I.N. [redacted]8483

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☑ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS
NOT AVAILABLE		CPN

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN:
03/04 - 1½ HOUR LATE
03/05 - ½ HOUR LATE
03/30 - 2½ HOUR LATE
04/30 - 2 HOUR LATE
05/15 - ½ HOUR LATE
05/18 - 1½ LATE
ABSENT 05/14, 05/20, 05/21

FOREMAN NO. _____

EMPLOYEE RATING

SAFETY	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☒ Fair	☐ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☐ Highly recommended for rehire
	☒ Not Recommended for rehire at this job		

SUPERVISOR (PRINT NAME) ABEL CALAZAR

DATE FORM COMPLETED 05/22/23

Original — Home Office
One Copy — Equifax
One Copy — Field Office
Copy of Top Portion — Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

5/22/23

Attendance Report

Westfall,

Below is Albert Espino attendance report starting January 2023 (NON-SHIFT / SHIFT)

1/5 - Late	(4/10's Day's)
1/18 - Unexcused	(4/10's Day's)
3/4 - Late	SHIFT 6:27 AM
3/5 – Late	SHIFT 5:22 AM
3/30 – Late	SHIFT 7:12 AM
4/30 – Late	SHIFT 6:54 AM
5/14 – Unexcused	
5/15 – Late	SHIFT 5:20 PM
5/18 – Late	Extra Outage Support 6:09 PM
5/20 – Unexcused	Extra Outage Support
5/21 – Unexcused	Extra Outage Support

ZACHRY

Job# 111479

EMPLOYEE REPRIMAND

EMPLOYEE NAME ALBERT ESPINO **EMPLOYEE BADGE #** 787

DATE _____ **SUPERVISOR** ABEL SALAZAR

REPRIMAND TYPE

ORAL REPRIMAND ☐ *(For record purposes only)*

WRITTEN REPRIMAND ☑

If repeat offense, note total number of times offense has occurred: _____ 2

☑ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND On March 30th 2023 Albert Espino was reprimanded for his attendance. He was late on 4/30/23 , 5/15/23, and he has an unexcused absence on 5/14/23. This is a written reprimand for his attendance. Albert has been coached on the importance of the Zachry attendence policy and to call in when he will be late.

ACTION TAKEN This is the second offense and Albert is to return to work on 05/28/23. The next attendance offense may result in termination. Albert has been coached that if he is requesting time off, he needs to fill out the proper documentation 2 weeks prior of the date. The Zachry call in number is 361-977-1520

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE _____ **DATE** _____

SUPERVISOR SIGNATURE ABEL SALAZAR **DATE** _____

WITNESS SIGNATURE _____ **DATE** _____

MANAGEMENT SIGNATURE _____ **DATE** _____

ZACHRY

Job# 111479

EMPLOYEE REPRIMAND

EMPLOYEE NAME Albert Espino **EMPLOYEE BADGE #** 787

DATE 30-Mar-23 **SUPERVISOR** Abel Salazar

REPRIMAND TYPE

ORAL REPRIMAND ☐ *(For record purposes only)*

WRITTEN REPRIMAND ☑

If repeat offense, note total number of times offense has occurred: _____

☑ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND On 3/4/23, 3/5/23 and 3/30/23 Albert Espino has been late. This is a written reprimand for late arrivals. Albert has been coached in the past on the importance of the Zachry attendence policy. When the client request your assisatnce and you agree, that day becomes a mandatory work day. If you are runnimg late or going to be absent, please call in at 361-977-1520.

ACTION TAKEN This is a written reprimand for late arrivals. Failure to comply could result in days off without pay and or up to ternimation.

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE ALBERT Espino **DATE** 3-30-23

SUPERVISOR SIGNATURE ABEL SALAZAR **DATE** 3/30/2023

WITNESS SIGNATURE **DATE** 3/30/23

MANAGEMENT SIGNATURE **DATE** 3/30/23

ZACHRY

Job# 111479

EMPLOYEE REPRIMAND

EMPLOYEE NAME Albert Espino **EMPLOYEE BADGE #** 787

DATE 4/20/2022 **SUPERVISOR** Eddie Lindsey

REPRIMAND TYPE

ORAL REPRIMAND ☑ *(For record purposes only)* **WRITTEN REPRIMAND** ☐ **If repeat offense, note total number of times offense has occurred:** _____

☐ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND Attendance: 1/24/2022, late arrival (5:59am), 2/14/2022 early out 2:17pm 2/15/2022 unexcused absents, 3/8/2022 late arrival 5:21am, 3/21/2022 late arrival 9:20am 4/11/2022, late arrival with no scan

ACTION TAKEN This is an Oral Reprimand and failure to comply could result in a written Reprimand, days off with out pay and or up to termination. Supervisor reviewed the Attendance Guidelines with employee.

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE _____ **DATE** 4-20-22

SUPERVISOR SIGNATURE _____ **DATE** 4-20-22

WITNESS SIGNATURE _____ **DATE** 4-20-22

MANAGEMENT SIGNATURE _____ **DATE** 04/20/2022

Zachry Industrial, Inc

Attendance Guideline

To provide a consistent guideline for all employee classifications to control absenteeism, tardiness, and early departures.

Procedures:

When an employee is absent, late, or leaves early, the supervisor will fill out an absentee slip indicating day absent with time and day notified, time in if late and time out if leaving early. The slip will be turned into Payroll for record keeping. Scheduled time off days will be handled in the same manner, with the slip turned in indicating "scheduled off."

3 in 90 Guidelines:

It is expected that all Zachry employees maintain an acceptable attendance record. 3 occurrences/incidents within 90 days are considered unacceptable work standards and can result in a disciplinary action.

Examples of occurrences/incidents are, but not limited to:

- Not clocking at a shift start or shift finish time
- Forgetting time card badge (no clock entry for the shift)
- Late Arrival
- Early Out
- Not clocking out or back in when leaving work area for personal or non-job related business
- Absent on scheduled work day

Suggested schedule of Disciplinary Action:

1st Incident – Verbal consultation/warning
2nd Incident – Written consultation/warning
3rd Incident – Potential Termination

*** EMPLOYEE ACKNOWLEDGEMENT ***
I have read and understand the above guidelines regarding attendance

Employee Name: [signature]

Signature: Albert Espino

Date: 10-3-19

ZACHRY

EXHIBIT

233

EMPLOYEE REPRIMAND

EMPLOYEE NAME Albert Espino **EMPLOYEE BADGE #** 787

DATE 11-Feb-22 **SUPERVISOR** Jael Lozano

REPRIMAND TYPE

ORAL REPRIMAND ☐ *(For record purposes only)*

WRITTEN REPRIMAND ☑

If repeat offense, note total number of times offense has occurred: 1

☐ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND Albert Espino has been caught speeding and not stopping at any stop signs in the parking lot on three audits in a row. Also did not wait the 15 minutes after testing yesterday got out and parked and headed in the plant.

ACTION TAKEN: Written reprimand for speeding in parking lotand not waiting for covid results second offense could result in 3 days off.

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE Albert S. Espino **DATE** 2-11-22

SUPERVISOR SIGNATURE **DATE** 2-11-22

WITNESS SIGNATURE **DATE** 2-11-22

MANAGEMENT SIGNATURE **DATE**

EXHIBIT

234

ZACHRY

EMPLOYEE REPRIMAND

EMPLOYEE NAME Albert Espino **EMPLOYEE BADGE #** 787

DATE 13-Apr-22 **SUPERVISOR** Eddie Lindsey

REPRIMAND TYPE

ORAL REPRIMAND ☑ *(For record purposes only)*

WRITTEN REPRIMAND ☐

If repeat offense, note total number of times offense has occurred: _____

☑ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND On Wednesday 04/13/22 at 10:15 A.M. Abel and myself witnessed Albert Espino not wearing the proper PPE while traveling in the Electrical buggy . We have had tool box talks over PPE and the importance of wearing proper eye protection. He had on his regular prescribed glasses.

ACTION TAKEN Had let Albert know to get his get his prescibed Z87 saftey glasses. This is a verbal reprimand failure to comply could result to a written reprimand, days off without pay and or up to termination.

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE _____ **DATE** 4-13-22

SUPERVISOR SIGNATURE _____ **DATE** 4/13/22

WITNESS SIGNATURE _____ **DATE** 4-13-22

MANAGEMENT SIGNATURE _____ **DATE** 4-13-22

ZACHRY

ZACHRY INDUSTRIAL INCORPORATED - TRAINING SIGN-UP SHEET

TRAINING EVENT TITLE/ DESCRIPTION: Tool box Meeting

NOTE: Hand Safety & Proper PPE

PRESENTER/SUPERVISOR NAME: Ecklie Lindsey

PRESENTER/SUPERVISOR SIGNATURE: Mike Salazar

DATE(S): 3/21/22

DURATION (HRS): 0.5 Hrs

TRAINING/MEETING CATEGORY (Check One)	
✓ Weekly/Daily Safety Huddle (Safety Topics Only)	___ Annual Training
___ Monthly Mass Safety Meeting	___ Other:_____
___ Audit Action Item Review/ Follow-Up	
___ Procedure Update/ Change Notice	
___ T/A Safety Huddle	
___ Safety Stand-Down	
___ Safety Committee	
___ Weekly Staff Meeting	
___ Incident Investigation/Follow-Up	

	NAME (PLEASE PRINT)	EMPLOYEE NUMBER (REQUIRED)	SIGNATURE
1	Albert Espino	567	
2	Maicel Barrera	804	
3	Francisco De Leon	670	
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

Zachry policies, guidelines, rules or processes, whether site specific or Corporate mandated, must be adhered to by all employees as a condition of employment. All employees working at the Cheniere, Corpus Christi site are also required to abide by all Cheniere safety policies and procedures. If the policies/procedures differ, we will follow the policy/procedure that is most stringent.

It is the employee's responsibility to know and understand all policies, procedures and guidelines. Do not hesitate, at any time, to ask questions, or for clarification, of any information contained in this document, as well any other policies, guidelines or procedures. The Safety Manager, Site Manager, Business Manager, and your Supervisor are all available for assistance.

Signature

4-28-21
Date

ZACHRY

ATV Proficiency

Zachry ATV Proficiency

Employee Name: ALBERTS Espino Date: 03-13-19

EIN: [redacted]8483 JOB# 111479

The above named employee demonstrates the ability to:

- ☑ State and properly identify the appropriate PPE for operating an ATV while in the facility (Hardhat, Safety Glasses, Earplugs, and Frc's)
- ☑ Inspect and properly identify deficiencies while using the ATV checklist
- ☑ Correctly enter and buckle up in the ATV
- ☑ Properly operate the braking system
- ☑ Properly START the ATV
- ☑ Demonstrate the ability to negotiate turns while operating the ATV
- ☑ Demonstrate their adherence to the traffic rules of the site
- ☑ Explain and demonstrate the appropriate speed in the plant
- ☑ Successfully complete and has successfully completed the Proficiency Course on-site without error

	Print	Sign	Date
Employee	ALBERT Espino		03-13-19
Safety Department	Daniel Segura		03-18-2019

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

Time Keeping and Payroll continued

Each pay period is Monday through Sunday beginning with Monday day shift and ending with Sunday night shift, if night shifts are scheduled. Payroll is processed the following week and checks are distributed to the employees, by their supervisor, on the Thursday following the end of the pay period.

If you are absent the day checks are distributed, you can call the payroll office to make arrangements to pick up your check or have it mailed. Anyone picking up an employee's check other than the employee must have an ID and signed permission from the employee. Any check left for longer than one (I) week, without the employee making arrangements, will be mailed to the employee's permanent address on record.

Direct deposit is available to all employees. The authorization form is available at the time of employment processing, or any time after from the payroll office. You will need to provide a voided check or a direct deposit slip from your banking institution,

Vehicle Driving/Parking

Cheniere will not allow any employee who does not have a valid driver's license to drive in the plant or to park their vehicle on Cheniere property. The driving restriction applies to all motorized vehicles, personal or company. You will only be issued a parking sticker if you have a valid license. Any employee who drives on Cheniere property or parks on Cheniere property without a valid driver's license is subject to discipline. An MVR is conducted during the pre-employment process and once annually while employed at Cheniere, but it is the employee's responsibility to notify Zachry of any changes in their driving status that may affect their eligibility to operate vehicles on Cheniere property.

No personal vehicles are allowed to enter the Cheniere facility. Rig welders can bring in rig trucks only with the proper gate pass issued by Cheniere. Employees assume full responsibility for their vehicles. Zachry Industrial accepts no responsibility for paint, or other damage, or theft to or from such vehicles. This includes employee vehicles parked in the parking lots provided for employees of this project.

Excessive acceleration and/or reckless driving will not be tolerated at any time on Cheniere property, including the contractor parking lot. Violation is grounds for termination. The contractor parking lot maximum speed limit is 5 m.p.h.

Spotters shall be used at all times when backing up any vehicle or equipment. This applies to Zachry employees who are riding with a Cheniere employee and or in a Cheniere vehicle.

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

Vehicle Driving/Parking cont.

A 360 ° walk around will be conducted on all vehicles and equipment each time before driving. This is also part of the daily inspection to be performed before operating any vehicle or equipment,

Company vehicles are not to be taken to the contractors parking lot to retrieve personal items from your vehicle. In the event that you need to return to your personal vehicle after arriving at work, you will need to communicate this to your supervision and take the bus to the contractors parking lot.

All vehicles or drivable equipment are to be cleared of any trash or debris (this includes truck beds) by the end of each shift.
Please refer to the Zachry Vehicle Operating Policy and Vehicular Operating Qualification included separately in the personnel package for more information on vehicle operating rules and the "Circle of Safety" requirement.

Personnel Attire and Clothing Requirements

Flame Retardant Clothing (FRC) is required to work in all units at this plant. Employees must be wearing their FRC's, **worn correctly** (front fully closed, cuffs buttoned), before entering the gate. Zachry will provide the FRC's through a uniform rental service at no charge to the employee, but it is the responsibility of the employee to keep them laundered and to avoid abusive damages to the FRC's. There will be a replacement fee for each uniform lost, not returned, or damaged beyond normal wear and tear.

Durable, leather steel toe work boots with a defined heal are required on the jobsite at all times. Safety glasses, gloves and hardhats will be issued by Zachry. Safety glasses must be Z 87 approved lenses. Dark lenses may only be worn during daylight hours, and will not be allowed in confined spaces, vessels, or inside buildings. Prescription glasses must be ANSI Z 87 approved or employees will be required to provide OTG "overglasses" to cover the non-ANSI Z 87 approved glasses. Suitable gloves will be worn for all work, as will specialty hand protection when needed, i.e. rubber gloves for work with a chemical hazard. Earplugs are available and should be worn at all times in designated areas and around operating equipment. Hard hats should have employee name and company name placed on front. Fiber metal hardhats will be worn only during the welding process.

Worn/damaged PPE must be returned/exchanged for new issue.

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

There are facial hair restrictions mandated by the Respiratory Protection Program. Full beards and goatees that extend past the chin, extended side-burns, and long or wide mustache are not allowed. If you have facial hair and are required to go under breathing air, you will have 10-15 minutes to shave and Zachry does **not** provide razors. Long hair must be kept in a ponytail and secured out of sight inside the hardhat.

No dangling earrings or necklaces should be worn. Stud jewelry (maximum width 3/16"), can be worn in the ears only. Earlobes that are "gaged" must wear a solid plug that encloses the gaged opening.

Metal rings will not be worn when working around rotating equipment, moving gears or in any environment that could put you in a pinch point, caught-between or any other hazardous situation including extreme heat. Electricians will not wear metal-based rings at any time. The use of silicone-based material rings will be allowed {rubber}.

Fingernails, whether natural or otherwise, will not protrude more than 1/8" past the tip of your finger.

Employee Expectations and Safety Principles Cards

Each employee will be issued an Employee Expectations Card by their supervisor. The card outlines our safety principals and contains a commitment to meet the expectations each employee should have of their co-workers, supervisors, and management. These expectations and safety principals should be reviewed by the employee and supervisor together.

Cell Phone Usage

Cell phones are not prohibited from being brought onsite, however there are restrictions as to when and where employees are allowed to use them. Phones with cameras are allowed, but the use of the camera function is prohibited at **all** times without an approved camera permit. At no time are phones allowed in or around the operating units, whether the phone is in use or not. Employees are only allowed access to and use of their cell phone during a non-paid break time. There is only one non-paid break during the day which is your scheduled 30 minute lunch break. During paid breaks such as a morning or evening break, cell phone usage is not allowed. If you bring your cell phone to work with you it must remain in your locker or lunch box at all times outside of your scheduled lunch break. Phones are not to be carried in employee's pockets or vehicles throughout the day regardless of whether they are accessing an operating unit or not. Violation of this policy **WILL** result in termination of your employment at CCL.

*Note – Supervisors and staff personnel are allowed use of their cell phones for company business during the workday if it does not violate the Cheniere policy. The camera function shall not be used without an approved camera permit, authorization by management and shall never be used in or around an operating unit.

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI
SITE SPECIFIC GUIDELINES

Emergency Calls Policy

Except for emergency calls, no personal calls will be accepted, and no non-emergency messages will be taken for employees. Please give the following number to your family to use for emergency calls during regular shifts: 361-977-1555. Other arrangements should be made through your supervisor when working overtime, or night and weekend shifts.

Injuries, Incidents, and Medical Treatment

Any injury on the job must be reported to your supervisor and the Safety Department immediately. **Any injuries not reported by end of the shift will be grounds for termination**. Any medical treatment for on the job injuries must be coordinated through the Safety Department before obtaining treatment. This includes off hours and weekends. Employees should call the safety manager before seeking treatment.

Safety Cell phone number: (361)215-2870
Safety Office phone number

All prescription medication must be reported to the Safety Department prior to starting work. Any prescription drug that could alter a drug test needs to be reported.

If you are sick for more than 3 consecutive days, or sustain an off the job injury, you will need a doctor's release prior to returning to work. The release must state "no restrictions or limitations.

Disaster/Emergency Action Plan

Each employee will be requested to provide emergency contact information when they began work and will be required to update this information every 12 months, or as information changes. This information will be kept confidential and is maintained only to use in case of an emergency or disaster situation. It will be used to notify family members in case of injury or illness on the job, and to assist in contacting the employees after an evacuation such as during a hurricane. Each employee will receive Zachry wallet size cards that provide disaster information/contact numbers for use in disaster recovery situations.

Zachry disaster information line: 1-866-885-2653

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI
SITE SPECIFIC GUIDELINES

Zachry Benefits

401K

- Immediately eligible – no waiting period
- Company matches of dollar for dollar of first 3% and 50 cents per dollar on next 3%
- Choice of 401K (non-taxed contributions) or Roth 401K (taxed contributions)
- Employer contributions vest on a graded schedule with100% vesting after 5 years of employment
- For more information, or to enroll, visit www.401K.com or call Fidelity at 800-835-5095
- Paper enrollment forms are available in the payroll office

Vacation

- 1 year of service to 5 years of service = 1 week per year
- 5 years of service to 15 years of service = 3 weeks per year
- 15 years or more of service = 4 weeks per year
- Vacation is accrued per week worked; 52 weeks worked = 1 year

Holiday Pay

- Holiday's are paid on this site based on our contract requirements.
- Employees become eligible for holiday pay after 90 days on site employment.
- Hours paid for holidays are based on the employee's regular schedule (8 hr or 10 hr workdays)
- Paid holidays are: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day The day after Thanksgiving, Christmas Eve and Christmas Day.
- Employee must be at work the scheduled day before and the scheduled day after a holiday in order to receive the holiday pay.

Employee Insurance

Zachry Industrial offers health insurance coverage to all new employees. **The employee must enroll within 60 days of employment.** The enrollment form can be completed at the time of employment processing, or it can be turned in at the site payroll office after starting to work, but within 60 days. If you did not receive the enrollment information when you processed, please notify the payroll office, within the 60 days.

You can enroll using the paper forms, or you can enroll online at benefits.zhi.com.

After one year of employment, an additional insurance package will be offered to the employee that contains multiple health insurance plans to choose from, along with dental, eye care and life insurance.

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

If you do not enroll and/or you waive the coverage as a new employee, or do not enroll and/or you waive the coverage on the 1 year plan options, you will be allowed to enroll only during the open enrollment periods. These open enrollment periods are in the fall and apply for the following years' coverage.

All coverage is for January 1 through December 31st calendar year. You can make changes to your insurance only during open enrollment periods, or if you have a qualifying family status change.

Salaried, some supervisory and clerical coverage requirements differ slightly. Please contact the payroll office or the site Business Manager for more information regarding your coverage.

Employee Assistance Program

For help balancing life and work, for spiritual assistance, for assistance finding the right help for difficult situations, or just someone to talk to, Zachry EAP is there.
Contact by phone at 1-877-429-4327 or visit www.zhi.com/eap, 24 hours a day.

For Additional Information, please refer to these Policies contained in your orientation package

- Zachry Vehicle Operating Policy
- Employee Accountability Policy

- Absenteeism, Tardiness, Early Departure Policy
- EEO and Sexual Harassment Policies
- Safety Council Badge Renewal Process
- Fall Protection Guidelines
- Dispute Resolution Handbook
- Zachry Ethics Policy
- **Employee Safety Handbook**
  - Safety principals and accident prevention programs
  - Personal Protective Equipment
  - HAZCOM/ MSDS
  - Fire prevention and protections
  - Fall protection 100% policy
  - Scaffold safety

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

- Ladder/stairways safety
- Hand/power tool, compressors, and electrical tool safety
- Excavations
- Lock out/ Tag out
- Crane and equipment safety
- Confined space entry
- Safety Task Assignment (STA)
- Job Safety Analysis (JSA)
- Appropriate Behavior & Appearance (includes drug & alcohol policy and random testing)

ZACHRY GROUP
JOB# 111479
CHENIERE, CORPUS CHRISTI

SITE SPECIFIC GUIDELINES

Zachry policies, guidelines, rules or processes, whether site specific or Corporate mandated, must be adhered to by all employees as a condition of employment. All employees working at the Cheniere, Corpus Christi site are also required to abide by all Cheniere safety policies and procedures. If the policies/procedures differ, we will follow the policy/procedure that is most stringent.

It is the employee's responsibility to know and understand all policies, procedures and guidelines.
Do not hesitate, at any time, to ask questions, or for clarification, of any information contained in this document, as well any other policies, guidelines or procedures. The Safety Manager, Site Manager, Business Manager, and your Supervisor are all available for assistance.

_____ _____

Signature Date

EXHIBIT

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ZACHRY

EMPLOYEE REPRIMAND

EMPLOYEE NAME Albert Espino **EMPLOYEE BADGE #** 787

DATE 4/20/2022 **SUPERVISOR** Eddie Lindsey

REPRIMAND TYPE

ORAL REPRIMAND ☑ *(For record purposes only)* **WRITTEN REPRIMAND** ☐ **If repeat offense, note total number of times offense has occurred:** _____

☐ **Check this box if reprimand is being issued for an infraction of Safety Rules, Policies or Procedures (If box is checked, Safety Department should be given a copy of this reprimand.**

REASON FOR REPRIMAND Attendance: 1/24/2022, late arrival (5:59am), 2/14/2022 early out 2:17pm 2/15/2022 unexcused absents, 3/8/2022 late arrival 5:21am, 3/21/2022 late arrival 9:20am 4/11/2022, late arrival with no scan

ACTION TAKEN This is an Oral Reprimand and failure to comply could result in a written Reprimand, days off with out pay and or up to termination. Supervisor reviewed the Attendance Guidelines with employee.

I ACKNOWLEDGE THAT A COPY OF THIS REPRIMAND WILL BE PLACED IN MY PERSONNEL FILE

EMPLOYEE SIGNATURE _____ **DATE** 4-20-22

SUPERVISOR SIGNATURE _____ **DATE** 4-20-22

WITNESS SIGNATURE _____ **DATE** 4-20-22

MANAGEMENT SIGNATURE _____ **DATE** 04/20/2022

Zachry Industrial, Inc

Attendance Guideline

To provide a consistent guideline for all employee classifications to control absenteeism, tardiness, and early departures.

Procedures:

When an employee is absent, late, or leaves early, the supervisor will fill out an absentee slip indicating day absent with time and day notified, time in if late and time out if leaving early. The slip will be turned into Payroll for record keeping. Scheduled time off days will be handled in the same manner, with the slip turned in indicating "scheduled off."

3 in 90 Guidelines:

It is expected that all Zachry employees maintain an acceptable attendance record. 3 occurrences/incidents within 90 days are considered unacceptable work standards and can result in a disciplinary action.

Examples of occurrences/incidents are, but not limited to:

- Not clocking at a shift start or shift finish time
- Forgetting time card badge (no clock entry for the shift)
- Late Arrival
- Early Out
- Not clocking out or back in when leaving work area for personal or non-job related business
- Absent on scheduled work day

Suggested schedule of Disciplinary Action:

1st Incident – Verbal consultation/warning
2nd Incident – Written consultation/warning
3rd Incident – Potential Termination

*** EMPLOYEE ACKNOWLEDGEMENT ***
I have read and understand the above guidelines regarding attendance

Employee Name: Albert Espino

Signature: Albert Espino

Date: 10-3-19

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/30/2021 | Check Number: 99007485)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/20/2021**	**12/26/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$49,584.00
TIME AND 1/2				$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$62,872.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$3,447.95
FEDERAL W/H TAX M-05	$37.81	$2,814.48
FICA-HI	$16.00	$806.38

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,981.49
*ENHANCED DENTAL **	$26.74	$1,096.34
*GROUP VISION **	$4.44	$182.04
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$3,772.32
401(K) LOAN	$27.12	$1,191.52
UNITED WAY 2021	$5.00	$210.00
NET PAY	$871.82	$43,327.00

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$10,535.86
Dental - Enhanced Plan - Company Contribution	$5.69	$244.67
401K COMPANY MATCH - PRIOR PAY PERIOD	$50.40	$1,176.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.76
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/23/2021 | Check Number: 99008011)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/13/2021**	**12/19/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	35.00	$1,120.00	$48,304.00
TIME AND 1/2				$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,120.00	$61,592.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$58.46	$3,379.57
FEDERAL W/H TAX M-05	$22.77	$2,776.67
FICA-HI	$13.67	$790.38

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,835.60
*ENHANCED DENTAL **	$26.74	$1,069.60
*GROUP VISION **	$4.44	$177.60
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$67.20	$3,695.52
401(K) LOAN	$27.12	$1,164.40
UNITED WAY 2021	$5.00	$205.00
NET PAY	$748.71	$42,455.18

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$10,290.84
Dental - Enhanced Plan - Company Contribution	$5.69	$238.98
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,125.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.99
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/16/2021 | Check Number: 99008183)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/06/2021**	**12/12/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$47,184.00
TIME AND 1/2				$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$60,472.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$3,321.11
FEDERAL W/H TAX M-05	$37.81	$2,753.90
FICA-HI	$15.99	$776.71

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,689.71
*ENHANCED DENTAL **	$26.74	$1,042.86
*GROUP VISION **	$4.44	$173.16
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$3,628.32
401(K) LOAN	$27.12	$1,137.28
UNITED WAY 2021	$5.00	$200.00
NET PAY	$871.83	$41,706.47

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$10,045.82
Dental - Enhanced Plan - Company Contribution	$5.69	$233.29
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,068.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.22
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/09/2021 | Check Number: 99008305)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/29/2021**	**12/05/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$45,904.00
TIME AND 1/2				$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$59,192.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$3,252.73
FEDERAL W/H TAX M-05	$37.81	$2,716.09
FICA-HI	$15.99	$760.72

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,543.82
*ENHANCED DENTAL **	$26.74	$1,016.12
*GROUP VISION **	$4.44	$168.72
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$3,551.52
401(K) LOAN	$27.12	$1,110.16
UNITED WAY 2021	$5.00	$195.00
NET PAY	$871.83	$40,834.64

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$9,800.80
Dental - Enhanced Plan - Company Contribution	$5.69	$227.60
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,010.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.45
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/02/2021 | Check Number: 99008288)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/22/2021**	**11/28/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$44,624.00
TIME AND 1/2				$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$57,912.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.39	$3,184.35
FEDERAL W/H TAX M-05	$37.81	$2,678.28
FICA-HI	$16.00	$744.73

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,397.93
*ENHANCED DENTAL **	$26.74	$989.38
*GROUP VISION **	$4.44	$164.28
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$3,474.72
401(K) LOAN	$27.12	$1,083.04
UNITED WAY 2021	$5.00	$190.00
NET PAY	$871.81	$39,962.81

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$9,555.78
Dental - Enhanced Plan - Company Contribution	$5.69	$221.91
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.52	$952.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.68
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/24/2021 | Check Number: 99008472)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/15/2021**	**11/21/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$43,344.00
TIME AND 1/2	48.0000	12.00	$576.00	$12,072.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,856.00	$56,632.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.09	$3,115.96
FEDERAL W/H TAX M-05	$102.69	$2,640.47
FICA-HI	$24.34	$728.73

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,252.04
*ENHANCED DENTAL **	$26.74	$962.64
*GROUP VISION **	$4.44	$159.84
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$111.36	$3,397.92
401(K) LOAN	$27.12	$1,055.92
UNITED WAY 2021	$5.00	$185.00
NET PAY	$1,304.33	$39,091.00

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$9,310.76
Dental - Enhanced Plan - Company Contribution	$5.69	$216.22
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$869.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.91
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/18/2021 | Check Number: 99008566)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/08/2021**	**11/14/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$42,064.00
TIME AND 1/2	48.0000	10.00	$480.00	$11,496.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,760.00	$54,776.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.14	$3,011.87
FEDERAL W/H TAX M-05	$91.86	$2,537.78
FICA-HI	$22.95	$704.39

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$5,106.15
*ENHANCED DENTAL **	$26.74	$935.90
*GROUP VISION **	$4.44	$155.40
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$105.60	$3,286.56
401(K) LOAN	$27.12	$1,028.80
UNITED WAY 2021	$5.00	$180.00
NET PAY	$1,232.26	$37,786.67

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$9,065.74
Dental - Enhanced Plan - Company Contribution	$5.69	$210.53
401K COMPANY MATCH - PRIOR PAY PERIOD	$58.68	$790.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.14
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/10/2021 | Check Number: 99008587)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/01/2021**	**11/07/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$40,784.00
TIME AND 1/2	48.0000	0.50	$24.00	$11,016.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,304.00	$53,016.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.87	$2,913.73
FEDERAL W/H TAX M-05	$40.42	$2,445.92
FICA-HI	$16.34	$681.44

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,960.26
*ENHANCED DENTAL **	$26.74	$909.16
*GROUP VISION **	$4.44	$150.96
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$78.24	$3,180.96
401(K) LOAN	$27.12	$1,001.68
UNITED WAY 2021	$5.00	$175.00
NET PAY	$889.94	$36,554.41

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$8,820.72
Dental - Enhanced Plan - Company Contribution	$5.69	$204.84
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$731.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.37
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/04/2021 | Check Number: 99008641)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/25/2021**	**10/31/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$39,504.00
TIME AND 1/2	48.0000	10.00	$480.00	$10,992.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,760.00	$51,712.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.14	$2,843.86
FEDERAL W/H TAX M-05	$91.86	$2,405.50
FICA-HI	$22.96	$665.10

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,814.37
*ENHANCED DENTAL **	$26.74	$882.42
*GROUP VISION **	$4.44	$146.52
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$105.60	$3,102.72
401(K) LOAN	$27.12	$974.56
UNITED WAY 2021	$5.00	$170.00
NET PAY	$1,232.25	$35,664.47

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$8,575.70
Dental - Enhanced Plan - Company Contribution	$5.69	$199.15
401K COMPANY MATCH - PRIOR PAY PERIOD	$61.92	$652.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.60
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/28/2021 | Check Number: 99008772)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/18/2021**	**10/24/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$38,224.00
TIME AND 1/2	48.0000	2.00	$96.00	$10,512.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,376.00	$49,952.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$74.34	$2,745.72
FEDERAL W/H TAX M-05	$48.54	$2,313.64
FICA-HI	$17.38	$642.14

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,668.48
*ENHANCED DENTAL **	$26.74	$855.68
*GROUP VISION **	$4.44	$142.08
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$82.56	$2,997.12
401(K) LOAN	$27.12	$947.44
UNITED WAY 2021	$5.00	$165.00
NET PAY	$943.99	$34,432.22

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$8,330.68
Dental - Enhanced Plan - Company Contribution	$5.69	$193.46
401K COMPANY MATCH - PRIOR PAY PERIOD	$80.28	$590.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.83
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/21/2021 | Check Number: 99008709)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/11/2021**	**10/17/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$36,944.00
TIME AND 1/2	48.0000	10.50	$504.00	$10,416.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,784.00	$48,576.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.63	$2,671.38
FEDERAL W/H TAX M-05	$94.56	$2,265.10
FICA-HI	$23.30	$624.76

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,522.59
*ENHANCED DENTAL **	$26.74	$828.94
*GROUP VISION **	$4.44	$137.64
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$107.04	$2,914.56
401(K) LOAN	$27.12	$920.32
UNITED WAY 2021	$5.00	$160.00
NET PAY	$1,250.28	$33,488.23

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$8,085.66
Dental - Enhanced Plan - Company Contribution	$5.69	$187.77
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.76	$510.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.06
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/14/2021 | Check Number: 99008777)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/04/2021**	**10/10/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$35,664.00
TIME AND 1/2	48.0000	1.00	$48.00	$9,912.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,328.00	$46,792.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.35	$2,571.75
FEDERAL W/H TAX M-05	$43.13	$2,170.54
FICA-HI	$16.69	$601.46

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,376.70
*ENHANCED DENTAL **	$26.74	$802.20
*GROUP VISION **	$4.44	$133.20
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$79.68	$2,807.52
401(K) LOAN	$27.12	$893.20
UNITED WAY 2021	$5.00	$155.00
NET PAY	$907.96	$32,237.95

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$7,840.64
Dental - Enhanced Plan - Company Contribution	$5.69	$182.08
401K COMPANY MATCH - PRIOR PAY PERIOD	$68.40	$450.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.29
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/07/2021 | Check Number: 99008862)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/27/2021**	**10/03/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$34,384.00
TIME AND 1/2	48.0000	5.00	$240.00	$9,864.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,520.00	$45,464.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.27	$2,500.40
FEDERAL W/H TAX M-05	$64.78	$2,127.41
FICA-HI	$19.47	$584.77

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,230.81
*ENHANCED DENTAL **	$26.74	$775.46
*GROUP VISION **	$4.44	$128.76
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$91.20	$2,727.84
401(K) LOAN	$27.12	$866.08
UNITED WAY 2021	$5.00	$150.00
NET PAY	$1,052.09	$31,329.99

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$7,595.62
Dental - Enhanced Plan - Company Contribution	$5.69	$176.39
401K COMPANY MATCH - PRIOR PAY PERIOD	$80.28	$381.96

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.52
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/30/2021 | Check Number: 99008836)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/20/2021**	**09/26/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$33,104.00
TIME AND 1/2	48.0000	10.50	$504.00	$9,624.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,784.00	$43,944.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.63	$2,417.13
FEDERAL W/H TAX M-05	$94.56	$2,062.63
FICA-HI	$23.30	$565.30

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$4,084.92
*ENHANCED DENTAL **	$26.74	$748.72
*GROUP VISION **	$4.44	$124.32
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$107.04	$2,636.64
401(K) LOAN	$27.12	$838.96
UNITED WAY 2021	$5.00	$145.00
NET PAY	$1,250.28	$30,277.90

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$7,350.60
Dental - Enhanced Plan - Company Contribution	$5.69	$170.70
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$301.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.75
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/23/2021 | Check Number: 99008856)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/13/2021**	**09/19/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$31,824.00
TIME AND 1/2				$9,120.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$42,160.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$2,317.50
FEDERAL W/H TAX M-05	$37.81	$1,968.07
FICA-HI	$16.00	$542.00

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,939.03
*ENHANCED DENTAL **	$26.74	$721.98
*GROUP VISION **	$4.44	$119.88
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$2,529.60
401(K) LOAN	$27.12	$811.84
UNITED WAY 2021	$5.00	$140.00
NET PAY	$871.82	$29,027.62

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$7,105.58
Dental - Enhanced Plan - Company Contribution	$5.69	$165.01
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$244.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.98
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/16/2021 | Check Number: 99008685)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/06/2021**	**09/12/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$30,544.00
TIME AND 1/2				$9,120.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$40,880.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$2,249.12
FEDERAL W/H TAX M-05	$37.81	$1,930.26
FICA-HI	$15.99	$526.00

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,793.14
*ENHANCED DENTAL **	$26.74	$695.24
*GROUP VISION **	$4.44	$115.44
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$2,452.80
401(K) LOAN	$27.12	$784.72
UNITED WAY 2021	$5.00	$135.00
NET PAY	$871.83	$28,155.80

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$6,860.56
Dental - Enhanced Plan - Company Contribution	$5.69	$159.32
401K COMPANY MATCH - PRIOR PAY PERIOD	$104.04	$186.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.21
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/09/2021 | Check Number: 99008603)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/30/2021**	**09/05/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$29,264.00
TIME AND 1/2	48.0000	21.50	$1,032.00	$9,120.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$2,312.00	$39,600.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$132.36	$2,180.74
FEDERAL W/H TAX M-05	$154.12	$1,892.45
FICA-HI	$30.95	$510.01

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,647.25
*ENHANCED DENTAL **	$26.74	$668.50
*GROUP VISION **	$4.44	$111.00
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$138.72	$2,376.00
401(K) LOAN	$27.12	$757.60
UNITED WAY 2021	$5.00	$130.00
NET PAY	$1,646.66	$27,283.97

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$6,615.54
Dental - Enhanced Plan - Company Contribution	$5.69	$153.63
401K COMPANY MATCH - PRIOR PAY PERIOD	$82.44	$82.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.44
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/02/2021 | Check Number: 99008747)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/23/2021**	**08/29/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$27,984.00
TIME AND 1/2	48.0000	11.50	$552.00	$8,088.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,832.00	$37,288.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$102.61	$2,048.38
FEDERAL W/H TAX M-05	$99.98	$1,738.33
FICA-HI	$24.00	$479.06

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,501.36
*ENHANCED DENTAL **	$26.74	$641.76
*GROUP VISION **	$4.44	$106.56
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$109.92	$2,237.28
401(K) LOAN	$27.12	$730.48
UNITED WAY 2021	$5.00	$125.00
NET PAY	$1,286.30	$25,637.31

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$6,370.52
Dental - Enhanced Plan - Company Contribution	$5.69	$147.94

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.67
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/26/2021 | Check Number: 99008699)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/16/2021**	**08/22/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$26,704.00
TIME AND 1/2	48.0000	1.50	$72.00	$7,536.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,352.00	$35,456.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$72.85	$1,945.77
FEDERAL W/H TAX M-05	$45.83	$1,638.35
FICA-HI	$17.04	$455.06

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,355.47
*ENHANCED DENTAL **	$26.74	$615.02
*GROUP VISION **	$4.44	$102.12
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$81.12	$2,127.36
401(K) LOAN	$27.12	$703.36
UNITED WAY 2021	$5.00	$120.00
NET PAY	$925.97	$24,351.01

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$6,125.50
Dental - Enhanced Plan - Company Contribution	$5.69	$142.25

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.90
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/19/2021 | Check Number: 99008533)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/09/2021**	**08/15/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$25,424.00
TIME AND 1/2				$7,464.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,280.00	$34,104.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$1,872.92
FEDERAL W/H TAX M-05	$37.81	$1,592.52
FICA-HI	$15.99	$438.02

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,209.58
*ENHANCED DENTAL **	$26.74	$588.28
*GROUP VISION **	$4.44	$97.68
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$2,046.24
401(K) LOAN	$27.12	$676.24
UNITED WAY 2021	$5.00	$115.00
NET PAY	$871.83	$23,425.04

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$5,880.48
Dental - Enhanced Plan - Company Contribution	$5.69	$136.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.13
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/12/2021 | Check Number: 99008417)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/02/2021**	**08/08/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$24,144.00
TIME AND 1/2	48.0000	15.00	$720.00	$7,464.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$2,000.00	$32,824.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$113.02	$1,804.54
FEDERAL W/H TAX M-05	$118.93	$1,554.71
FICA-HI	$26.43	$422.03

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$3,063.69
*ENHANCED DENTAL **	$26.74	$561.54
*GROUP VISION **	$4.44	$93.24
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$120.00	$1,969.44
401(K) LOAN	$27.12	$649.12
UNITED WAY 2021	$5.00	$110.00
NET PAY	$1,412.43	$22,553.21

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$5,635.46
Dental - Enhanced Plan - Company Contribution	$5.69	$130.87

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.36
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/05/2021 | Check Number: 99008448)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/26/2021**	**08/01/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$22,864.00
TIME AND 1/2	48.0000	1.00	$48.00	$6,744.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,328.00	$30,824.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.36	$1,691.52
FEDERAL W/H TAX M-05	$43.13	$1,435.78
FICA-HI	$16.69	$395.60

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,917.80
*ENHANCED DENTAL **	$26.74	$534.80
*GROUP VISION **	$4.44	$88.80
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$79.68	$1,849.44
401(K) LOAN	$27.12	$622.00
UNITED WAY 2021	$5.00	$105.00
NET PAY	$907.95	$21,140.78

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$5,390.44
Dental - Enhanced Plan - Company Contribution	$5.69	$125.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.59
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 07/29/2021 | Check Number: 99008516)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/19/2021**	**07/25/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$21,584.00
TIME AND 1/2	48.0000	1.50	$72.00	$6,696.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,352.00	$29,496.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$72.84	$1,620.16
FEDERAL W/H TAX M-05	$45.83	$1,392.65
FICA-HI	$17.04	$378.91

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,771.91
*ENHANCED DENTAL **	$26.74	$508.06
*GROUP VISION **	$4.44	$84.36
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$81.12	$1,769.76
401(K) LOAN	$27.12	$594.88
UNITED WAY 2021	$5.00	$100.00
NET PAY	$925.98	$20,232.83

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$5,145.42
Dental - Enhanced Plan - Company Contribution	$5.69	$119.49

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	2.82
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 07/22/2021 | Check Number: 99008557)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/12/2021**	**07/18/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$20,304.00
TIME AND 1/2	48.0000	5.50	$264.00	$6,624.00
VACATION-HRLY				$1,216.00
		TOTAL PAY	$1,544.00	$28,144.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.75	$1,547.32
FEDERAL W/H TAX M-05	$67.49	$1,346.82
FICA-HI	$19.82	$361.87

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,626.02
*ENHANCED DENTAL **	$26.74	$481.32
*GROUP VISION **	$4.44	$79.92
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$92.64	$1,688.64
401(K) LOAN	$27.12	$567.76
UNITED WAY 2021	$5.00	$95.00
NET PAY	$1,070.11	$19,306.85

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$4,900.40
Dental - Enhanced Plan - Company Contribution	$5.69	$113.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	2.05
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 07/15/2021 | Check Number: 99008417)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/05/2021**	**07/11/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$19,024.00
TIME AND 1/2				$6,360.00
VACATION-HRLY	32.0000	38.00	$1,216.00	$1,216.00
		TOTAL PAY	$1,216.00	$26,600.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.42	$1,462.57
FEDERAL W/H TAX M-05	$31.79	$1,279.33
FICA-HI	$15.06	$342.05

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,480.13
*ENHANCED DENTAL **	$26.74	$454.58
*GROUP VISION **	$4.44	$75.48
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$72.96	$1,596.00
401(K) LOAN	$27.12	$540.64
UNITED WAY 2021	$5.00	$90.00
NET PAY	$822.58	$18,236.74

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$4,655.38
Dental - Enhanced Plan - Company Contribution	$5.69	$108.11

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.28
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 07/08/2021 | Check Number: 99008571)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/28/2021**	**07/04/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$19,024.00
TIME AND 1/2				$6,360.00
		TOTAL PAY	$1,280.00	$25,384.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$1,398.15
FEDERAL W/H TAX M-05	$37.81	$1,247.54
FICA-HI	$15.99	$326.99

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,334.24
*ENHANCED DENTAL **	$26.74	$427.84
*GROUP VISION **	$4.44	$71.04
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$1,523.04
401(K) LOAN	$27.12	$513.52
UNITED WAY 2021	$5.00	$85.00
NET PAY	$871.83	$17,414.16

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$4,410.36
Dental - Enhanced Plan - Company Contribution	$5.69	$102.42

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.51
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 07/01/2021 | Check Number: 99008637)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/21/2021**	**06/27/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	39.50	$1,264.00	$17,744.00
TIME AND 1/2				$6,360.00
		TOTAL PAY	$1,264.00	$24,104.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.39	$1,329.77
FEDERAL W/H TAX M-05	$36.30	$1,209.73
FICA-HI	$15.77	$311.00

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,188.35
*ENHANCED DENTAL **	$26.74	$401.10
*GROUP VISION **	$4.44	$66.60
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$75.84	$1,446.24
401(K) LOAN	$27.12	$486.40
UNITED WAY 2021	$5.00	$80.00
NET PAY	$859.51	$16,542.33

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$4,165.34
Dental - Enhanced Plan - Company Contribution	$5.69	$96.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.74
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/24/2021 | Check Number: 99008530)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/14/2021**	**06/20/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$16,480.00
TIME AND 1/2				$6,360.00
		TOTAL PAY	$1,280.00	$22,840.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$1,262.38
FEDERAL W/H TAX M-05	$37.81	$1,173.43
FICA-HI	$15.99	$295.23

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$2,042.46
*ENHANCED DENTAL **	$26.74	$374.36
*GROUP VISION **	$4.44	$62.16
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$1,370.40
401(K) LOAN	$27.12	$459.28
UNITED WAY 2021	$5.00	$75.00
NET PAY	$871.83	$15,682.82

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$3,920.32
Dental - Enhanced Plan - Company Contribution	$5.69	$91.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.97
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 06/17/2021 | Check Number: 99008383)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/07/2021**	**06/13/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$15,200.00
TIME AND 1/2	48.0000	1.50	$72.00	$6,360.00
		TOTAL PAY	$1,352.00	$21,560.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$72.84	$1,194.00
FEDERAL W/H TAX M-05	$45.83	$1,135.62
FICA-HI	$17.03	$279.24

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,896.57
*ENHANCED DENTAL **	$26.74	$347.62
*GROUP VISION **	$4.44	$57.72
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$81.12	$1,293.60
401(K) LOAN	$27.12	$432.16
UNITED WAY 2021	$5.00	$70.00
NET PAY	$925.99	$14,810.99

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$3,675.30
Dental - Enhanced Plan - Company Contribution	$5.69	$85.35

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.20
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/10/2021 | Check Number: 99008376)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/31/2021**	**06/06/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	28.00	$896.00	$13,920.00
TIME AND 1/2	48.0000	38.50	$1,848.00	$6,288.00
		TOTAL PAY	$2,744.00	$20,208.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$159.15	$1,121.16
FEDERAL W/H TAX M-05	$222.41	$1,089.79
FICA-HI	$37.22	$262.21

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,750.68
*ENHANCED DENTAL **	$26.74	$320.88
*GROUP VISION **	$4.44	$53.28
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$164.64	$1,212.48
401(K) LOAN	$27.12	$405.04
UNITED WAY 2021	$5.00	$65.00
NET PAY	$1,951.39	$13,885.00

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$3,430.28
Dental - Enhanced Plan - Company Contribution	$5.69	$79.66

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.43
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 06/03/2021 | Check Number: 99008471)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/24/2021**	**05/30/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$13,024.00
TIME AND 1/2	48.0000	38.00	$1,824.00	$4,440.00
		TOTAL PAY	$3,104.00	$17,464.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$181.47	$962.01
FEDERAL W/H TAX M-05	$296.86	$867.38
FICA-HI	$42.45	$224.99

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,604.79
*ENHANCED DENTAL **	$26.74	$294.14
*GROUP VISION **	$4.44	$48.84
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$186.24	$1,047.84
401(K) LOAN	$27.12	$377.92
UNITED WAY 2021	$5.00	$60.00
NET PAY	$2,187.79	$11,933.61

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$3,185.26
Dental - Enhanced Plan - Company Contribution	$5.69	$73.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.66
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/27/2021 | Check Number: 99008572)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/17/2021**	**05/23/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$11,744.00
TIME AND 1/2	48.0000	5.00	$240.00	$2,616.00
		TOTAL PAY	$1,520.00	$14,360.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.27	$780.54
FEDERAL W/H TAX M-05	$64.78	$570.52
FICA-HI	$19.47	$182.54

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,458.90
*ENHANCED DENTAL **	$26.74	$267.40
*GROUP VISION **	$4.44	$44.40
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$91.20	$861.60
401(K) LOAN	$27.12	$350.80
UNITED WAY 2021	$5.00	$55.00
NET PAY	$1,052.09	$9,745.82

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$2,940.24
Dental - Enhanced Plan - Company Contribution	$5.69	$68.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.89
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/20/2021 | Check Number: 99008591)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/10/2021**	**05/16/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$10,464.00
TIME AND 1/2	48.0000	23.00	$1,104.00	$2,376.00
		TOTAL PAY	$2,384.00	$12,840.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$136.82	$697.27
FEDERAL W/H TAX M-05	$162.24	$505.74
FICA-HI	$32.00	$163.07

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,313.01
*ENHANCED DENTAL **	$26.74	$240.66
*GROUP VISION **	$4.44	$39.96
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$143.04	$770.40
401(K) LOAN	$27.12	$323.68
UNITED WAY 2021	$5.00	$50.00
NET PAY	$1,700.71	$8,693.73

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$2,695.22
Dental - Enhanced Plan - Company Contribution	$5.69	$62.59

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.12
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/13/2021 | Check Number: 99008773)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/03/2021**	**05/09/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$9,184.00
TIME AND 1/2				$1,272.00
		TOTAL PAY	$1,280.00	$10,456.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.39	$560.45
FEDERAL W/H TAX M-05	$37.81	$343.50
FICA-HI	$15.99	$131.07

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,167.12
*ENHANCED DENTAL **	$26.74	$213.92
*GROUP VISION **	$4.44	$35.52
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$76.80	$627.36
401(K) LOAN	$27.12	$296.56
UNITED WAY 2021	$5.00	$45.00
NET PAY	$871.82	$6,993.02

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$2,450.20
Dental - Enhanced Plan - Company Contribution	$5.69	$56.90

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.35
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/06/2021 | Check Number: 32688055)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/26/2021**	**05/02/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	36.50	$1,168.00	$7,904.00
TIME AND 1/2				$1,272.00
		TOTAL PAY	$1,168.00	$9,176.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$61.43	$492.06
FEDERAL W/H TAX M-05	$27.28	$305.69
FICA-HI	$14.37	$115.08

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$1,021.23
*ENHANCED DENTAL **	$26.74	$187.18
*GROUP VISION **	$4.44	$31.08
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$70.08	$550.56
401(K) LOAN	$27.12	$269.44
UNITED WAY 2021	$5.00	$40.00
NET PAY	$785.65	$6,121.20

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$2,205.18
Dental - Enhanced Plan - Company Contribution	$5.69	$51.21

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.58
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 04/29/2021 | Check Number: 32686326)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/19/2021**	**04/25/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	28.00	$896.00	$6,736.00
TIME AND 1/2				$1,272.00
		TOTAL PAY	$896.00	$8,008.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$55.56	$430.63
FEDERAL W/H TAX M-05	$19.42	$278.41
FICA-HI	$12.99	$100.71

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **		$875.34
*ENHANCED DENTAL **		$160.44
*GROUP VISION **		$26.64
CRITICAL ILL		$42.48
*401(K) EMPLOYEE **	$53.76	$480.48
401(K) LOAN	$114.17	$242.32
UNITED WAY 2021	$5.00	$35.00
NET PAY	$635.10	$5,335.55

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution		$1,960.16
Dental - Enhanced Plan - Company Contribution		$45.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.81
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/11/2021 | Check Number: 99007248)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**02/01/2021**	**02/07/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	15.50	$496.00	$5,840.00
TIME AND 1/2				$1,272.00
		TOTAL PAY	$496.00	$7,112.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$19.77	$375.07
FEDERAL W/H TAX M-06	$0.00	$258.99
FICA-HI	$4.63	$87.72

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$875.34
*ENHANCED DENTAL **	$26.74	$160.44
*GROUP VISION **	$4.44	$26.64
CRITICAL ILL	$7.08	$42.48
*401(K) EMPLOYEE **	$29.76	$426.72
401(K) LOAN	$25.63	$128.15
UNITED WAY 2021	$5.00	$30.00
NET PAY	$227.06	$4,700.45

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$1,470.12
Dental - Enhanced Plan - Company Contribution	$5.69	$34.14

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.04
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 02/04/2021 | Check Number: 99007156)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**01/25/2021**	**01/31/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$5,344.00
TIME AND 1/2	48.0000	1.00	$48.00	$1,272.00
		TOTAL PAY	$1,328.00	$6,616.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.36	$355.30
FEDERAL W/H TAX M-06	$34.05	$258.99
FICA-HI	$16.68	$83.09

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$729.45
*ENHANCED DENTAL **	$26.74	$133.70
*GROUP VISION **	$4.44	$22.20
CRITICAL ILL	$7.08	$35.40
*401(K) EMPLOYEE **	$79.68	$396.96
401(K) LOAN	$25.63	$102.52
UNITED WAY 2021	$5.00	$25.00
NET PAY	$911.45	$4,473.39

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$1,225.10
Dental - Enhanced Plan - Company Contribution	$5.69	$28.45

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.27
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/28/2021 | Check Number: 99007090)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**01/18/2021**	**01/24/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	7.00	$224.00	$4,064.00
TIME AND 1/2				$1,224.00
		TOTAL PAY	$224.00	$5,288.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$2.91	$283.94
FEDERAL W/H TAX M-06	$0.00	$224.94
FICA-HI	$0.68	$66.41

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$583.56
*ENHANCED DENTAL **	$26.74	$106.96
*GROUP VISION **	$4.44	$17.76
CRITICAL ILL	$7.08	$28.32
*401(K) EMPLOYEE **	$13.44	$317.28
401(K) LOAN		$76.89
UNITED WAY 2021	$5.00	$20.00
NET PAY	$17.82	$3,561.94

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$980.08
Dental - Enhanced Plan - Company Contribution	$5.69	$22.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.50
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/21/2021 | Check Number: 99007024)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**01/11/2021**	**01/17/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$3,840.00
TIME AND 1/2	48.0000	25.50	$1,224.00	$1,224.00
		TOTAL PAY	$2,504.00	$5,064.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$144.27	$281.03
FEDERAL W/H TAX M-06	$165.86	$224.94
FICA-HI	$33.75	$65.73

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$437.67
*ENHANCED DENTAL **	$26.74	$80.22
*GROUP VISION **	$4.44	$13.32
CRITICAL ILL	$7.08	$21.24
*401(K) EMPLOYEE **	$150.24	$303.84
401(K) LOAN	$25.63	$76.89
UNITED WAY 2021	$5.00	$15.00
NET PAY	$1,795.10	$3,544.12

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$735.06
Dental - Enhanced Plan - Company Contribution	$5.69	$17.07

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.73
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/14/2021 | Check Number: 99006953)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**01/04/2021**	**01/10/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$2,560.00
		TOTAL PAY	$1,280.00	$2,560.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$136.76
FEDERAL W/H TAX M-06	$29.54	$59.08
FICA-HI	$15.99	$31.98

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$291.78
*ENHANCED DENTAL **	$26.74	$53.48
*GROUP VISION **	$4.44	$8.88
CRITICAL ILL	$7.08	$14.16
*401(K) EMPLOYEE **	$76.80	$153.60
401(K) LOAN	$25.63	$51.26
UNITED WAY 2021	$5.00	$10.00
NET PAY	$874.51	$1,749.02

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$490.04
Dental - Enhanced Plan - Company Contribution	$5.69	$11.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.96
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/07/2021 | Check Number: 99006410)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT	**HB01**	**12/28/2020**	**01/03/2021**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$1,280.00
		TOTAL PAY	$1,280.00	$1,280.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.38	$68.38
FEDERAL W/H TAX M-06	$29.54	$29.54
FICA-HI	$15.99	$15.99

Deductions:

Description	Current	Year To Date
*CHOICE PLAN **	$145.89	$145.89
*ENHANCED DENTAL **	$26.74	$26.74
*GROUP VISION **	$4.44	$4.44
CRITICAL ILL	$7.08	$7.08
*401(K) EMPLOYEE **	$76.80	$76.80
401(K) LOAN	$25.63	$25.63
UNITED WAY 2021	$5.00	$5.00
NET PAY	$874.51	$874.51

Memos:

Description	Current Amount	YTDAmount
Medical - Choice Plan - Company Contribution	$245.02	$245.02
Dental - Enhanced Plan - Company Contribution	$5.69	$5.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.19
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

EXHIBIT

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ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/29/2022 | Check Number: 99002342)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/19/2022**	**12/25/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$64,256.00
TIME AND 1/2				$14,016.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,280.00	$79,232.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$3,794.04
FEDERAL W/H TAX M-05	$19.29	$2,478.09
FICA-HI	$13.53	$887.32

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$16,416.40
*ENHANCED DENTAL **	$26.74	$1,390.48
*GROUP VISION **	$4.44	$230.88
*401(K) EMPLOYEE **	$76.80	$4,753.92
401(K) LOAN	$27.12	$1,383.12
UNITED WAY 2022	$5.00	$255.00
NET PAY	$733.53	$47,642.75

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$12,108.72
Dental - Enhanced Plan - Company Contribution	$5.69	$295.88
401K COMPANY MATCH - PRIOR PAY PERIOD		$3,429.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.03
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/22/2022 | Check Number: 99002447)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/12/2022**	**12/18/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$62,976.00
TIME AND 1/2	48.0000	9.50	$456.00	$14,016.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,736.00	$77,952.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.13	$3,736.19
FEDERAL W/H TAX M-05	$66.68	$2,458.80
FICA-HI	$20.15	$873.79

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$16,100.70
*ENHANCED DENTAL **	$26.74	$1,363.74
*GROUP VISION **	$4.44	$226.44
*401(K) EMPLOYEE **	$104.16	$4,677.12
401(K) LOAN	$27.12	$1,356.00
UNITED WAY 2022	$5.00	$250.00
NET PAY	$1,079.88	$46,909.22

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$11,875.86
Dental - Enhanced Plan - Company Contribution	$5.69	$290.19
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$3,429.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.26
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 12/15/2022 | Check Number: 99003146)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/05/2022**	**12/11/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$61,696.00
TIME AND 1/2				$13,560.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,280.00	$76,216.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$3,650.06
FEDERAL W/H TAX M-05	$19.29	$2,392.12
FICA-HI	$13.53	$853.64

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$15,785.00
*ENHANCED DENTAL **	$26.74	$1,337.00
*GROUP VISION **	$4.44	$222.00
*401(K) EMPLOYEE **	$76.80	$4,572.96
401(K) LOAN	$27.12	$1,328.88
UNITED WAY 2022	$5.00	$245.00
NET PAY	$733.53	$45,829.34

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$11,643.00
Dental - Enhanced Plan - Company Contribution	$5.69	$284.50
401K COMPANY MATCH - PRIOR PAY PERIOD	$100.80	$3,372.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.49
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 12/08/2022 | Check Number: 99003113)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/28/2022**	**12/04/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$60,416.00
TIME AND 1/2	48.0000	20.00	$960.00	$13,560.00
VACATION-HRLY				$960.00
		TOTAL PAY	$2,240.00	$74,936.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$117.37	$3,592.21
FEDERAL W/H TAX M-05	$123.53	$2,372.83
FICA-HI	$27.45	$840.11

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$15,469.30
*ENHANCED DENTAL **	$26.74	$1,310.26
*GROUP VISION **	$4.44	$217.56
*401(K) EMPLOYEE **	$134.40	$4,496.16
401(K) LOAN	$27.12	$1,301.76
UNITED WAY 2022	$5.00	$240.00
NET PAY	$1,458.25	$45,095.81

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$11,410.14
Dental - Enhanced Plan - Company Contribution	$5.69	$278.81
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$3,271.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.72
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 12/01/2022 | Check Number: 99003094)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/21/2022**	**11/27/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$59,136.00
TIME AND 1/2				$12,600.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,280.00	$72,696.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.86	$3,474.84
FEDERAL W/H TAX M-05	$19.29	$2,249.30
FICA-HI	$13.53	$812.66

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$15,153.60
*ENHANCED DENTAL **	$26.74	$1,283.52
*GROUP VISION **	$4.44	$213.12
*401(K) EMPLOYEE **	$76.80	$4,361.76
401(K) LOAN	$27.12	$1,274.64
UNITED WAY 2022	$5.00	$235.00
NET PAY	$733.52	$43,637.56

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$11,177.28
Dental - Enhanced Plan - Company Contribution	$5.69	$273.12
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$3,213.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.95
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/23/2022 | Check Number: 99003213)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/14/2022**	**11/20/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$57,856.00
TIME AND 1/2				$12,600.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,280.00	$71,416.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$3,416.98
FEDERAL W/H TAX M-05	$19.29	$2,230.01
FICA-HI	$13.53	$799.13

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$14,837.90
*ENHANCED DENTAL **	$26.74	$1,256.78
*GROUP VISION **	$4.44	$208.68
*401(K) EMPLOYEE **	$76.80	$4,284.96
401(K) LOAN	$27.12	$1,247.52
UNITED WAY 2022	$5.00	$230.00
NET PAY	$733.53	$42,904.04

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$10,944.42
Dental - Enhanced Plan - Company Contribution	$5.69	$267.43
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$3,156.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.18
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/17/2022 | Check Number: 99003262)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**11/07/2022**	**11/13/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$56,576.00
TIME AND 1/2	48.0000	10.00	$480.00	$12,600.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,760.00	$70,136.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.61	$3,359.13
FEDERAL W/H TAX M-05	$69.38	$2,210.72
FICA-HI	$20.49	$785.60

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$14,522.20
*ENHANCED DENTAL **	$26.74	$1,230.04
*GROUP VISION **	$4.44	$204.24
*401(K) EMPLOYEE **	$105.60	$4,208.16
401(K) LOAN	$27.12	$1,220.40
UNITED WAY 2022	$5.00	$225.00
NET PAY	$1,097.92	$42,170.51

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$10,711.56
Dental - Enhanced Plan - Company Contribution	$5.69	$261.74
401K COMPANY MATCH - PRIOR PAY PERIOD	$73.80	$3,076.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.41
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/10/2022 | Check Number: 99003291)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/31/2022**	**11/06/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$55,296.00
TIME AND 1/2	48.0000	7.50	$360.00	$12,120.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,640.00	$68,376.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.18	$3,271.52
FEDERAL W/H TAX M-05	$55.85	$2,141.34
FICA-HI	$18.75	$765.11

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$14,206.50
*ENHANCED DENTAL **	$26.74	$1,203.30
*GROUP VISION **	$4.44	$199.80
*401(K) EMPLOYEE **	$98.40	$4,102.56
401(K) LOAN	$27.12	$1,193.28
UNITED WAY 2022	$5.00	$220.00
NET PAY	$1,007.82	$41,072.59

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$10,478.70
Dental - Enhanced Plan - Company Contribution	$5.69	$256.05
401K COMPANY MATCH - PRIOR PAY PERIOD	$105.84	$3,003.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.64
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 11/03/2022 | Check Number: 99004103)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/24/2022**	**10/30/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	33.50	$1,072.00	$54,016.00
TIME AND 1/2				$11,760.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,072.00	$66,736.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$44.95	$3,191.34
FEDERAL W/H TAX M-05	$0.00	$2,085.49
FICA-HI	$10.51	$746.36

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$13,890.80
*ENHANCED DENTAL **	$26.74	$1,176.56
*GROUP VISION **	$4.44	$195.36
*401(K) EMPLOYEE **	$64.32	$4,004.16
401(K) LOAN	$27.12	$1,166.16
UNITED WAY 2022	$5.00	$215.00
NET PAY	$573.22	$40,064.77

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$10,245.84
Dental - Enhanced Plan - Company Contribution	$5.69	$250.36
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,897.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.87
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/27/2022 | Check Number: 99004086)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/17/2022**	**10/23/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$52,944.00
TIME AND 1/2				$11,760.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,280.00	$65,664.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.86	$3,146.39
FEDERAL W/H TAX M-05	$19.29	$2,085.49
FICA-HI	$13.53	$735.85

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$13,575.10
*ENHANCED DENTAL **	$26.74	$1,149.82
*GROUP VISION **	$4.44	$190.92
*401(K) EMPLOYEE **	$76.80	$3,939.84
401(K) LOAN	$27.12	$1,139.04
UNITED WAY 2022	$5.00	$210.00
NET PAY	$733.52	$39,491.55

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$10,012.98
Dental - Enhanced Plan - Company Contribution	$5.69	$244.67
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$2,897.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.10
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 10/20/2022 | Check Number: 99004111)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/10/2022**	**10/16/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$51,664.00
TIME AND 1/2	48.0000	10.00	$480.00	$11,760.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,760.00	$64,384.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.61	$3,088.53
FEDERAL W/H TAX M-05	$69.38	$2,066.20
FICA-HI	$20.49	$722.32

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$13,259.40
*ENHANCED DENTAL **	$26.74	$1,123.08
*GROUP VISION **	$4.44	$186.48
*401(K) EMPLOYEE **	$105.60	$3,863.04
401(K) LOAN	$27.12	$1,111.92
UNITED WAY 2022	$5.00	$205.00
NET PAY	$1,097.92	$38,758.03

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$9,780.12
Dental - Enhanced Plan - Company Contribution	$5.69	$238.98
401K COMPANY MATCH - PRIOR PAY PERIOD	$58.68	$2,818.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.33
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 10/13/2022 | Check Number: 99004107)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**10/03/2022**	**10/09/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$50,384.00
TIME AND 1/2	48.0000	0.50	$24.00	$11,280.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,304.00	$62,624.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$59.34	$3,000.92
FEDERAL W/H TAX M-05	$21.54	$1,996.82
FICA-HI	$13.88	$701.83

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$12,943.70
*ENHANCED DENTAL **	$26.74	$1,096.34
*GROUP VISION **	$4.44	$182.04
*401(K) EMPLOYEE **	$78.24	$3,757.44
401(K) LOAN	$27.12	$1,084.80
UNITED WAY 2022	$5.00	$200.00
NET PAY	$752.00	$37,660.11

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$9,547.26
Dental - Enhanced Plan - Company Contribution	$5.69	$233.29
401K COMPANY MATCH - PRIOR PAY PERIOD	$81.36	$2,759.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.56
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 10/06/2022 | Check Number: 99004019)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/26/2022**	**10/02/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$49,104.00
TIME AND 1/2	48.0000	11.00	$528.00	$11,256.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,808.00	$61,320.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.59	$2,941.58
FEDERAL W/H TAX M-05	$74.80	$1,975.28
FICA-HI	$21.19	$687.95

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$12,628.00
*ENHANCED DENTAL **	$26.74	$1,069.60
*GROUP VISION **	$4.44	$177.60
*401(K) EMPLOYEE **	$108.48	$3,679.20
401(K) LOAN	$27.12	$1,057.68
UNITED WAY 2022	$5.00	$195.00
NET PAY	$1,133.94	$36,908.11

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$9,314.40
Dental - Enhanced Plan - Company Contribution	$5.69	$227.60
401K COMPANY MATCH - PRIOR PAY PERIOD	$165.96	$2,678.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.79
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 09/29/2022 | Check Number: 99004074)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/19/2022**	**09/25/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$47,824.00
TIME AND 1/2	48.0000	22.00	$1,056.00	$10,728.00
VACATION-HRLY				$960.00
		TOTAL PAY	$2,336.00	$59,512.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.33	$2,850.99
FEDERAL W/H TAX M-05	$134.36	$1,900.48
FICA-HI	$28.84	$666.76

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$12,312.30
*ENHANCED DENTAL **	$26.74	$1,042.86
*GROUP VISION **	$4.44	$173.16
*401(K) EMPLOYEE **	$140.16	$3,570.72
401(K) LOAN	$27.12	$1,030.56
UNITED WAY 2022	$5.00	$190.00
NET PAY	$1,530.31	$35,774.17

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$9,081.54
Dental - Enhanced Plan - Company Contribution	$5.69	$221.91
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,512.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.02
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/22/2022 | Check Number: 99004030)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/12/2022**	**09/18/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$46,544.00
TIME AND 1/2	48.0000	1.50	$72.00	$9,672.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,352.00	$57,176.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.31	$2,727.66
FEDERAL W/H TAX M-05	$26.05	$1,766.12
FICA-HI	$14.57	$637.92

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$11,996.60
*ENHANCED DENTAL **	$26.74	$1,016.12
*GROUP VISION **	$4.44	$168.72
*401(K) EMPLOYEE **	$81.12	$3,430.56
401(K) LOAN	$27.12	$1,003.44
UNITED WAY 2022	$5.00	$185.00
NET PAY	$788.95	$34,243.86

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$8,848.68
Dental - Enhanced Plan - Company Contribution	$5.69	$216.22
401K COMPANY MATCH - PRIOR PAY PERIOD	$106.56	$2,512.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.25
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 09/15/2022 | Check Number: 99004002)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**09/05/2022**	**09/11/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	50.00	$1,600.00	$45,264.00
TIME AND 1/2	48.0000	16.00	$768.00	$9,600.00
VACATION-HRLY				$960.00
		TOTAL PAY	$2,368.00	$55,824.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$125.31	$2,665.35
FEDERAL W/H TAX M-05	$137.97	$1,740.07
FICA-HI	$29.31	$623.35

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$11,680.90
*ENHANCED DENTAL **	$26.74	$989.38
*GROUP VISION **	$4.44	$164.28
*401(K) EMPLOYEE **	$142.08	$3,349.44
401(K) LOAN	$27.12	$976.32
UNITED WAY 2022	$5.00	$180.00
NET PAY	$1,554.33	$33,454.91

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$8,615.82
Dental - Enhanced Plan - Company Contribution	$5.69	$210.53
401K COMPANY MATCH - PRIOR PAY PERIOD	$78.12	$2,405.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.48
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/08/2022 | Check Number: 99004048)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/29/2022**	**09/04/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$43,664.00
TIME AND 1/2	48.0000	9.50	$456.00	$8,832.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,736.00	$53,456.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.13	$2,540.04
FEDERAL W/H TAX M-05	$66.68	$1,602.10
FICA-HI	$20.14	$594.04

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$11,365.20
*ENHANCED DENTAL **	$26.74	$962.64
*GROUP VISION **	$4.44	$159.84
*401(K) EMPLOYEE **	$104.16	$3,207.36
401(K) LOAN	$27.12	$949.20
UNITED WAY 2022	$5.00	$175.00
NET PAY	$1,079.89	$31,900.58

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$8,382.96
Dental - Enhanced Plan - Company Contribution	$5.69	$204.84
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$2,327.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.71
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 09/01/2022 | Check Number: 99004090)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/22/2022**	**08/28/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$42,384.00
TIME AND 1/2	48.0000	10.00	$480.00	$8,376.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,760.00	$51,720.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.61	$2,453.91
FEDERAL W/H TAX M-05	$69.38	$1,535.42
FICA-HI	$20.49	$573.90

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$11,049.50
*ENHANCED DENTAL **	$26.74	$935.90
*GROUP VISION **	$4.44	$155.40
*401(K) EMPLOYEE **	$105.60	$3,103.20
401(K) LOAN	$27.12	$922.08
UNITED WAY 2022	$5.00	$170.00
NET PAY	$1,097.92	$30,820.69

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$8,150.10
Dental - Enhanced Plan - Company Contribution	$5.69	$199.15
401K COMPANY MATCH - PRIOR PAY PERIOD	$78.12	$2,248.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.94
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/25/2022 | Check Number: 99004172)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/15/2022**	**08/21/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$41,104.00
TIME AND 1/2	48.0000	9.50	$456.00	$7,896.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,736.00	$49,960.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.13	$2,366.30
FEDERAL W/H TAX M-05	$66.68	$1,466.04
FICA-HI	$20.14	$553.41

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$10,733.80
*ENHANCED DENTAL **	$26.74	$909.16
*GROUP VISION **	$4.44	$150.96
*401(K) EMPLOYEE **	$104.16	$2,997.60
401(K) LOAN	$27.12	$894.96
UNITED WAY 2022	$5.00	$165.00
NET PAY	$1,079.89	$29,722.77

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$7,917.24
Dental - Enhanced Plan - Company Contribution	$5.69	$193.46
401K COMPANY MATCH - PRIOR PAY PERIOD	$115.92	$2,170.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.17
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/18/2022 | Check Number: 99004190)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**08/08/2022**	**08/14/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$39,824.00
TIME AND 1/2	48.0000	27.00	$1,296.00	$7,440.00
VACATION-HRLY				$960.00
		TOTAL PAY	$2,576.00	$48,224.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$116.70	$2,280.17
FEDERAL W/H TAX M-05	$119.80	$1,399.36
FICA-HI	$27.30	$533.27

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$631.40	$10,418.10
*ENHANCED DENTAL **	$53.48	$882.42
*GROUP VISION **	$8.88	$146.52
*401(K) EMPLOYEE **	$154.56	$2,893.44
401(K) LOAN	$27.12	$867.84
UNITED WAY 2022	$5.00	$160.00
NET PAY	$1,431.76	$28,642.88

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$7,684.38
Dental - Enhanced Plan - Company Contribution	$5.69	$187.77
401K COMPANY MATCH - PRIOR PAY PERIOD		$2,054.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.40
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 08/04/2022 | Check Number: 99004793)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/25/2022**	**07/31/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$38,544.00
TIME AND 1/2	48.0000	24.00	$1,152.00	$6,144.00
VACATION-HRLY				$960.00
		TOTAL PAY	$2,432.00	$45,648.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$129.27	$2,163.47
FEDERAL W/H TAX M-05	$145.18	$1,279.56
FICA-HI	$30.23	$505.97

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$9,786.70
*ENHANCED DENTAL **	$26.74	$828.94
*GROUP VISION **	$4.44	$137.64
*401(K) EMPLOYEE **	$145.92	$2,738.88
401(K) LOAN	$27.12	$840.72
UNITED WAY 2022	$5.00	$155.00
NET PAY	$1,602.40	$27,211.12

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$7,218.66
Dental - Enhanced Plan - Company Contribution	$5.69	$176.39
401K COMPANY MATCH - PRIOR PAY PERIOD	$60.84	$1,944.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.63
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 07/28/2022 | Check Number: 99004977)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/18/2022**	**07/24/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$37,264.00
TIME AND 1/2	48.0000	1.50	$72.00	$4,992.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,352.00	$43,216.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.32	$2,034.20
FEDERAL W/H TAX M-05	$26.05	$1,134.38
FICA-HI	$14.58	$475.74

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$9,471.00
*ENHANCED DENTAL **	$26.74	$802.20
*GROUP VISION **	$4.44	$133.20
*401(K) EMPLOYEE **	$81.12	$2,592.96
401(K) LOAN	$27.12	$813.60
UNITED WAY 2022	$5.00	$150.00
NET PAY	$788.93	$25,608.72

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$6,985.80
Dental - Enhanced Plan - Company Contribution	$5.69	$170.70
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.16	$1,883.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.86
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 07/21/2022 | Check Number: 99005042)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/11/2022**	**07/17/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$35,984.00
TIME AND 1/2	48.0000	3.50	$168.00	$4,920.00
VACATION-HRLY				$960.00
		TOTAL PAY	$1,448.00	$41,864.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.27	$1,971.88
FEDERAL W/H TAX M-05	$35.08	$1,108.33
FICA-HI	$15.96	$461.16

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$9,155.30
*ENHANCED DENTAL **	$26.74	$775.46
*GROUP VISION **	$4.44	$128.76
*401(K) EMPLOYEE **	$86.88	$2,511.84
401(K) LOAN	$27.12	$786.48
UNITED WAY 2022	$5.00	$145.00
NET PAY	$862.81	$24,819.79

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$6,752.94
Dental - Enhanced Plan - Company Contribution	$5.69	$165.01
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,818.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.09
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 07/14/2022 | Check Number: 99005071)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**07/04/2022**	**07/10/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	10.00	$320.00	$34,704.00
TIME AND 1/2				$4,752.00
VACATION-HRLY	32.0000	30.00	$960.00	$960.00
		TOTAL PAY	$1,280.00	$40,416.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.86	$1,903.61
FEDERAL W/H TAX M-05	$19.29	$1,073.25
FICA-HI	$13.53	$445.20

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$8,839.60
*ENHANCED DENTAL **	$26.74	$748.72
*GROUP VISION **	$4.44	$124.32
*401(K) EMPLOYEE **	$76.80	$2,424.96
401(K) LOAN	$27.12	$759.36
UNITED WAY 2022	$5.00	$140.00
NET PAY	$733.52	$23,956.98

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$6,520.08
Dental - Enhanced Plan - Company Contribution	$5.69	$159.32
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,761.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.32
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 07/07/2022 | Check Number: 99005283)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/27/2022**	**07/03/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$34,384.00
TIME AND 1/2				$4,752.00
		TOTAL PAY	$1,280.00	$39,136.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$1,845.75
FEDERAL W/H TAX M-05	$19.29	$1,053.96
FICA-HI	$13.53	$431.67

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$8,523.90
*ENHANCED DENTAL **	$26.74	$721.98
*GROUP VISION **	$4.44	$119.88
*401(K) EMPLOYEE **	$76.80	$2,348.16
401(K) LOAN	$27.12	$732.24
UNITED WAY 2022	$5.00	$135.00
NET PAY	$733.53	$23,223.46

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$6,287.22
Dental - Enhanced Plan - Company Contribution	$5.69	$153.63
401K COMPANY MATCH - PRIOR PAY PERIOD	$60.84	$1,703.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.55
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/30/2022 | Check Number: 99005440)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/20/2022**	**06/26/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$33,104.00
TIME AND 1/2	48.0000	1.50	$72.00	$4,752.00
		TOTAL PAY	$1,352.00	$37,856.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$62.32	$1,787.90
FEDERAL W/H TAX M-05	$26.05	$1,034.67
FICA-HI	$14.58	$418.14

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$8,208.20
*ENHANCED DENTAL **	$26.74	$695.24
*GROUP VISION **	$4.44	$115.44
*401(K) EMPLOYEE **	$81.12	$2,271.36
401(K) LOAN	$27.12	$705.12
UNITED WAY 2022	$5.00	$130.00
NET PAY	$788.93	$22,489.93

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$6,054.36
Dental - Enhanced Plan - Company Contribution	$5.69	$147.94
401K COMPANY MATCH - PRIOR PAY PERIOD	$43.20	$1,642.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.78
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/23/2022 | Check Number: 99005595)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/13/2022**	**06/19/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	30.00	$960.00	$31,824.00
TIME AND 1/2				$4,680.00
		TOTAL PAY	$960.00	$36,504.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$38.01	$1,725.58
FEDERAL W/H TAX M-05	$0.00	$1,008.62
FICA-HI	$8.89	$403.56

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$7,892.50
*ENHANCED DENTAL **	$26.74	$668.50
*GROUP VISION **	$4.44	$111.00
*401(K) EMPLOYEE **	$57.60	$2,190.24
401(K) LOAN	$27.12	$678.00
UNITED WAY 2022	$5.00	$125.00
NET PAY	$476.50	$21,701.00

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$5,821.50
Dental - Enhanced Plan - Company Contribution	$5.69	$142.25
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.88	$1,599.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.01
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/16/2022 | Check Number: 99005938)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**06/06/2022**	**06/12/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	39.50	$1,264.00	$30,864.00
TIME AND 1/2				$4,680.00
		TOTAL PAY	$1,264.00	$35,544.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$56.86	$1,687.57
FEDERAL W/H TAX M-05	$17.78	$1,008.62
FICA-HI	$13.29	$394.67

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$7,576.80
*ENHANCED DENTAL **	$26.74	$641.76
*GROUP VISION **	$4.44	$106.56
*401(K) EMPLOYEE **	$75.84	$2,132.64
401(K) LOAN	$27.12	$650.88
UNITED WAY 2022	$5.00	$120.00
NET PAY	$721.23	$21,224.50

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$5,588.64
Dental - Enhanced Plan - Company Contribution	$5.69	$136.56
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,542.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.24
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 06/09/2022 | Check Number: 99005781)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/30/2022**	**06/05/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$29,600.00
TIME AND 1/2				$4,680.00
		TOTAL PAY	$1,280.00	$34,280.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$1,630.71
FEDERAL W/H TAX M-05	$20.82	$990.84
FICA-HI	$13.53	$381.38

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$7,261.10
*ENHANCED DENTAL **	$26.74	$615.02
*GROUP VISION **	$4.44	$102.12
*401(K) EMPLOYEE **	$76.80	$2,056.80
401(K) LOAN	$27.12	$623.76
UNITED WAY 2022	$5.00	$115.00
NET PAY	$732.00	$20,503.27

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$5,355.78
Dental - Enhanced Plan - Company Contribution	$5.69	$130.87
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,485.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.47
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 06/02/2022 | Check Number: 99005953)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/23/2022**	**05/29/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$28,320.00
TIME AND 1/2				$4,680.00
		TOTAL PAY	$1,280.00	$33,000.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.86	$1,572.86
FEDERAL W/H TAX M-05	$20.82	$970.02
FICA-HI	$13.53	$367.85

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$6,945.40
*ENHANCED DENTAL **	$26.74	$588.28
*GROUP VISION **	$4.44	$97.68
*401(K) EMPLOYEE **	$76.80	$1,980.00
401(K) LOAN	$27.12	$596.64
UNITED WAY 2022	$5.00	$110.00
NET PAY	$731.99	$19,771.27

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$5,122.92
Dental - Enhanced Plan - Company Contribution	$5.69	$125.18
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$1,427.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.70
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 05/26/2022 | Check Number: 99006162)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/16/2022**	**05/22/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$27,040.00
TIME AND 1/2	48.0000	10.00	$480.00	$4,680.00
		TOTAL PAY	$1,760.00	$31,720.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.61	$1,515.00
FEDERAL W/H TAX M-05	$71.48	$949.20
FICA-HI	$20.50	$354.32

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$6,629.70
*ENHANCED DENTAL **	$26.74	$561.54
*GROUP VISION **	$4.44	$93.24
*401(K) EMPLOYEE **	$105.60	$1,903.20
401(K) LOAN	$27.12	$569.52
UNITED WAY 2022	$5.00	$105.00
NET PAY	$1,095.81	$19,039.28

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$4,890.06
Dental - Enhanced Plan - Company Contribution	$5.69	$119.49
401K COMPANY MATCH - PRIOR PAY PERIOD	$115.92	$1,348.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.93
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 05/19/2022 | Check Number: 99006263)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/09/2022**	**05/15/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$25,760.00
TIME AND 1/2	48.0000	27.00	$1,296.00	$4,200.00
		TOTAL PAY	$2,576.00	$29,960.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$138.21	$1,427.39
FEDERAL W/H TAX M-05	$163.52	$877.72
FICA-HI	$32.32	$333.82

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$6,314.00
*ENHANCED DENTAL **	$26.74	$534.80
*GROUP VISION **	$4.44	$88.80
*401(K) EMPLOYEE **	$154.56	$1,797.60
401(K) LOAN	$27.12	$542.40
UNITED WAY 2022	$5.00	$100.00
NET PAY	$1,708.39	$17,943.47

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$4,657.20
Dental - Enhanced Plan - Company Contribution	$5.69	$113.80
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$1,232.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.16
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 05/12/2022 | Check Number: 99006377)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/02/2022**	**05/08/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$24,480.00
TIME AND 1/2				$2,904.00
		TOTAL PAY	$1,280.00	$27,384.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$1,289.18
FEDERAL W/H TAX M-05	$20.82	$714.20
FICA-HI	$13.53	$301.50

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$5,998.30
*ENHANCED DENTAL **	$26.74	$508.06
*GROUP VISION **	$4.44	$84.36
*401(K) EMPLOYEE **	$76.80	$1,643.04
401(K) LOAN	$27.12	$515.28
UNITED WAY 2022	$5.00	$95.00
NET PAY	$732.00	$16,235.08

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$4,424.34
Dental - Enhanced Plan - Company Contribution	$5.69	$108.11
401K COMPANY MATCH - PRIOR PAY PERIOD	$61.92	$1,174.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.39
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 05/05/2022 | Check Number: 99006528)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/25/2022**	**05/01/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$23,200.00
TIME AND 1/2	48.0000	2.00	$96.00	$2,904.00
		TOTAL PAY	$1,376.00	$26,104.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$63.81	$1,231.33
FEDERAL W/H TAX M-05	$29.85	$693.38
FICA-HI	$14.92	$287.97

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$5,682.60
*ENHANCED DENTAL **	$26.74	$481.32
*GROUP VISION **	$4.44	$79.92
*401(K) EMPLOYEE **	$82.56	$1,566.24
401(K) LOAN	$27.12	$488.16
UNITED WAY 2022	$5.00	$90.00
NET PAY	$805.86	$15,503.08

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$4,191.48
Dental - Enhanced Plan - Company Contribution	$5.69	$102.42
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.76	$1,112.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.62
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/28/2022 | Check Number: 99006650)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/18/2022**	**04/24/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$21,920.00
TIME AND 1/2	48.0000	1.00	$48.00	$2,808.00
		TOTAL PAY	$1,328.00	$24,728.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$60.82	$1,167.52
FEDERAL W/H TAX M-05	$25.34	$663.53
FICA-HI	$14.23	$273.05

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$5,366.90
*ENHANCED DENTAL **	$26.74	$454.58
*GROUP VISION **	$4.44	$75.48
*401(K) EMPLOYEE **	$79.68	$1,483.68
401(K) LOAN	$27.12	$461.04
UNITED WAY 2022	$5.00	$85.00
NET PAY	$768.93	$14,697.22

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$3,958.62
Dental - Enhanced Plan - Company Contribution	$5.69	$96.73
401K COMPANY MATCH - PRIOR PAY PERIOD	$54.72	$1,053.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.85
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/21/2022 | Check Number: 99006757)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/11/2022**	**04/17/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	38.00	$1,216.00	$20,640.00
TIME AND 1/2				$2,760.00
		TOTAL PAY	$1,216.00	$23,400.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$53.89	$1,106.70
FEDERAL W/H TAX M-05	$14.81	$638.19
FICA-HI	$12.60	$258.82

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$5,051.20
*ENHANCED DENTAL **	$26.74	$427.84
*GROUP VISION **	$4.44	$71.04
*401(K) EMPLOYEE **	$72.96	$1,404.00
401(K) LOAN	$27.12	$433.92
UNITED WAY 2022	$5.00	$80.00
NET PAY	$682.74	$13,928.29

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$3,725.76
Dental - Enhanced Plan - Company Contribution	$5.69	$91.04
401K COMPANY MATCH - PRIOR PAY PERIOD	$80.28	$998.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.08
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/14/2022 | Check Number: 99006894)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/04/2022**	**04/10/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$19,424.00
TIME AND 1/2	48.0000	10.50	$504.00	$2,760.00
		TOTAL PAY	$1,784.00	$22,184.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.10	$1,052.81
FEDERAL W/H TAX M-05	$74.19	$623.38
FICA-HI	$20.84	$246.22

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$4,735.50
*ENHANCED DENTAL **	$26.74	$401.10
*GROUP VISION **	$4.44	$66.60
*401(K) EMPLOYEE **	$107.04	$1,331.04
401(K) LOAN	$27.12	$406.80
UNITED WAY 2022	$5.00	$75.00
NET PAY	$1,113.83	$13,245.55

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$3,492.90
Dental - Enhanced Plan - Company Contribution	$5.69	$85.35
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.76	$918.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.31
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 04/07/2022 | Check Number: 99006869)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/28/2022**	**04/03/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$18,144.00
TIME AND 1/2	48.0000	1.00	$48.00	$2,256.00
		TOTAL PAY	$1,328.00	$20,400.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$60.83	$963.71
FEDERAL W/H TAX M-05	$25.34	$549.19
FICA-HI	$14.22	$225.38

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$4,419.80
*ENHANCED DENTAL **	$26.74	$374.36
*GROUP VISION **	$4.44	$62.16
*401(K) EMPLOYEE **	$79.68	$1,224.00
401(K) LOAN	$27.12	$379.68
UNITED WAY 2022	$5.00	$70.00
NET PAY	$768.93	$12,131.72

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$3,260.04
Dental - Enhanced Plan - Company Contribution	$5.69	$79.66
401K COMPANY MATCH - PRIOR PAY PERIOD	$82.44	$858.24

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.54
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/31/2022 | Check Number: 99006865)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/21/2022**	**03/27/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$16,864.00
TIME AND 1/2	48.0000	11.50	$552.00	$2,208.00
		TOTAL PAY	$1,832.00	$19,072.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$92.08	$902.88
FEDERAL W/H TAX M-05	$79.60	$523.85
FICA-HI	$21.54	$211.16

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$4,104.10
*ENHANCED DENTAL **	$26.74	$347.62
*GROUP VISION **	$4.44	$57.72
*401(K) EMPLOYEE **	$109.92	$1,144.32
401(K) LOAN	$27.12	$352.56
UNITED WAY 2022	$5.00	$65.00
NET PAY	$1,149.86	$11,362.79

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$3,027.18
Dental - Enhanced Plan - Company Contribution	$5.69	$73.97
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$775.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.77
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/24/2022 | Check Number: 99007026)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/14/2022**	**03/20/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$15,584.00
TIME AND 1/2				$1,656.00
		TOTAL PAY	$1,280.00	$17,240.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$810.80
FEDERAL W/H TAX M-05	$20.82	$444.25
FICA-HI	$13.53	$189.62

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$3,788.40
*ENHANCED DENTAL **	$26.74	$320.88
*GROUP VISION **	$4.44	$53.28
*401(K) EMPLOYEE **	$76.80	$1,034.40
401(K) LOAN	$27.12	$325.44
UNITED WAY 2022	$5.00	$60.00
NET PAY	$732.00	$10,212.93

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$2,794.32
Dental - Enhanced Plan - Company Contribution	$5.69	$68.28
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.88	$718.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.00
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 03/17/2022 | Check Number: 99006921)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/07/2022**	**03/13/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	39.50	$1,264.00	$14,304.00
TIME AND 1/2				$1,656.00
		TOTAL PAY	$1,264.00	$15,960.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$56.86	$752.95
FEDERAL W/H TAX M-05	$19.32	$423.43
FICA-HI	$13.30	$176.09

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$3,472.70
*ENHANCED DENTAL **	$26.74	$294.14
*GROUP VISION **	$4.44	$48.84
*401(K) EMPLOYEE **	$75.84	$957.60
401(K) LOAN	$27.12	$298.32
UNITED WAY 2022	$5.00	$55.00
NET PAY	$719.68	$9,480.93

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$2,561.46
Dental - Enhanced Plan - Company Contribution	$5.69	$62.59
401K COMPANY MATCH - PRIOR PAY PERIOD	$105.12	$661.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.23
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/10/2022 | Check Number: 99007064)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/28/2022**	**03/06/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$13,040.00
TIME AND 1/2	48.0000	22.00	$1,056.00	$1,656.00
		TOTAL PAY	$2,336.00	$14,696.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.33	$696.09
FEDERAL W/H TAX M-05	$136.45	$404.11
FICA-HI	$28.84	$162.79

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$3,157.00
*ENHANCED DENTAL **	$26.74	$267.40
*GROUP VISION **	$4.44	$44.40
*401(K) EMPLOYEE **	$140.16	$881.76
401(K) LOAN	$27.12	$271.20
UNITED WAY 2022	$5.00	$50.00
NET PAY	$1,528.22	$8,761.25

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$2,328.60
Dental - Enhanced Plan - Company Contribution	$5.69	$56.90
401K COMPANY MATCH - PRIOR PAY PERIOD	$58.68	$556.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.46
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/03/2022 | Check Number: 99007096)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/21/2022**	**02/27/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$11,760.00
TIME AND 1/2	48.0000	0.50	$24.00	$600.00
		TOTAL PAY	$1,304.00	$12,360.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$59.34	$572.76
FEDERAL W/H TAX M-05	$23.08	$267.66
FICA-HI	$13.88	$133.95

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$2,841.30
*ENHANCED DENTAL **	$26.74	$240.66
*GROUP VISION **	$4.44	$39.96
*401(K) EMPLOYEE **	$78.24	$741.60
401(K) LOAN	$27.12	$244.08
UNITED WAY 2022	$5.00	$45.00
NET PAY	$750.46	$7,233.03

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$2,095.74
Dental - Enhanced Plan - Company Contribution	$5.69	$51.21
401K COMPANY MATCH - PRIOR PAY PERIOD	$55.44	$497.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.69
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/24/2022 | Check Number: 99007163)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/14/2022**	**02/20/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	38.50	$1,232.00	$10,480.00
TIME AND 1/2				$576.00
		TOTAL PAY	$1,232.00	$11,056.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.88	$513.42
FEDERAL W/H TAX M-05	$16.31	$244.58
FICA-HI	$12.83	$120.07

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$2,525.60
*ENHANCED DENTAL **	$26.74	$213.92
*GROUP VISION **	$4.44	$35.52
*401(K) EMPLOYEE **	$73.92	$663.36
401(K) LOAN	$27.12	$216.96
UNITED WAY 2022	$5.00	$40.00
NET PAY	$695.06	$6,482.57

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$1,862.88
Dental - Enhanced Plan - Company Contribution	$5.69	$45.52
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.20	$442.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.92
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/17/2022 | Check Number: 99007159)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/07/2022**	**02/13/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$9,248.00
TIME AND 1/2	48.0000	10.00	$480.00	$576.00
		TOTAL PAY	$1,760.00	$9,824.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.61	$458.54
FEDERAL W/H TAX M-05	$71.48	$228.27
FICA-HI	$20.49	$107.24

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$2,209.90
*ENHANCED DENTAL **	$26.74	$187.18
*GROUP VISION **	$4.44	$31.08
*401(K) EMPLOYEE **	$105.60	$589.44
401(K) LOAN	$27.12	$189.84
UNITED WAY 2022	$5.00	$35.00
NET PAY	$1,095.82	$5,787.51

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$1,630.02
Dental - Enhanced Plan - Company Contribution	$5.69	$39.83
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$362.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.15
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 02/10/2022 | Check Number: 99007183)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/31/2022**	**02/06/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$7,968.00
TIME AND 1/2				$96.00
		TOTAL PAY	$1,280.00	$8,064.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$370.93
FEDERAL W/H TAX M-05	$20.82	$156.79
FICA-HI	$13.53	$86.75

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$1,894.20
*ENHANCED DENTAL **	$26.74	$160.44
*GROUP VISION **	$4.44	$26.64
*401(K) EMPLOYEE **	$76.80	$483.84
401(K) LOAN	$27.12	$162.72
UNITED WAY 2022	$5.00	$30.00
NET PAY	$732.00	$4,691.69

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$1,397.16
Dental - Enhanced Plan - Company Contribution	$5.69	$34.14
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.16	$305.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.38
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/03/2022 | Check Number: 99007295)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/24/2022**	**01/30/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	39.00	$1,248.00	$6,688.00
TIME AND 1/2				$96.00
		TOTAL PAY	$1,248.00	$6,784.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$55.87	$313.08
FEDERAL W/H TAX M-05	$17.82	$135.97
FICA-HI	$13.07	$73.22

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$1,578.50
*ENHANCED DENTAL **	$26.74	$133.70
*GROUP VISION **	$4.44	$22.20
*401(K) EMPLOYEE **	$74.88	$407.04
401(K) LOAN	$27.12	$135.60
UNITED WAY 2022	$5.00	$25.00
NET PAY	$707.36	$3,959.69

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$1,164.30
Dental - Enhanced Plan - Company Contribution	$5.69	$28.45
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$249.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.61
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/27/2022 | Check Number: 99007431)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/17/2022**	**01/23/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$5,440.00
TIME AND 1/2				$96.00
		TOTAL PAY	$1,280.00	$5,536.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.86	$257.21
FEDERAL W/H TAX M-05	$20.82	$118.15
FICA-HI	$13.53	$60.15

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$1,262.80
*ENHANCED DENTAL **	$26.74	$106.96
*GROUP VISION **	$4.44	$17.76
*401(K) EMPLOYEE **	$76.80	$332.16
401(K) LOAN	$27.12	$108.48
UNITED WAY 2022	$5.00	$20.00
NET PAY	$731.99	$3,252.33

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$931.44
Dental - Enhanced Plan - Company Contribution	$5.69	$22.76
401K COMPANY MATCH - PRIOR PAY PERIOD	$61.92	$191.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.84
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 01/20/2022 | Check Number: 99007540)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/10/2022**	**01/16/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$4,160.00
TIME AND 1/2	48.0000	0.50	$24.00	$96.00
TIME AND 1/2	48.0000	1.50	$72.00	$96.00
		TOTAL PAY	$1,304.00	$4,256.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$59.34	$199.35
FEDERAL W/H TAX M-05	$23.08	$97.33
FICA-HI	$13.88	$46.62

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$947.10
*ENHANCED DENTAL **	$26.74	$80.22
*GROUP VISION **	$4.44	$13.32
*401(K) EMPLOYEE **	$78.24	$255.36
401(K) LOAN	$27.12	$81.36
UNITED WAY 2022	$5.00	$15.00
NET PAY	$750.46	$2,520.34

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$698.58
Dental - Enhanced Plan - Company Contribution	$5.69	$17.07
401K COMPANY MATCH - PRIOR PAY PERIOD	$72.00	$129.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.07
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 01/13/2022 | Check Number: 99007457)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/03/2022**	**01/09/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	50.00	$1,600.00	$2,880.00
		TOTAL PAY	$1,600.00	$2,880.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$77.70	$135.55
FEDERAL W/H TAX M-05	$53.43	$74.25
FICA-HI	$18.17	$31.70

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$631.40
*ENHANCED DENTAL **	$26.74	$53.48
*GROUP VISION **	$4.44	$8.88
*401(K) EMPLOYEE **	$96.00	$172.80
401(K) LOAN	$27.12	$54.24
UNITED WAY 2022	$5.00	$10.00
NET PAY	$975.70	$1,707.70

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$465.72
Dental - Enhanced Plan - Company Contribution	$5.69	$11.38
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$57.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.30
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

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SAN ANTONIO TX 78224
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Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 01/06/2022 | Check Number: 99006663)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/27/2021**	**01/02/2022**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$1,280.00
		TOTAL PAY	$1,280.00	$1,280.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.85	$57.85
FEDERAL W/H TAX M-05	$20.82	$20.82
FICA-HI	$13.53	$13.53

Deductions:

Description	Current	Year To Date
*PPO ENHANCED **	$315.70	$315.70
*ENHANCED DENTAL **	$26.74	$26.74
*GROUP VISION **	$4.44	$4.44
*401(K) EMPLOYEE **	$76.80	$76.80
401(K) LOAN	$27.12	$27.12
UNITED WAY 2020	$5.00	$5.00
NET PAY	$732.00	$732.00

Memos:

Description	Current Amount	YTDAmount
PPO ENHANCED CO	$232.86	$232.86
Dental - Enhanced Plan - Company Contribution	$5.69	$5.69
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.53
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

EXHIBIT

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ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]3483	**111479**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99002058)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/15/2023**	**05/21/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	33.0000	40.00	$1,320.00	$25,324.00
TIME AND 1/2	49.5000	19.00	$940.50	$7,276.50
VACATION-HRLY				$384.00
		TOTAL PAY	$2,260.50	$32,984.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$138.22	$2,004.44
FEDERAL W/H TAX M-05	$159.01	$1,795.40
FICA-HI	$32.32	$468.78

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$561.54
ACCIDENT PLAN	$5.41	$113.61
*GROUP VISION **	$4.44	$93.24
ACCIDENTAL D&D	$0.85	$17.85
VOLUNT LIFE EE	$1.05	$22.05
VOLUNT LIFE CH	$0.52	$10.92
*401(K) EMPLOYEE **	$135.63	$1,979.07
401(K) LOAN	$27.12	$569.52
NET PAY	$1,729.19	$25,348.08

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$119.49
401K COMPANY MATCH - PRIOR PAY PERIOD	$53.46	$1,382.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.20
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99002056)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/08/2023**	**05/14/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	33.0000	36.00	$1,188.00	$24,004.00
TIME AND 1/2				$6,336.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,188.00	$30,724.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.72	$1,866.22
FEDERAL W/H TAX M-05	$38.75	$1,636.39
FICA-HI	$16.78	$436.46

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$534.80
ACCIDENT PLAN	$5.41	$108.20
*GROUP VISION **	$4.44	$88.80
ACCIDENTAL D&D	$0.85	$17.00
VOLUNT LIFE EE	$1.05	$21.00
VOLUNT LIFE CH	$0.52	$10.40
*401(K) EMPLOYEE **	$71.28	$1,843.44
401(K) LOAN	$27.12	$542.40
NET PAY	$923.34	$23,618.89

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$113.80
401K COMPANY MATCH - PRIOR PAY PERIOD	$51.84	$1,329.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.43
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99002277)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**05/01/2023**	**05/07/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	36.00	$1,152.00	$22,816.00
TIME AND 1/2				$6,336.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,152.00	$29,536.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.49	$1,794.50
FEDERAL W/H TAX M-05	$35.36	$1,597.64
FICA-HI	$16.25	$419.68

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$508.06
ACCIDENT PLAN	$5.41	$102.79
*GROUP VISION **	$4.44	$84.36
ACCIDENTAL D&D	$0.85	$16.15
VOLUNT LIFE EE	$1.05	$19.95
VOLUNT LIFE CH	$0.52	$9.88
*401(K) EMPLOYEE **	$69.12	$1,772.16
401(K) LOAN	$27.12	$515.28
NET PAY	$895.65	$22,695.55

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$108.11
401K COMPANY MATCH - PRIOR PAY PERIOD	$70.56	$1,277.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.66
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99002260)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/24/2023**	**04/30/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$21,664.00
TIME AND 1/2	48.0000	6.00	$288.00	$6,336.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,568.00	$28,384.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.28	$1,725.01
FEDERAL W/H TAX M-05	$80.90	$1,562.28
FICA-HI	$22.28	$403.43

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$481.32
ACCIDENT PLAN	$5.41	$97.38
*GROUP VISION **	$4.44	$79.92
ACCIDENTAL D&D	$0.85	$15.30
VOLUNT LIFE EE	$1.05	$18.90
VOLUNT LIFE CH	$0.52	$9.36
*401(K) EMPLOYEE **	$94.08	$1,703.04
401(K) LOAN	$27.12	$488.16
NET PAY	$1,209.33	$21,799.90

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$102.42
401K COMPANY MATCH - PRIOR PAY PERIOD	$51.84	$1,206.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.89
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99002275)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/17/2023**	**04/23/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	36.00	$1,152.00	$20,384.00
TIME AND 1/2				$6,048.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,152.00	$26,816.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.49	$1,629.73
FEDERAL W/H TAX M-05	$35.36	$1,481.38
FICA-HI	$16.26	$381.15

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$454.58
ACCIDENT PLAN	$5.41	$91.97
*GROUP VISION **	$4.44	$75.48
ACCIDENTAL D&D	$0.85	$14.45
VOLUNT LIFE EE	$1.05	$17.85
VOLUNT LIFE CH	$0.52	$8.84
*401(K) EMPLOYEE **	$69.12	$1,608.96
401(K) LOAN	$27.12	$461.04
NET PAY	$895.64	$20,590.57

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$96.73
401K COMPANY MATCH - PRIOR PAY PERIOD	$74.88	$1,154.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.12
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99002295)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/10/2023**	**04/16/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$19,232.00
TIME AND 1/2	48.0000	8.00	$384.00	$6,048.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,664.00	$25,664.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.24	$1,560.24
FEDERAL W/H TAX M-05	$91.73	$1,446.02
FICA-HI	$23.67	$364.89

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$427.84
ACCIDENT PLAN	$5.41	$86.56
*GROUP VISION **	$4.44	$71.04
ACCIDENTAL D&D	$0.85	$13.60
VOLUNT LIFE EE	$1.05	$16.80
VOLUNT LIFE CH	$0.52	$8.32
*401(K) EMPLOYEE **	$99.84	$1,539.84
401(K) LOAN	$27.12	$433.92
NET PAY	$1,281.39	$19,694.93

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$91.04
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.88	$1,080.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.35
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/13/2023 | Check Number: 99002327)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**04/03/2023**	**04/09/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	39.50	$1,264.00	$17,952.00
TIME AND 1/2				$5,664.00
VACATION-HRLY				$384.00
		TOTAL PAY	$1,264.00	$24,000.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$76.43	$1,459.00
FEDERAL W/H TAX M-05	$46.61	$1,354.29
FICA-HI	$17.88	$341.22

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$401.10
ACCIDENT PLAN	$5.41	$81.15
*GROUP VISION **	$4.44	$66.60
ACCIDENTAL D&D	$0.85	$12.75
VOLUNT LIFE EE	$1.05	$15.75
VOLUNT LIFE CH	$0.52	$7.80
*401(K) EMPLOYEE **	$75.84	$1,440.00
401(K) LOAN	$27.12	$406.80
NET PAY	$981.11	$18,413.54

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$85.35
401K COMPANY MATCH - PRIOR PAY PERIOD	$111.60	$1,023.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.58
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 04/06/2023 | Check Number: 99002355)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/27/2023**	**04/02/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$16,688.00
TIME AND 1/2	48.0000	25.00	$1,200.00	$5,664.00
VACATION-HRLY				$384.00
		TOTAL PAY	$2,480.00	$22,736.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$151.83	$1,382.57
FEDERAL W/H TAX M-05	$183.77	$1,307.68
FICA-HI	$35.51	$323.34

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$374.36
ACCIDENT PLAN	$5.41	$75.74
*GROUP VISION **	$4.44	$62.16
ACCIDENTAL D&D	$0.85	$11.90
VOLUNT LIFE EE	$1.05	$14.70
VOLUNT LIFE CH	$0.52	$7.28
*401(K) EMPLOYEE **	$148.80	$1,364.16
401(K) LOAN	$27.12	$379.68
NET PAY	$1,893.96	$17,432.43

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$79.66
401K COMPANY MATCH - PRIOR PAY PERIOD	$51.84	$911.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.81
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 03/30/2023 | Check Number: 99002584)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/20/2023**	**03/26/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	24.00	$768.00	$15,408.00
TIME AND 1/2				$4,464.00
VACATION-HRLY	32.0000	12.00	$384.00	$384.00
		TOTAL PAY	$1,152.00	$20,256.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.49	$1,230.74
FEDERAL W/H TAX M-05	$35.36	$1,123.91
FICA-HI	$16.25	$287.83

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$347.62
ACCIDENT PLAN	$5.41	$70.33
*GROUP VISION **	$4.44	$57.72
ACCIDENTAL D&D	$0.85	$11.05
VOLUNT LIFE EE	$1.05	$13.65
VOLUNT LIFE CH	$0.52	$6.76
*401(K) EMPLOYEE **	$69.12	$1,215.36
401(K) LOAN	$27.12	$352.56
NET PAY	$895.65	$15,538.47

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$73.97
401K COMPANY MATCH - PRIOR PAY PERIOD	$74.88	$859.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.04
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 03/23/2023 | Check Number: 99002308)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/13/2023**	**03/19/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$14,640.00
TIME AND 1/2	48.0000	8.00	$384.00	$4,464.00
		TOTAL PAY	$1,664.00	$19,104.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.23	$1,161.25
FEDERAL W/H TAX M-05	$91.73	$1,088.55
FICA-HI	$23.67	$271.58

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$320.88
ACCIDENT PLAN	$5.41	$64.92
*GROUP VISION **	$4.44	$53.28
ACCIDENTAL D&D	$0.85	$10.20
VOLUNT LIFE EE	$1.05	$12.60
VOLUNT LIFE CH	$0.52	$6.24
*401(K) EMPLOYEE **	$99.84	$1,146.24
401(K) LOAN	$27.12	$325.44
NET PAY	$1,281.40	$14,642.82

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$68.28
401K COMPANY MATCH - PRIOR PAY PERIOD	$92.16	$784.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.27
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 03/16/2023 | Check Number: 99002292)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**03/06/2023**	**03/12/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$13,360.00
TIME AND 1/2	48.0000	16.00	$768.00	$4,080.00
		TOTAL PAY	$2,048.00	$17,440.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$125.05	$1,060.02
FEDERAL W/H TAX M-05	$135.04	$996.82
FICA-HI	$29.25	$247.91

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$294.14
ACCIDENT PLAN	$5.41	$59.51
*GROUP VISION **	$4.44	$48.84
ACCIDENTAL D&D	$0.85	$9.35
VOLUNT LIFE EE	$1.05	$11.55
VOLUNT LIFE CH	$0.52	$5.72
*401(K) EMPLOYEE **	$122.88	$1,046.40
401(K) LOAN	$27.12	$298.32
NET PAY	$1,569.65	$13,361.42

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$62.59
401K COMPANY MATCH - PRIOR PAY PERIOD	$70.56	$692.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.50
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/09/2023 | Check Number: 99002236)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/27/2023**	**03/05/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$12,080.00
TIME AND 1/2	48.0000	6.00	$288.00	$3,312.00
		TOTAL PAY	$1,568.00	$15,392.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.28	$934.97
FEDERAL W/H TAX M-05	$80.90	$861.78
FICA-HI	$22.28	$218.66

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$267.40
ACCIDENT PLAN	$5.41	$54.10
*GROUP VISION **	$4.44	$44.40
ACCIDENTAL D&D	$0.85	$8.50
VOLUNT LIFE EE	$1.05	$10.50
VOLUNT LIFE CH	$0.52	$5.20
*401(K) EMPLOYEE **	$94.08	$923.52
401(K) LOAN	$27.12	$271.20
NET PAY	$1,209.33	$11,791.77

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$56.90
401K COMPANY MATCH - PRIOR PAY PERIOD	$51.84	$622.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.73
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 03/02/2023 | Check Number: 99002244)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/20/2023**	**02/26/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	36.00	$1,152.00	$10,800.00
TIME AND 1/2				$3,024.00
		TOTAL PAY	$1,152.00	$13,824.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.49	$839.69
FEDERAL W/H TAX M-05	$35.36	$780.88
FICA-HI	$16.25	$196.38

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$240.66
ACCIDENT PLAN	$5.41	$48.69
*GROUP VISION **	$4.44	$39.96
ACCIDENTAL D&D	$0.85	$7.65
VOLUNT LIFE EE	$1.05	$9.45
VOLUNT LIFE CH	$0.52	$4.68
*401(K) EMPLOYEE **	$69.12	$829.44
401(K) LOAN	$27.12	$244.08
NET PAY	$895.65	$10,582.44

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$51.21
401K COMPANY MATCH - PRIOR PAY PERIOD	$152.64	$570.24

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.96
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/23/2023 | Check Number: 99002251)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/13/2023**	**02/19/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$9,648.00
TIME AND 1/2	48.0000	44.00	$2,112.00	$3,024.00
		TOTAL PAY	$3,392.00	$12,672.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$208.37	$770.20
FEDERAL W/H TAX M-05	$360.55	$745.52
FICA-HI	$48.73	$180.13

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$213.92
ACCIDENT PLAN	$5.41	$43.28
*GROUP VISION **	$4.44	$35.52
ACCIDENTAL D&D	$0.85	$6.80
VOLUNT LIFE EE	$1.05	$8.40
VOLUNT LIFE CH	$0.52	$4.16
*401(K) EMPLOYEE **	$203.52	$760.32
401(K) LOAN	$27.12	$216.96
NET PAY	$2,504.70	$9,686.79

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$45.52
401K COMPANY MATCH - PRIOR PAY PERIOD	$43.20	$417.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.19
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/16/2023 | Check Number: 99002224)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**02/06/2023**	**02/12/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	30.00	$960.00	$8,368.00
TIME AND 1/2				$912.00
		TOTAL PAY	$960.00	$9,280.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.59	$561.83
FEDERAL W/H TAX M-05	$17.31	$384.97
FICA-HI	$13.47	$131.40

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$187.18
ACCIDENT PLAN	$5.41	$37.87
*GROUP VISION **	$4.44	$31.08
ACCIDENTAL D&D	$0.85	$5.95
VOLUNT LIFE EE	$1.05	$7.35
VOLUNT LIFE CH	$0.52	$3.64
*401(K) EMPLOYEE **	$57.60	$556.80
401(K) LOAN	$27.12	$189.84
NET PAY	$747.90	$7,182.09

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$39.83
401K COMPANY MATCH - PRIOR PAY PERIOD	$74.88	$374.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.42
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 02/09/2023 | Check Number: 99002190)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/30/2023**	**02/05/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$7,408.00
TIME AND 1/2	48.0000	8.00	$384.00	$912.00
		TOTAL PAY	$1,664.00	$8,320.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.23	$504.24
FEDERAL W/H TAX M-05	$91.73	$367.66
FICA-HI	$23.68	$117.93

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$160.44
ACCIDENT PLAN	$5.41	$32.46
*GROUP VISION **	$4.44	$26.64
ACCIDENTAL D&D	$0.85	$5.10
VOLUNT LIFE EE	$1.05	$6.30
VOLUNT LIFE CH	$0.52	$3.12
*401(K) EMPLOYEE **	$99.84	$499.20
401(K) LOAN	$27.12	$162.72
NET PAY	$1,281.39	$6,434.19

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$34.14
401K COMPANY MATCH - PRIOR PAY PERIOD	$57.60	$299.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.65
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 02/02/2023 | Check Number: 99002255)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/23/2023**	**01/29/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$6,128.00
TIME AND 1/2				$528.00
		TOTAL PAY	$1,280.00	$6,656.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$77.43	$403.01
FEDERAL W/H TAX M-05	$48.41	$275.93
FICA-HI	$18.11	$94.25

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$133.70
ACCIDENT PLAN	$5.41	$27.05
*GROUP VISION **	$4.44	$22.20
ACCIDENTAL D&D	$0.85	$4.25
VOLUNT LIFE EE	$1.05	$5.25
VOLUNT LIFE CH	$0.52	$2.60
*401(K) EMPLOYEE **	$76.80	$399.36
401(K) LOAN	$27.12	$135.60
NET PAY	$993.12	$5,152.80

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$28.45
401K COMPANY MATCH - PRIOR PAY PERIOD	$43.20	$241.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.88
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/26/2023 | Check Number: 99002218)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/16/2023**	**01/22/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	30.00	$960.00	$4,848.00
TIME AND 1/2				$528.00
		TOTAL PAY	$960.00	$5,376.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.59	$325.58
FEDERAL W/H TAX M-05	$17.31	$227.52
FICA-HI	$13.46	$76.14

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$106.96
ACCIDENT PLAN	$5.41	$21.64
*GROUP VISION **	$4.44	$17.76
ACCIDENTAL D&D	$0.85	$3.40
VOLUNT LIFE EE	$1.05	$4.20
VOLUNT LIFE CH	$0.52	$2.08
*401(K) EMPLOYEE **	$57.60	$322.56
401(K) LOAN	$27.12	$108.48
NET PAY	$747.91	$4,159.68

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$22.76
401K COMPANY MATCH - PRIOR PAY PERIOD	$81.36	$198.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.11
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/19/2023 | Check Number: 99002217)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/09/2023**	**01/15/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$3,888.00
TIME AND 1/2	48.0000	11.00	$528.00	$528.00
		TOTAL PAY	$1,808.00	$4,416.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$110.16	$267.99
FEDERAL W/H TAX M-05	$107.97	$210.21
FICA-HI	$25.77	$62.68

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$80.22
ACCIDENT PLAN	$5.41	$16.23
*GROUP VISION **	$4.44	$13.32
ACCIDENTAL D&D	$0.85	$2.55
VOLUNT LIFE EE	$1.05	$3.15
VOLUNT LIFE CH	$0.52	$1.56
*401(K) EMPLOYEE **	$108.48	$264.96
401(K) LOAN	$27.12	$81.36
NET PAY	$1,389.49	$3,411.77

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$17.07
401K COMPANY MATCH - PRIOR PAY PERIOD	$58.32	$117.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.34
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]8483	**111479**

Payment Details (Pay Date: 01/12/2023 | Check Number: 99002231)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**01/02/2023**	**01/08/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.50	$1,296.00	$2,608.00
		TOTAL PAY	$1,296.00	$2,608.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$78.42	$157.83
FEDERAL W/H TAX M-05	$50.22	$102.24
FICA-HI	$18.34	$36.91

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$53.48
ACCIDENT PLAN	$5.41	$10.82
*GROUP VISION **	$4.44	$8.88
ACCIDENTAL D&D	$0.85	$1.70
VOLUNT LIFE EE	$1.05	$2.10
VOLUNT LIFE CH	$0.52	$1.04
*401(K) EMPLOYEE **	$77.76	$156.48
401(K) LOAN	$27.12	$54.24
NET PAY	$1,005.13	$2,022.28

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$11.38
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.04	$59.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.57
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
ESPINO, ALBERT S	**HB01**	[redacted]**8483**	**111479**

Payment Details (Pay Date: 01/05/2023 | Check Number: 99002220)

Name:	Company:	Period Start:	Period End:	Job#:
ESPINO, ALBERT S	**HB01**	**12/26/2022**	**01/01/2023**	**111479**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	41.00	$1,312.00	$1,312.00
		TOTAL PAY	$1,312.00	$1,312.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$79.41	$79.41
FEDERAL W/H TAX M-05	$52.02	$52.02
FICA-HI	$18.57	$18.57

Deductions:

Description	Current	Year To Date
*ENHANCED DENTAL **	$26.74	$26.74
ACCIDENT PLAN	$5.41	$5.41
*GROUP VISION **	$4.44	$4.44
ACCIDENTAL D&D	$0.85	$0.85
VOLUNT LIFE EE	$1.05	$1.05
VOLUNT LIFE CH	$0.52	$0.52
*401(K) EMPLOYEE **	$78.72	$78.72
401(K) LOAN	$27.12	$27.12
NET PAY	$1,017.15	$1,017.15

Memos:

Description	Current Amount	YTDAmount
Dental - Enhanced Plan - Company Contribution	$5.69	$5.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.80
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

EXHIBIT

239

ZHI Employee History [redacted]4732 ESPINO, ALBERT S

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 1209 E LEE

KINGSVILLE TX 78363

DOB: [redacted] Sex: M Veteran: N Eth-Origin: Hispanic/L Yrs-of-Service: 06

Orig-Hire-DT: 10-18-2000 Cont-Emply-DT: 02-06-2019 Adj-Serv-DT:

Last-Day-Wkd: 05-19-2023 Last-W/E-Prcd: 05-21-2023 Paid-Thru: 05-21-2023

Accrued-Vacation: 33.20 Eligible-Vacation: 33.20

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
444	11147901	00787	00	05-19-2023	Dscg-Tardiness	460732	1	33.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-2		
444	11147901	00787	00	05-08-2023	Increase-Merit	460732	1	33.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-2		
444	11147901	00787	00	04-21-2021	Rehire	460731	1	32.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	11147901	00567	00	02-02-2021	Dscg-Safety-Related	460731	1	32.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	11147901	00567	00	11-23-2020	Increase-Merit	460731	1	32.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	11147901	00567	00	08-31-2020	Decrease-Other	460731	1	31.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	11147901	00567	00	02-06-2019	Rehire	460731	1	32.0000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00828101	00569	00	12-29-2008	Rehire	460731	1	25.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00828101	00569	00	05-07-2009	Reduction-of-Force	460731	1	25.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00740201	06215	00	12-28-2008	Othr-Adm-J/B-Change	460731	1	25.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00740201	06215	00	12-15-2008	Decrease-Other	460731	1	25.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00740201	06215	00	09-08-2008	Increase-Merit	460731	1	27.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00740201	06215	00	06-30-2008	Increase-Merit	460731	1	25.5000
MAINT PROCESS						ELECTRICIAN NCCER PLUS-1		
444	00740201	06215	00	05-05-2008	Decrease-Other	460701	1	25.0000
MAINT PROCESS						ELECTRICIAN I		
444	00740201	06215	00	03-17-2008	Increase-Merit	460701	1	27.0000
MAINT PROCESS						ELECTRICIAN I		
444	00740201	06215	00	11-07-2007	Rehire	460701	1	25.0000
MAINT PROCESS						ELECTRICIAN I		

444 00703901 00512 00 10-25-2006 Reduction-of-Force 485401 1 18.5000
MAINT PROCESS HELPER 1
444 00703901 00512 00 09-25-2006 Increase-Merit 485401 1 18.5000
MAINT PROCESS HELPER 1
444 00703901 00512 00 09-22-2006 Rehire 485401 1 15.7900
MAINT PROCESS HELPER 1
443 00539001 00868 00 02-08-2002 Reduction-of-Force 460701 1 16.5000
INDUS/PROCESS ELECTRICIAN I
443 00539001 00868 00 12-17-2001 Rehire 460701 1 16.5000
INDUS/PROCESS ELECTRICIAN I
430 00521001 03142 00 05-31-2001 Reduction-of-Force 480701 1 10.0000
INDUS/POWER HELPER, ELECTRICAL
430 00521001 03142 00 04-02-2001 Rehire 480701 1 10.0000
INDUS/POWER HELPER, ELECTRICAL

444 00486501 02994 00 03-29-2001 Reduction-of-Force 480706 1 13.7500
MAINT PROCESS HELPER, ELECTRICIAN 1

444 00486501 02994 00 10-18-2000 New Hire 480706 1 13.7500
MAINT PROCESS HELPER, ELECTRICIAN 1

EXHIBIT

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ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MOSLEY, JUVIE	**HB01**	[redacted]**1366**	**114000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99012502)

Name:	Company:	Period Start:	Period End:	Job#:
MOSLEY, JUVIE	**HB01**	**08/21/2023**	**08/27/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.5000	35.00	$857.50	$2,572.50
TIME AND 1/2				$147.00
		TOTAL PAY	$857.50	$2,719.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$53.17	$168.61
FICA-HI	$12.43	$39.43
LOUISIANA S-00	$24.44	$79.70

Deductions:

Description	Current	Year To Date
NET PAY	$767.46	$2,431.76

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MOSLEY, JUVIE	**HB01**	[redacted]**1366**	**114000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99012907)

Name:	Company:	Period Start:	Period End:	Job#:
MOSLEY, JUVIE	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.5000	30.00	$735.00	$1,715.00
TIME AND 1/2				$147.00
		TOTAL PAY	$735.00	$1,862.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$45.57	$115.44
FICA-HI	$10.66	$27.00
LOUISIANA S-00	$20.15	$55.26

Deductions:

Description	Current	Year To Date
NET PAY	$658.62	$1,664.30

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MOSLEY, JUVIE	**HB01**	[redacted]**1366**	**114000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99013053)

Name:	Company:	Period Start:	Period End:	Job#:
MOSLEY, JUVIE	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	24.5000	40.00	$980.00	$980.00
TIME AND 1/2	36.7500	4.00	$147.00	$147.00
		TOTAL PAY	$1,127.00	$1,127.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.87	$69.87
FICA-HI	$16.34	$16.34
LOUISIANA S-00	$35.11	$35.11

Deductions:

Description	Current	Year To Date
NET PAY	$1,005.68	$1,005.68

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

241

ZHI Employee History [redacted]4734 MOSLEY, JUVIE

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 319 RUFF ST

MACON MS 39341

DOB: [redacted] Sex: M Veteran: N Eth-Origin: Black(Not Yrs-of-Service: 00

Orig-Hire-DT: 08-07-2023 Cont-Emply-DT: 08-07-2023 Adj-Serv-DT:

Last-Day-Wkd: 08-25-2023 Last-W/E-Prcd: 08-27-2023 Paid-Thru: 08-27-2023

Accrued-Vacation: .00 Eligible-Vacation: .00

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	05802	00	08-25-2023	Dscg-Absenteeism	482004	1	24.5000
INDUS/POWER						HELPER, MILLWRIGHT 2		
430	11400001	05802	00	08-07-2023	New Hire	482004	1	24.5000
INDUS/POWER						HELPER, MILLWRIGHT 2		

EXHIBIT

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EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address:

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME MOSLEY,JUVIE JOB & BADGE NO. 114000 01 05802

OCCUPATION HELPER, MILLWRIGHT 482004 S.S. NO. [redacted]

LAST DAY WORKED 8-25-2023 HOURS WORKED 5.5 E.I.N. [redacted]1366

* QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☑ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☐ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Employee Violated Attendance Policy. Employee E/O on 8-25-2023 at 11:00AM hasn't returned to work till present day 9-1-2023.

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☒ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☒ Does not meet expectations	☐ Meets expectations	☐ Exceeds expectations
SKILL RATING	☒ Poor ☐ Fair	☐ Good	☐ Excellent
REHIRE	☐ Not Recommended for rehire	☐ Recommended for rehire	☐ Highly recommended for rehire
	☒ Not Recommended for rehire at this job		

SUPERVISOR Osvaldo Lazo (PRINT NAME)

FOREMAN NO. _____

DATE FORM COMPLETED 9/1/2023

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

EXHIBIT

243

KZJV LLC
PLNG Project

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 08/02/2023

Employee Name (print): JUVIE MOSLEY

Employee Signature (sign): Juvie Mosley

Employee Identification # [redacted]1366

PLNG Site Violation Accountability Process

Absentee Policy

- An unexcused absence is a non-planned, non-approved absence from work.
- An excused absence is a pre-planned, pre-approved absence from work, with the exception of an emergency situation or other situations beyond the employee's control. As much advance notice as possible must be given to your supervisor. A time off form will be submitted to your supervisor for written approval.
- Three (3) unexcused absences for scheduled workdays within a 60 day time period will result in termination.
- Three (3) days of consecutive unexcused absences will result in immediate termination
- Two (2) unexcused tardies or late arrivals are equal to one unexcused absence. A non-planned, non-preapproved early out in excess of two (2) hours before end of shift, and a tardy in excess of two (2) hours at the beginning of shift time is considered an unexcused absence.
- You may be asked to provide written documentation to support your reasons for absenteeism

It is the employee's responsibility to make sure their time clock badge (Kronos) works. There is a beep and a green light that shows when the badge is accepted. Time will only be paid with an active time clock stamp through Kronos. Sign in sheets will not be adequate proof of attendance. Tell your supervisor immediately if you think your badge didn't work. They can get it fixed so all your hours are properly paid.

Changes to Process

KZJV reserves the right to propose changes to this process as circumstances warrant; however, any and all such changes must be approved in advance by the Construction Director.

Acknowledgement Signature Form

Print Name	Badge #	Date	Company
JUVIE MOSLEY	5802	08/02/2023	Zachry

Signature

Juvie Mosley

EXHIBIT

244

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Industrial, Inc (San Antonio)
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
Zachry Industrial, Inc. *(San Antonio)*

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.
You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY **** PRINT CLEARLY

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER / EMAIL WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ? ☐ YES ☐ NO Email Address: _____

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, I35S, EQUIPMENT, ETC.)***

NAME John Town JOB & BADGE NO. 10315

OCCUPATION Pipefitter 1 S.S. NO [redacted]

LAST DAY WORKED 03-27-24 HOURS WORKED _____ E.I.N. [redacted] 5170

*QUIT ☐ * DISCHARGED ☑ * OTHER ☐

CYB PC			CYB PC			CYB PC	
(121) 21	☐	Other employment	(141) 41	☐	Absenteeism (need dates & no. of days)		
(122) 22	☐	Moving from area	(142) 42	☐	Tardiness (need dates & amount of time)	(200) 62	☐ Inactive due to on the job injury
(123) 23	☐	Personal illness / accident	(143) 43	☐	Fighting on job	(600) 63	☐ Reduction in force
(124) 24	☐	Never returned to work	(144) 44	☐	Damaging company property	(164) 64	☐ Assigned to another job (salaried employees only)
(125) 125	☐	Family illness	(145) 45	☐	Alcohol/drug related		
(126) 26	☐	To attend school	(146) 46	☐	Safety related	(400) 65	☐ Deceased
(300) 27	☐	Retirement	(147) 47	☐	Insubordination	(166) 66	☐ Job/badge change
(128) 28	☐	Military service	(148) 48	☐	Dishonesty	(800) **67	☐ Inactive, possible labor dispute, status undetermined
(129) 29	☐	Dissatisfied w/job	(149) 49	☑	Not qualified for job		
(130) 30	☐	Other	(150) 50	☐	Other	(168) **68	☐ Administrative

EMPLOYEE SIGNATURE John H Town

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

** REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZII. FOLD UNDER BEFORE COPYING.

*EXPLAIN John Town
Completed welds & fits on pipe system backwards to Iso Drawing 3-25-24

FOREMAN NO. 4128

EMPLOYEE RATING

SAFETY	☐	Does not meet expectations	☑	Meets expectations	☐	Exceeds expectations
ATTENDANCE	☐	Does not meet expectations	☑	Meets expectations	☐	Exceeds expectations
PRODUCTIVITY	☑	Does not meet expectations	☐	Meets expectations	☐	Exceeds expectations
SKILL RATING	☑	Poor ☐ Fair	☐	Good	☐	Excellent
REHIRE	☐	Not recommended for rehire	☑	Recommended for rehire	☐	Highly recommended For rehire
	☐	Not recommended for rehire at this job				

SUPERVISOR Desanta Pierce (PRINT NAME) ER _____

DATE FORM COMPLETED 3/27/24

Original: Home Office
One Copy: TALX
One Copy: Field Office

TALX Employee Services

PLAQUEMINES
VENTURE GLOBAL PLAQUEMINES, LLC

KZJV
a KBR and Zachry Group company

ESR
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work
- Each department listed should sign this form to indicate that the employee does not have any outstanding items

Employee Name: John Town Badge #: 10315 Date: 3-27-24

Department Superintendent: Danny Humby

Safety Department: _____

~~Welder Specific Checkout:~~ (Attach Assessment form)	~~Hex Chrome Assessment Accepted~~	☐ Initials: _____
	~~Hex Chrome Assessment Declined~~	☐ Initials: _____

Tool Room: Utilities Cathy Stone

(Outstanding Items)_____ Radio Turned In:_____(YES)__(NO)

Keys Turned In (Vehicle/Equipment/ Boxes etc.):_____(YES)_____(NO)

Toolbox Inspected By: Desenta Pierce

QA/QC Department (Welders & Inspectors Only): _____

Stencils Turned In (Welders Only):_____(YES)_____(NO)

Tablet Turned In (Inspectors Only):_____(YES)_____(NO)

Payroll Department: _____ ID BADGE _____ PARKING PASS _____

ANY REMAINING PAYCHECKS WILL BE HANDLED AS FOLLOWS:

ASK ABOUT ACCRUED VACATION

✓ My last check will be picked up by me at ADMINISTRATION BUILDING (located next to the employee parking area) on Thursday after 9:00 AM. I understand that this is the only time that I may pick up my check. If I do not pick up my check at this time, I understand that it will be mailed to the address on the check.

_____My last check will be picked up by JOHN TOWN (This person should be prepared to show ID. All checks will be signed for by the person picking up the check.)

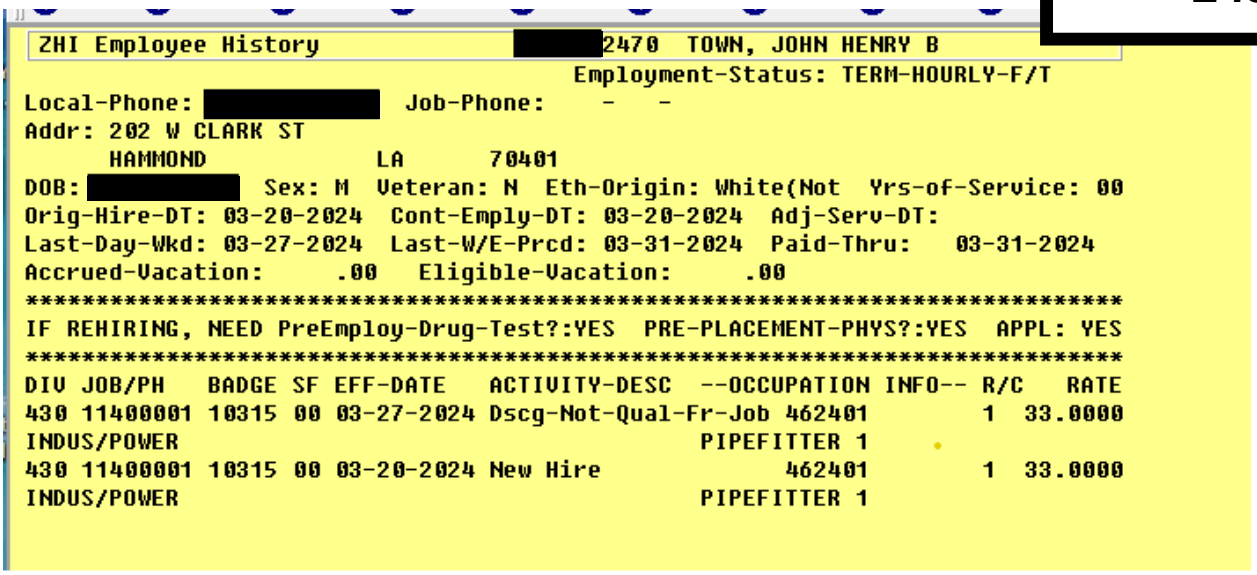
_____Mail my last check to: _____

I CERTIFY THAT I HAVE REPORTED ALL INJURIES, ILLNESSES, INCLUDING FIRST AID, SPRAINS, AND BRUISES. I AM CURRENTLY NOT RECEIVING TREATMENT OR HAVING ANY PROBLEMS FROM ANY INJURY OR ILLNESS I INCURRED AS A RESULT OF WORKING FOR KZJV LLC. I HAVE READ THE STATEMENT AND AGREE TO THE INFORMATION STATED.

Employee Signature: John H. Town Date: 3-27-24

EXHIBIT

245



ZHI Employee History [redacted]2470 TOWN, JOHN HENRY B

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 202 W CLARK ST

HAMMOND LA 70401

DOB: [redacted] Sex: M Veteran: N Eth-Origin: White(Not Yrs-of-Service: 00

Orig-Hire-DT: 03-20-2024 Cont-Emply-DT: 03-20-2024 Adj-Serv-DT:

Last-Day-Wkd: 03-27-2024 Last-W/E-Prcd: 03-31-2024 Paid-Thru: 03-31-2024

Accrued-Vacation: .00 Eligible-Vacation: .00

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	10315	00	03-27-2024	Dscg-Not-Qual-Fr-Job	462401	1	33.0000
INDUS/POWER						PIPEFITTER 1		
430	11400001	10315	00	03-20-2024	New Hire	462401	1	33.0000
INDUS/POWER						PIPEFITTER 1		

EXHIBIT

246

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
TOWN, JOHN HENRY B	**HB01**	[redacted]**5170**	**114000**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99011052)

Name:	Company:	Period Start:	Period End:	Job#:
TOWN, JOHN HENRY B	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	33.0000	20.50	$676.50	$676.50
SHIFT 2/UPLIFT	1.0000	10.00	$10.00	$10.00
		TOTAL PAY	$686.50	$686.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$42.56	$42.56
FEDERAL W/H TAX S-00	$64.07	$64.07
FICA-HI	$9.95	$9.95
LOUISIANA S-00	$18.46	$18.46

Deductions:

Description	Current	Year To Date
NET PAY	$551.46	$551.46

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99011053)

Name:	Company:	Period Start:	Period End:	Job#:
TOWN, JOHN HENRY B	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$676.50
SHIFT 2/UPLIFT				$10.00
NONTAX PER DIEM			$425.00	$425.00
		TOTAL PAY	$425.00	$1,111.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$42.56
FEDERAL W/H TAX S-00	$0.00	$64.07
FICA-HI	$0.00	$9.95
LOUISIANA S-00	$0.00	$18.46

Deductions:

Description	Current	Year To Date
NET PAY	$425.00	$976.46

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

EXHIBIT

247

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
TOWN, JOHN HENRY B	**HB01**	**[redacted]5170**	**114000**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99010306)

Name:	Company:	Period Start:	Period End:	Job#:
TOWN, JOHN HENRY B	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	33.0000	26.00	$858.00	$1,534.50
SHIFT 2/UPLIFT	1.0000	26.00	$26.00	$36.00
NONTAX PER DIEM				$425.00
		TOTAL PAY	$884.00	$1,995.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.81	$97.37
FEDERAL W/H TAX S-00	$87.77	$151.84
FICA-HI	$12.82	$22.77
LOUISIANA S-00	$25.37	$43.83

Deductions:

Description	Current	Year To Date
NET PAY	$703.23	$1,679.69

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99010307)

Name:	Company:	Period Start:	Period End:	Job#:
TOWN, JOHN HENRY B	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,534.50
SHIFT 2/UPLIFT				$36.00
NONTAX PER DIEM			$255.00	$680.00
		TOTAL PAY	$255.00	$2,250.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$97.37
FEDERAL W/H TAX S-00	$0.00	$151.84
FICA-HI	$0.00	$22.77
LOUISIANA S-00	$0.00	$43.83

Deductions:

Description	Current	Year To Date
NET PAY	$255.00	$1,934.69

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

EXHIBIT

248

KZJV LLC
PLNG Project

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 03/18/2024

Employee Name (print): JOHN HENRY TOWN

Employee Signature (sign): John H Town

Employee Identification # [redacted]5170

July 2022

PLNG Site Violation Accountability Process

Acknowledgment Signature Form

Print Name	Badge #	Date
JOHN HENRY TOWN	10315	03/18/2024

Signature

John H. Town

EXHIBIT

249

You must have all itemized tools and bring them with you on our required hire date. If you do not have your tools with you, you will be sent home and allowed to return on the following work day. Your tool box will be inspected to ensure that you have all the required tools and that they follow OSHA standards.

Upkeep and protection of these tools are **YOUR** responsibility. Zachry accepts no liability for lost, stolen, loaned or broken tools.

Removal of personal tools from the jobsite requires a gate pass (obtained from your Foreman and given to the guard at the gate).

JOHN HENRY BUTLER TOV	John H.B. Town	03/18/2024
Employee Name	Signature	Date
[redacted]5170	10315	
EIN #	Badge #	

Tools Verified By

EXHIBIT

250

KZJV LLC
PLNG Project

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 08/10/2023

Employee Name (print): TIFFANY BUCKHALTER

Employee Signature (sign): x Tiffany Buckhalter

Employee Identification # [redacted]3192

July 2022

PLNG Site Violation Accountability Process

Absentee Policy

- An unexcused absence is a non-planned, non-approved absence from work.
- An excused absence is a pre-planned, pre-approved absence from work, with the exception of an emergency situation or other situations beyond the employee's control. As much advance notice as possible must be given to your supervisor. A time off form will be submitted to your supervisor for written approval.
- Three (3) unexcused absences for scheduled workdays within a 60 day time period will result in termination.
- Three (3) days of consecutive unexcused absences will result in immediate termination
- Two (2) unexcused tardies or late arrivals are equal to one unexcused absence. A non-planned, non-preapproved early out in excess of two (2) hours before end of shift, and a tardy in excess of two (2) hours at the beginning of shift time is considered an unexcused absence.
- You may be asked to provide written documentation to support your reasons for absenteeism

It is the employee's responsibility to make sure their time clock badge (Kronos) works. There is a beep and a green light that shows when the badge is accepted. Time will only be paid with an active time clock stamp through Kronos. Sign in sheets will not be adequate proof of attendance. Tell your supervisor immediately if you think your badge didn't work. They can get it fixed so all your hours are properly paid.

Changes to Process

KZJV reserves the right to propose changes to this process as circumstances warrant; however, any and all such changes must be approved in advance by the Construction Director.

Acknowledgement Signature Form

Print Name	Badge #	Date	Company
TIFFANY BUCKHALTER	6026	08/10/2023	Zachry

Signature

x Tiffany Buckhalter

EXHIBIT

251

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Holdings, Inc
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
ZACHRY INDUSTRIAL, INC.

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.

You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have any questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY *** PRINT CLEARLY**

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____ - _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ☐ YES ☐ NO Email Address: _____

***** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.) *****

NAME BUCKHALTER,TIFFANY T JOB & BADGE NO. 114000 01 06026

OCCUPATION HELPER, CARPENTER 480503 S.S. NO. [redacted]

LAST DAY WORKED 10/29/23 HOURS WORKED _____ E.I.N. [redacted]3192

* QUIT ☒ * DISCHARGED ☐ * OTHER ☐

CYB	PC		CYB	PC		CYB	PC	
(121)	21	☐ other employment	(141)	41	☐ absenteeism (need dates & no. of days)	(200)	62	☐ inactive due to on the job injury
(122)	22	☐ moving from area	(142)	42	☐ tardiness (need dates & amount of time)			
(123)	23	☐ personal illness/accident	(143)	43	☐ fighting on job	(600)	63	☐ reduction in force
(124)	24	☒ never returned to work	(144)	44	☐ damaging company property	(164)	64	☐ assigned to another job (salaried employee's only)
(125)	25	☐ family illness	(145)	45	☐ alcohol/drug related			
(126)	26	☐ to attend school	(146)	46	☐ safety related	(400)	65	☐ deceased
(300)	27	☐ retirement	(147)	47	☐ insubordination	(166)	66	☐ job/badge change
(128)	28	☐ military service	(148)	48	☐ dishonesty	(800)**	67	☐ inactive, possible labor dispute, status undetermined
(129)	29	☐ dissatisfied w/job	(149)	49	☐ not qualified for job			
(130)	30	☐ other	(150)	50	☐ other	(168)**	68	☐ administrative

EMPLOYEE SIGNATURE	* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.	**REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZHI. FOLD UNDER BEFORE COPYING

*EXPLAIN: Assumed Quit never returned to work

EMPLOYEE RATING

SAFETY	☐	Does not meet expectations	☒	Meets expectations	☐	Exceeds expectations
ATTENDANCE	☐	Does not meet expectations	☒	Meets expectations	☐	Exceeds expectations
PRODUCTIVITY	☐	Does not meet expectations	☒	Meets expectations	☐	Exceeds expectations
SKILL RATING	☐	Poor	☒	Fair	☐	Good	☐	Excellent
REHIRE	☐	Not Recommended for rehire	☒	Recommended for rehire	☐	Highly recommended for rehire
	☐	Not Recommended for rehire at this job				

SUPERVISOR Anthony Ovalle (PRINT NAME)

FOREMAN NO. 1256

DATE FORM COMPLETED 12/8/23

Original: Home Office
One Copy: Equifax
One Copy: Field Office
Copy of Top Portion: Employee

Equifax Workforce Solutions
P.O. Box 182366, Columbus, OH 43218
Phone: (800) 848-0287 ext 3463 Fax: (800) 259-3145

EXHIBIT

252

Case: 5188 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Separation

Case Snapshot

Opened:
11/07/2023
Days Open:
8
Last modified:
11/20/2023 11:13 AM
Date Closed:
11/15/2023 1:51 PM
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
5188
Received/Reported date:
11/07/2023
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Separation

Case Details Show Original Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Phone

Location

Organization/Building name:
Zachry Group
Branch Number:
Projects
Location name:
PLAQUEMINES LNG - CONSTRUCTION
City:
BRAITHWAITE
State/Province:
LA

Reporter Information

Reporter anonymous:
No
Reporter first name:
Tiffany
Reporter last name:
Buckhalter
Phone number:
662-889-1329
Email address:
tiffanybuck60@gmail.com
Contact availability:
Any time

Case Information

Separation Category:
Discharged - Absenteeism
Employee ID Number (EIN):
[redacted]3192
Badge Number:
06026
Position Title:
Helper, Carpenter 2
Please identify the person(s) engaged in this behavior:
Salvor (phonetic spelling) (last name unknown) - foreman
Do you suspect or know that a supervisor or management is involved?
No
If yes, then who?
Salvor (phonetic spelling) (last name unknown), foreman
Is management aware of this problem?
No
What is the general nature of this matter?
unfair termination
Where did this incident or violation occur?
KZJV-po box 6520200 Highway 32 Port Sulphur
Belle Chasse, LA 70083

Via text message
Please provide the specific or approximate time this incident occurred:
November 3, 2023
How long do you think this problem has been going on?
Once
How did you become aware of this violation?
It happened to me
Case Details:
On November 3, 2023, Tiffany received a text message from Salvor informing her of termination. The reason for the termination was because Tiffany had missed several days of work prior. This was unfair because Tiffany had been updating Salvor on her medical situation and that she had been on sick leave. To add on, Tiffany had also clarified that she had documents to support her claim, however, Salvor disregarded it.
Job Number:
11400001
COID:
HB01
Division:
430

Group:
Projects

Follow-ups
There are no additional notes for this incident.

Assignments & Access
Case assignee(s):
Stillman, Abby (Primary)
Restricted access:
None
Case access list:
Cantu, Yenny; Coronado, Oscar; Dominick, Tracy; Martinez, Roland; Perez, Carlos; Stillman, Abby

Info Contributors
None

Participants

Name	Job Title	Relationship	Role	Results	Notes
Salvor (phonetic spelling) (last name unknown)	foreman	None	None	None	
Tiffany Buckhalter	None	None	Reporter	None	

Items

Name	Description	Loss type	Final outcome	Amount Taken	Amount Recovered	Amount to Recover
Totals:				$0.00	$0.00	$0.00

Agencies
None

Attachments
None

Synopsis

Outcome of case
Primary outcome:
Substantiated
Secondary outcome 1:
- Select One -
Secondary outcome 2:
- Select One -
Action taken:
- Select One -

Additional details
Synopsis:
Tiffany stated that she missed about 6 days due to being sick with asthma. Tiffany stated she had a doctors note to excuse her but was not able to turn it in before she was separated. Tiffany stated her foreman, Salvador, terminated her on Friday, November 3rd.
*note attached
Tiffany provided doctor note stating she was seen 10/27 and can return to work 10/30. Second note states she was

seen 10/29 and clear to return 11/1.
Tiffany texted Salvador about returning 11/2 at 2:00. Salvador responded about 4:30 saying yes she can. Tiffany then stated it was too late she had not left Mississippi yet. Salvador then informed her of termination.

Salvador no longer works for Zachry as of 11/10. Gen foreman Juan Casas was going to provide absentee report and get back with me after speaking with their superintendent.

Juan Casas- Gf- stated he called Salvador who admitted to never reprimanding Tiffany for her previous absences the first week of October nor taking her medical documentation. Juan Cases stated he would like for Tiffany to return to work as he did not feel her separation was done correctly by Salvador. Juan stated to provide his contact information so he can meet her upon arrival and get her a new badge.

Tiffany stated she wanted to return and accepted. Tiffany stated she did need travel time as she is in Mississippi and could return Friday. I Provided Tiffany with Juan's number to coordinate her arrival time. Tiffany thanked me for my help and we ended the call.

Tasks
No Tasks

Case Notes
None

Related Cases
Cases Marked as Related to This Case
None

EXHIBIT

253

ZHI Employee History [redacted]5179 BUCKHALTER, TIFFANY T

Employment-Status: TERM-HOURLY-F/T

Local-Phone: [redacted] Job-Phone: - -

Addr: 277 PATTERSON RD

MACON MS 39341

DOB: [redacted] Sex: F Veteran: N Eth-Origin: Black(Not Yrs-of-Service: 00

Orig-Hire-DT: 08-11-2023 Cont-Emply-DT: 08-11-2023 Adj-Serv-DT:

Last-Day-Wkd: 10-25-2023 Last-W/E-Prcd: 10-29-2023 Paid-Thru: 10-29-2023

Accrued-Vacation: .00 Eligible-Vacation: .00

****

IF REHIRING, NEED PreEmploy-Drug-Test?:YES PRE-PLACEMENT-PHYS?:YES APPL: YES

****

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	06026	00	10-25-2023	Quit-No-Retn-to-Work	480503	1	23.5000
INDUS/POWER						HELPER, CARPENTER 2		
430	11400001	06026	00	08-11-2023	New Hire	480503	1	23.5000
INDUS/POWER						HELPER, CARPENTER 2		

EXHIBIT

254

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 11/02/2023 | Check Number: 99010018)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**10/23/2023**	**10/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	28.50	$669.75	$9,176.75
TIME AND 1/2				$5,816.25
		TOTAL PAY	$669.75	$14,993.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.53	$929.57
FICA-HI	$9.71	$217.40
LOUISIANA M-00	$12.30	$413.58

Deductions:

Description	Current	Year To Date
NET PAY	$606.21	$13,432.45

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99010142)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**10/16/2023**	**10/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$8,507.00
TIME AND 1/2	35.2500	35.00	$1,233.75	$5,816.25
		TOTAL PAY	$2,173.75	$14,323.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$134.77	$888.04
FICA-HI	$31.52	$207.69
LOUISIANA M-00	$66.82	$401.28

Deductions:

Description	Current	Year To Date
NET PAY	$1,940.64	$12,826.24

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99009915)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**10/09/2023**	**10/15/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$7,567.00
TIME AND 1/2	35.2500	15.00	$528.75	$4,582.50
		TOTAL PAY	$1,468.75	$12,149.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$91.06	$753.27
FICA-HI	$21.30	$176.17
LOUISIANA M-00	$40.27	$334.46

Deductions:

Description	Current	Year To Date
NET PAY	$1,316.12	$10,885.60

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99010049)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**09/25/2023**	**10/01/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	37.00	$869.50	$6,627.00
TIME AND 1/2				$4,053.75
		TOTAL PAY	$869.50	$10,680.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$53.91	$662.21
FICA-HI	$12.61	$154.87
LOUISIANA M-00	$19.29	$294.19

Deductions:

Description	Current	Year To Date
NET PAY	$783.69	$9,569.48

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99010477)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**09/18/2023**	**09/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$5,757.50
TIME AND 1/2	35.2500	33.00	$1,163.25	$4,053.75
		TOTAL PAY	$2,103.25	$9,811.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$130.40	$608.30
FICA-HI	$30.49	$142.26
LOUISIANA M-00	$63.83	$274.90

Deductions:

Description	Current	Year To Date
NET PAY	$1,878.53	$8,785.79

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]3192	**114000**

Payment Details (Pay Date: 09/21/2023 | Check Number: 99010434)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**09/11/2023**	**09/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$4,817.50
TIME AND 1/2	35.2500	10.00	$352.50	$2,890.50
		TOTAL PAY	$1,292.50	$7,708.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.14	$477.90
FICA-HI	$18.75	$111.77
LOUISIANA M-00	$34.10	$211.07

Deductions:

Description	Current	Year To Date
NET PAY	$1,159.51	$6,907.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 09/14/2023 | Check Number: 99010490)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**09/04/2023**	**09/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$3,877.50
TIME AND 1/2	35.2500	20.00	$705.00	$2,538.00
		TOTAL PAY	$1,645.00	$6,415.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.99	$397.76
FICA-HI	$23.85	$93.02
LOUISIANA M-00	$46.44	$176.97

Deductions:

Description	Current	Year To Date
NET PAY	$1,472.72	$5,747.75

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 09/07/2023 | Check Number: 99010537)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**08/28/2023**	**09/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$2,937.50
TIME AND 1/2				$1,833.00
		TOTAL PAY	$940.00	$4,770.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$58.28	$295.77
FICA-HI	$13.63	$69.17
LOUISIANA M-00	$21.76	$130.53

Deductions:

Description	Current	Year To Date
NET PAY	$846.33	$4,275.03

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99010807)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**08/21/2023**	**08/27/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$1,997.50
TIME AND 1/2	35.2500	32.00	$1,128.00	$1,833.00
		TOTAL PAY	$2,068.00	$3,830.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.21	$237.49
FICA-HI	$29.98	$55.54
LOUISIANA M-00	$62.33	$108.77

Deductions:

Description	Current	Year To Date
NET PAY	$1,847.48	$3,428.70

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99011161)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	40.00	$940.00	$1,057.50
TIME AND 1/2	35.2500	20.00	$705.00	$705.00
		TOTAL PAY	$1,645.00	$1,762.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.99	$109.28
FICA-HI	$23.86	$25.56
LOUISIANA M-00	$46.44	$46.44

Deductions:

Description	Current	Year To Date
NET PAY	$1,472.71	$1,581.22

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
BUCKHALTER, TIFFANY T	**HB01**	[redacted]**3192**	**114000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99009289)

Name:	Company:	Period Start:	Period End:	Job#:
BUCKHALTER, TIFFANY T	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	23.5000	5.00	$117.50	$117.50
		TOTAL PAY	$117.50	$117.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$7.29	$7.29
FICA-HI	$1.70	$1.70

Deductions:

Description	Current	Year To Date
NET PAY	$108.51	$108.51

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

EXHIBIT

255

EMPLOYEE STATUS AND RATING
FOR JOB OPPORTUNITIES WITH
Zachry Industrial, Inc (San Antonio)
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY
Zachry Industrial, Inc. *(San Antonio)*

MEDICAL INSURANCE CONTINUATION INFORMATION

"Insurance coverage usually ends on the last day of the month for which a premium has been paid.

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance.
You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

USE BLACK INK OR TYPE ONLY **** PRINT CLEARLY

PLEASE PROVIDE AN ADDRESS / TELEPHONE NUMBER / EMAIL WHERE YOU CAN BE REACHED FOR JOB OPPORTUNITIES:

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # ( ) _____

IS THIS WHERE YOU WANT YOUR YEAR END W2 MAILED? ? ☐ YES ☐ NO Email Address: _____

*** COMPLETE "SEPARATION CHECK LIST" WHEN NECESSARY *** (i.e. CREDIT CARDS, 135S, EQUIPMENT, ETC.)***

NAME Michael Coupel JOB & BADGE NO. 1554

OCCUPATION Warehouse Foreman S.S. NO. _____

LAST DAY WORKED 6/27/24 HOURS WORKED 10 E.I.N. [redacted]0146

*QUIT ☐ * DISCHARGED ☐ * OTHER ☐

CYB PC			CYB PC			CYB PC	
(121) 21	☐	Other employment	(141) 41	☐	Absenteeism (need dates & no. of days)		
(122) 22	☐	Moving from area	(142) 42	☐	Tardiness (need dates & amount of time)	(200) 62	☐ Inactive due to on the job injury
(123) 23	☐	Personal illness / accident	(143) 43	☐	Fighting on job	(600) 63	☐ Reduction in force
(124) 24	☐	Never returned to work	(144) 44	☐	Damaging company property	(164) 64	☐ Assigned to another job (salaried employees only)
(125) 125	☐	Family illness	(145) 45	☐	Alcohol/drug related	(400) 65	☐ Deceased
(126) 26	☐	To attend school	(146) 46	☐	Safety related	(166) 66	☐ Job/badge change
(300) 27	☐	Retirement	(147) 47	☐	Insubordination	(800) **67	☐ Inactive, possible labor dispute, status undetermined
(128) 28	☐	Military service	(148) 48	☐	Dishonesty		
(129) 29	☐	Dissatisfied w/job	(149) 49	☐	Not qualified for job		
(130) 30	☐	Other	(150) 50	☐	Other	(168) **68	☐ Administrative

EMPLOYEE SIGNATURE Not here to sign

* NOTE: AN EXPLANATION IS REQUIRED FOR EVERY TERMINATION EXCEPT REDUCTION OF FORCE.

** REQUIRES PROJECT MANAGER INITIALS

COMMENTS AND EMPLOYEE RATING ARE FOR SOLE USE OF ZII. FOLD UNDER BEFORE COPYING.

*EXPLAIN Wrecked trailer on truck into another company truck causing property damage

FOREMAN NO. 410

EMPLOYEE RATING

SAFETY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
ATTENDANCE	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
PRODUCTIVITY	☐ Does not meet expectations	☑ Meets expectations	☐ Exceeds expectations
SKILL RATING	☐ Poor ☐ Fair	☑ Good	☐ Excellent
REHIRE	☐ Not recommended for rehire	☑ Recommended for rehire	☐ Highly recommended For rehire
	☐ Not recommended for rehire at this job		

SUPERVISOR Terry Waltman (PRINT NAME) ER _____

DATE FORM COMPLETED 6/28/24

Original: Home Office
One Copy: TALX

One Copy: Field Office
Copy of Top Portion: Employee

TALX Employee Services
P.O. Box 1160 Columbus, Ohio 43216-1160

(Rev. 8/24/2010)

PLAQUEMINES
VENTURE GLOBAL PLAQUEMINES, LLC

KZJV
a KBR and Zachry Group company

ESR
Employee Checkout List

- It is the responsibility of each foreman/supervisor to ensure their employees have been cleared through each of the different departments before they leave the jobsite on their last day of work
- Each department listed should sign this form to indicate that the employee does not have any outstanding items

Employee Name: Michael Coupel Badge #: 1554 Date: U

Department Superintendent: Mark Lohmeyer

Safety Department: _____

Welder Specific Checkout: (Attach Assessment form)	**Hex Chrome Assessment Accepted**	☐	**Initials:** _____
	Hex Chrome Assessment Declined	☐	**Initials:** _____

Tool Room: _____

(Outstanding Items)_____ Radio Turned In:_____(YES)__(NO)

Keys Turned In (Vehicle/Equipment/ Boxes etc.):_____(YES)_____(NO)

Toolbox Inspected By: _____

QA/QC Department (Welders & Inspectors Only): _____

Stencils Turned In (Welders Only):_____(YES)_____(NO)
Tablet Turned In (Inspectors Only):_____(YES)_____(NO)

Payroll Department: _____ ID BADGE _____ PARKING PASS _____

ANY REMAINING PAYCHECKS WILL BE HANDLED AS FOLLOWS:

ASK ABOUT ACCRUED VACATION

_____My last check will be picked up by me at ADMINISTRATION BUILDING (located next to the employee parking area) on Thursday after 9:00 AM. I understand that this is the only time that I may pick up my check. If I do not pick up my check at this time, I understand that it will be mailed to the address on the check.

_____My last check will be picked up by_____(This person should be prepared to show ID. All checks will be signed for by the person picking up the check.)

_____Mail my last check to: _____

_____

_____

I CERTIFY THAT I HAVE REPORTED ALL INJURIES, ILLNESSES, INCLUDING FIRST AID, SPRAINS, AND BRUISES. I AM CURRENTLY NOT RECEIVING TREATMENT OR HAVING ANY PROBLEMS FROM ANY INJURY OR ILLNESS I INCURRED AS A RESULT OF WORKING FOR KZJV LLC. I HAVE READ THE STATEMENT AND AGREE TO THE INFORMATION STATED.

Employee Signature: Not Here to Sign Date: 11/29/24

EXHIBIT

256

KZJV LLC
PLNG Project

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 01/16/2023

Employee Name (print): MICHAEL COUPEL

Employee Signature (sign): Michael Coupel

Employee Identification # [redacted]0146

EXHIBIT

257

MC

Michael T Coupel : Person Management

Person Number
[redacted]2355

Employment ×

Employment

Work Relationship

Legal Employer Zachry Industrial, Inc.
Worker Type Employee
Legal Entity Hire Date 11/4/24

Country United States
Termination Date 11/8/24

Assignment: Material Handler 1

Action Quit
Action Reason Abandon job / No show

Effective Start Date 11/9/24 (1 of 1)
Effective End Date

Assignment Details

Assignment Number E0031929355-2
Business Unit HBZ - EPC JV

Assignment Status Inactive - Payroll Eligible
Primary Yes

MC

Michael T Coupel : Person Management

Person Number
[redacted]2355

Employment ×

Employment

Work Relationship

Legal Employer Zachry Industrial, Inc.
Worker Type Employee
Legal Entity Hire Date 1/18/23

Country United States
Termination Date 6/30/24

Assignment: Foreman Warehouse

Action Discharge
Action Reason Unsafe Practices

Effective Start Date 7/1/24 (1 of 1)
Effective End Date

Detailed Job/Occupation History [redacted]0146 COUPEL, MICHAEL T

Employment-Status: ACTIVE-HR-F/T-SALBEN

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	01554	00	01-22-2024		433102	1	34.0000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	01554	00	01-22-2024	Reclassification	433102	1	34.0000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	01554	00	09-04-2023	Increase-Promotional	414101	1	37.0000
INDUS/POWER						GEN FRMN, WAREHOUSE		
430	11400001	01554	00	06-13-2023	Increase-Merit	433102	1	34.0000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	01554	00	05-29-2023	Increase-Promotional	433102	1	32.5000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	01554	00	01-18-2023	New Hire	463102	1	29.5000
INDUS/POWER						MATERIAL HANDLER 1		

EXHIBIT

258

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008183)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$62,812.25
TIME AND 1/2	55.5000	19.50	$1,082.25	$36,851.67
DOUBLETIME	74.0000	8.50	$629.00	$629.00
TAXABLE GTL			$0.28	$8.40
NONTAX PER DIEM				$26,770.00
		TOTAL PAY	$3,191.53	$127,071.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$197.87	$6,218.68
FEDERAL W/H TAX M-02	$380.53	$9,604.48
FICA-HI	$46.28	$1,454.37
LOUISIANA S-02	$114.01	$3,560.91

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$8.40
*401(K) EMPLOYEE **	$191.48	$1,074.50
ROTH 401(K)	$95.74	$537.25
NET PAY	$2,165.34	$104,612.73

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$520.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	46.20
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008184)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$62,812.25
TIME AND 1/2				$36,851.67
DOUBLETIME				$629.00
TAXABLE GTL				$8.40
NONTAX PER DIEM			$595.00	$27,365.00
		TOTAL PAY	$595.00	$127,666.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,218.68
FEDERAL W/H TAX M-02	$0.00	$9,604.48
FICA-HI	$0.00	$1,454.37
LOUISIANA S-02	$0.00	$3,560.91

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$8.40
*401(K) EMPLOYEE **		$1,074.50
ROTH 401(K)		$537.25
NET PAY	$595.00	$105,207.73

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$520.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	46.20
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008637)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/11/2023**	**12/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$61,332.25
TIME AND 1/2	55.5000	30.00	$1,665.00	$35,769.42
TAXABLE GTL			$0.28	$8.12
NONTAX PER DIEM				$26,175.00
		TOTAL PAY	$3,145.28	$123,284.79

Taxes:

Description	Current	Year To Date
FICA-OASDI	$195.01	$6,020.81
FEDERAL W/H TAX M-02	$370.97	$9,223.95
FICA-HI	$45.60	$1,408.09
LOUISIANA S-02	$112.16	$3,446.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$8.12
*401(K) EMPLOYEE **	$188.70	$883.02
ROTH 401(K)	$94.35	$441.51
NET PAY	$2,138.21	$101,852.39

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$30.80	$520.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	44.66
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008638)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/11/2023**	**12/17/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$61,332.25
TIME AND 1/2				$35,769.42
TAXABLE GTL				$8.12
NONTAX PER DIEM			$595.00	$26,770.00
		TOTAL PAY	$595.00	$123,879.79

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$6,020.81
FEDERAL W/H TAX M-02	$0.00	$9,223.95
FICA-HI	$0.00	$1,408.09
LOUISIANA S-02	$0.00	$3,446.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$8.12
*401(K) EMPLOYEE **		$883.02
ROTH 401(K)		$441.51
NET PAY	$595.00	$102,447.39

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$520.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	44.66
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008495)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	18.50	$684.50	$59,852.25
TIME AND 1/2				$34,104.42
TAXABLE GTL			$0.28	$7.84
NONTAX PER DIEM				$25,580.00
		TOTAL PAY	$684.78	$119,544.51

Taxes:

Description	Current	Year To Date
FICA-OASDI	$42.46	$5,825.80
FEDERAL W/H TAX M-02	$19.37	$8,852.98
FICA-HI	$9.93	$1,362.49
LOUISIANA S-02	$16.25	$3,334.74

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$7.84
*401(K) EMPLOYEE **	$41.07	$694.32
ROTH 401(K)	$20.54	$347.16
NET PAY	$534.88	$99,119.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$91.58	$489.94

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	43.12
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008496)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$59,852.25
TIME AND 1/2				$34,104.42
TAXABLE GTL				$7.84
NONTAX PER DIEM			$595.00	$26,175.00
		TOTAL PAY	$595.00	$120,139.51

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,825.80
FEDERAL W/H TAX M-02	$0.00	$8,852.98
FICA-HI	$0.00	$1,362.49
LOUISIANA S-02	$0.00	$3,334.74

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.84
*401(K) EMPLOYEE **		$694.32
ROTH 401(K)		$347.16
NET PAY	$595.00	$99,714.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$489.94

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	43.12
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008432)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/27/2023**	**12/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$59,167.75
TIME AND 1/2	55.5000	10.00	$555.00	$34,104.42
TAXABLE GTL			$0.28	$7.56
NONTAX PER DIEM				$24,985.00
		TOTAL PAY	$2,035.28	$118,264.73

Taxes:

Description	Current	Year To Date
FICA-OASDI	$126.18	$5,783.34
FEDERAL W/H TAX M-02	$167.12	$8,833.61
FICA-HI	$29.52	$1,352.56
LOUISIANA S-02	$67.82	$3,318.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$7.56
*401(K) EMPLOYEE **	$122.10	$653.25
ROTH 401(K)	$61.05	$326.62
NET PAY	$1,461.21	$97,989.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$33.30	$398.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.58
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008433)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/27/2023**	**12/03/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$59,167.75
TIME AND 1/2				$34,104.42
TAXABLE GTL				$7.56
NONTAX PER DIEM			$595.00	$25,580.00
		TOTAL PAY	$595.00	$118,859.73

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,783.34
FEDERAL W/H TAX M-02	$0.00	$8,833.61
FICA-HI	$0.00	$1,352.56
LOUISIANA S-02	$0.00	$3,318.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.56
*401(K) EMPLOYEE **		$653.25
ROTH 401(K)		$326.62
NET PAY	$595.00	$98,584.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$398.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.58
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008299)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/20/2023**	**11/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	20.00	$740.00	$57,687.75
TIME AND 1/2				$33,549.42
TAXABLE GTL			$0.28	$7.28
NONTAX PER DIEM				$24,560.00
		TOTAL PAY	$740.28	$115,804.45

Taxes:

Description	Current	Year To Date
FICA-OASDI	$45.90	$5,657.16
FEDERAL W/H TAX M-02	$24.59	$8,666.49
FICA-HI	$10.73	$1,323.04
LOUISIANA S-02	$18.07	$3,250.67

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$7.28
*401(K) EMPLOYEE **	$44.40	$531.15
ROTH 401(K)	$22.20	$265.57
NET PAY	$574.11	$96,103.09

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$70.35	$365.06

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.04
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008300)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/20/2023**	**11/26/2023**	**114000**

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$57,687.75
TIME AND 1/2				$33,549.42
TAXABLE GTL				$7.28
NONTAX PER DIEM			$425.00	$24,985.00
		TOTAL PAY	$425.00	$116,229.45

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,657.16
FEDERAL W/H TAX M-02	$0.00	$8,666.49
FICA-HI	$0.00	$1,323.04
LOUISIANA S-02	$0.00	$3,250.67

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.28
*401(K) EMPLOYEE **		$531.15
ROTH 401(K)		$265.57
NET PAY	$425.00	$96,528.09

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$365.06

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.04
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008662)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/13/2023**	**11/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$56,947.75
TIME AND 1/2	55.5000	1.50	$83.25	$33,549.42
TAXABLE GTL			$0.28	$7.00
NONTAX PER DIEM				$23,965.00
		TOTAL PAY	$1,563.53	$114,469.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.94	$5,611.26
FEDERAL W/H TAX M-02	$113.91	$8,641.90
FICA-HI	$22.67	$1,312.31
LOUISIANA S-02	$48.97	$3,232.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$7.00
*401(K) EMPLOYEE **	$93.80	$486.75
ROTH 401(K)	$46.90	$243.37
NET PAY	$1,140.06	$94,933.98

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$117.80	$294.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.50
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008663)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/13/2023**	**11/19/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$56,947.75
TIME AND 1/2				$33,549.42
TAXABLE GTL				$7.00
NONTAX PER DIEM			$595.00	$24,560.00
		TOTAL PAY	$595.00	$115,064.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,611.26
FEDERAL W/H TAX M-02	$0.00	$8,641.90
FICA-HI	$0.00	$1,312.31
LOUISIANA S-02	$0.00	$3,232.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.00
*401(K) EMPLOYEE **		$486.75
ROTH 401(K)		$243.37
NET PAY	$595.00	$95,528.98

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$294.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.50
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008513)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/06/2023**	**11/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$55,467.75
TIME AND 1/2	55.5000	20.50	$1,137.75	$33,466.17
TAXABLE GTL			$0.28	$6.72
NONTAX PER DIEM				$23,370.00
		TOTAL PAY	$2,618.03	$112,310.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$162.32	$5,514.32
FEDERAL W/H TAX M-02	$261.93	$8,527.99
FICA-HI	$37.96	$1,289.64
LOUISIANA S-02	$91.10	$3,183.63

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$6.72
*401(K) EMPLOYEE **	$157.07	$392.95
ROTH 401(K)	$78.53	$196.47
NET PAY	$1,828.84	$93,198.92

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$85.33	$176.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.96
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008514)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**11/06/2023**	**11/12/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$55,467.75
TIME AND 1/2				$33,466.17
TAXABLE GTL				$6.72
NONTAX PER DIEM			$595.00	$23,965.00
		TOTAL PAY	$595.00	$112,905.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,514.32
FEDERAL W/H TAX M-02	$0.00	$8,527.99
FICA-HI	$0.00	$1,289.64
LOUISIANA S-02	$0.00	$3,183.63

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.72
*401(K) EMPLOYEE **		$392.95
ROTH 401(K)		$196.47
NET PAY	$595.00	$93,793.92

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$176.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.96
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008451)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/30/2023**	**11/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$53,987.75
TIME AND 1/2	55.5000	7.50	$416.25	$32,328.42
TAXABLE GTL			$0.28	$6.44
NONTAX PER DIEM				$22,775.00
		TOTAL PAY	$1,896.53	$109,097.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$117.58	$5,352.00
FEDERAL W/H TAX M-02	$151.47	$8,266.06
FICA-HI	$27.50	$1,251.68
LOUISIANA S-02	$62.27	$3,092.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$6.44
*401(K) EMPLOYEE **	$113.78	$235.88
ROTH 401(K)	$56.89	$117.94
NET PAY	$1,366.76	$90,775.08

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$91.58	$91.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.42
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008452)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/30/2023**	**11/05/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$53,987.75
TIME AND 1/2				$32,328.42
TAXABLE GTL				$6.44
NONTAX PER DIEM			$595.00	$23,370.00
		TOTAL PAY	$595.00	$109,692.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,352.00
FEDERAL W/H TAX M-02	$0.00	$8,266.06
FICA-HI	$0.00	$1,251.68
LOUISIANA S-02	$0.00	$3,092.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.44
*401(K) EMPLOYEE **		$235.88
ROTH 401(K)		$117.94
NET PAY	$595.00	$91,370.08

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$91.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.42
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008453)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/23/2023**	**10/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$52,507.75
TIME AND 1/2	55.5000	10.00	$555.00	$31,912.17
TAXABLE GTL			$0.28	$6.16
NONTAX PER DIEM				$22,180.00
		TOTAL PAY	$2,035.28	$106,606.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$126.19	$5,234.42
FEDERAL W/H TAX M-02	$167.12	$8,114.59
FICA-HI	$29.51	$1,224.18
LOUISIANA S-02	$67.82	$3,030.26

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$6.16
*401(K) EMPLOYEE **	$122.10	$122.10
ROTH 401(K)	$61.05	$61.05
NET PAY	$1,461.21	$88,813.32

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.88
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008454)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/23/2023**	**10/29/2023**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$52,507.75
TIME AND 1/2				$31,912.17
TAXABLE GTL				$6.16
NONTAX PER DIEM			$595.00	$22,775.00
		TOTAL PAY	$595.00	$107,201.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,234.42
FEDERAL W/H TAX M-02	$0.00	$8,114.59
FICA-HI	$0.00	$1,224.18
LOUISIANA S-02	$0.00	$3,030.26

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.16
*401(K) EMPLOYEE **		$122.10
ROTH 401(K)		$61.05
NET PAY	$595.00	$89,408.32

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.88
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008516)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/16/2023**	**10/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$51,027.75
TIME AND 1/2	55.5000	21.00	$1,165.50	$31,357.17
TAXABLE GTL			$0.28	$5.88
NONTAX PER DIEM				$21,585.00
		TOTAL PAY	$2,645.78	$103,975.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$164.04	$5,108.23
FEDERAL W/H TAX M-02	$302.59	$7,947.47
FICA-HI	$38.37	$1,194.67
LOUISIANA S-02	$98.95	$2,962.44

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$5.88
NET PAY	$2,041.55	$86,757.11

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.34
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008517)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/16/2023**	**10/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$51,027.75
TIME AND 1/2				$31,357.17

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TAXABLE GTL				$5.88
NONTAX PER DIEM			$595.00	$22,180.00
		TOTAL PAY	$595.00	$104,570.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$5,108.23
FEDERAL W/H TAX M-02	$0.00	$7,947.47
FICA-HI	$0.00	$1,194.67
LOUISIANA S-02	$0.00	$2,962.44

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.88
NET PAY	$595.00	$87,352.11

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.34
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008284)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/09/2023**	**10/15/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$49,547.75
TIME AND 1/2	55.5000	20.00	$1,110.00	$30,191.67
TAXABLE GTL			$0.28	$5.60
NONTAX PER DIEM				$20,990.00
		TOTAL PAY	$2,590.28	$100,735.02

Taxes:

Description	Current	Year To Date
FICA-OASDI	$160.60	$4,944.19
FEDERAL W/H TAX M-02	$290.38	$7,644.88
FICA-HI	$37.56	$1,156.30
LOUISIANA S-02	$96.59	$2,863.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$5.60
NET PAY	$2,004.87	$84,120.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.80
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008285)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/09/2023**	**10/15/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$49,547.75
TIME AND 1/2				$30,191.67

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TAXABLE GTL				$5.60
NONTAX PER DIEM			$595.00	$21,585.00
		TOTAL PAY	$595.00	$101,330.02

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,944.19
FEDERAL W/H TAX M-02	$0.00	$7,644.88
FICA-HI	$0.00	$1,156.30
LOUISIANA S-02	$0.00	$2,863.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.60
NET PAY	$595.00	$84,715.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.80
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008201)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/02/2023**	**10/08/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	31.00	$1,147.00	$48,067.75
TIME AND 1/2				$29,081.67
TAXABLE GTL			$0.28	$5.32
NONTAX PER DIEM				$20,395.00
		TOTAL PAY	$1,147.28	$97,549.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.13	$4,783.59
FEDERAL W/H TAX M-02	$75.21	$7,354.50
FICA-HI	$16.63	$1,118.74
LOUISIANA S-02	$35.27	$2,766.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$5.32
NET PAY	$948.76	$81,520.69

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.26
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008202)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**10/02/2023**	**10/08/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$48,067.75
TIME AND 1/2				$29,081.67

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TAXABLE GTL				$5.32
NONTAX PER DIEM			$595.00	$20,990.00
		TOTAL PAY	$595.00	$98,144.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,783.59
FEDERAL W/H TAX M-02	$0.00	$7,354.50
FICA-HI	$0.00	$1,118.74
LOUISIANA S-02	$0.00	$2,766.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.32
NET PAY	$595.00	$82,115.69

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.26
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008215)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/25/2023**	**10/01/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$46,920.75
TIME AND 1/2	55.5000	12.50	$693.75	$29,081.67
TAXABLE GTL			$0.28	$5.04
NONTAX PER DIEM				$19,800.00
		TOTAL PAY	$2,174.03	$95,807.46

Taxes:

Description	Current	Year To Date
FICA-OASDI	$134.79	$4,712.46
FEDERAL W/H TAX M-02	$198.81	$7,279.29
FICA-HI	$31.53	$1,102.11
LOUISIANA S-02	$78.90	$2,731.63

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$5.04
NET PAY	$1,729.72	$79,976.93

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.72
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008216)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/25/2023**	**10/01/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$46,920.75
TIME AND 1/2				$29,081.67

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TAXABLE GTL				$5.04
NONTAX PER DIEM			$595.00	$20,395.00
		TOTAL PAY	$595.00	$96,402.46

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,712.46
FEDERAL W/H TAX M-02	$0.00	$7,279.29
FICA-HI	$0.00	$1,102.11
LOUISIANA S-02	$0.00	$2,731.63

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.04
NET PAY	$595.00	$80,571.93

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.72
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008468)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/18/2023**	**09/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$45,440.75
TIME AND 1/2	55.5000	20.00	$1,110.00	$28,387.92
TAXABLE GTL			$0.28	$4.76
NONTAX PER DIEM				$19,205.00
		TOTAL PAY	$2,590.28	$93,038.43

Taxes:

Description	Current	Year To Date
FICA-OASDI	$160.59	$4,577.67
FEDERAL W/H TAX M-02	$290.38	$7,080.48
FICA-HI	$37.55	$1,070.58
LOUISIANA S-02	$96.59	$2,652.73

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$4.76
NET PAY	$2,004.89	$77,652.21

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.18
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008469)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/18/2023**	**09/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$45,440.75
TIME AND 1/2				$28,387.92

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TAXABLE GTL				$4.76
NONTAX PER DIEM			$595.00	$19,800.00
		TOTAL PAY	$595.00	$93,633.43

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,577.67
FEDERAL W/H TAX M-02	$0.00	$7,080.48
FICA-HI	$0.00	$1,070.58
LOUISIANA S-02	$0.00	$2,652.73

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.76
NET PAY	$595.00	$78,247.21

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.18
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008360)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/11/2023**	**09/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$43,960.75
TIME AND 1/2	55.5000	22.50	$1,248.75	$27,277.92
TAXABLE GTL			$0.28	$4.48
NONTAX PER DIEM				$18,610.00
		TOTAL PAY	$2,729.03	$89,853.15

Taxes:

Description	Current	Year To Date
FICA-OASDI	$169.20	$4,417.08
FEDERAL W/H TAX M-02	$320.91	$6,790.10
FICA-HI	$39.58	$1,033.03
LOUISIANA S-02	$102.49	$2,556.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$4.48
NET PAY	$2,096.57	$75,052.32

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.64
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008361)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/11/2023**	**09/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$43,960.75
TIME AND 1/2				$27,277.92

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TAXABLE GTL				$4.48
NONTAX PER DIEM			$595.00	$19,205.00
		TOTAL PAY	$595.00	$90,448.15

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,417.08
FEDERAL W/H TAX M-02	$0.00	$6,790.10
FICA-HI	$0.00	$1,033.03
LOUISIANA S-02	$0.00	$2,556.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.48
NET PAY	$595.00	$75,647.32

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.64
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008319)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/04/2023**	**09/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$42,480.75
TIME AND 1/2	55.5000	20.00	$1,110.00	$26,029.17
TAXABLE GTL			$0.28	$4.20
NONTAX PER DIEM				$18,015.00
		TOTAL PAY	$2,590.28	$86,529.12

Taxes:

Description	Current	Year To Date
FICA-OASDI	$160.60	$4,247.88
FEDERAL W/H TAX M-02	$290.38	$6,469.19
FICA-HI	$37.55	$993.45
LOUISIANA S-02	$96.59	$2,453.65

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$4.20
NET PAY	$2,004.88	$72,360.75

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.10
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008320)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**09/04/2023**	**09/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$42,480.75
TIME AND 1/2				$26,029.17

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TAXABLE GTL				$4.20
NONTAX PER DIEM			$595.00	$18,610.00
		TOTAL PAY	$595.00	$87,124.12

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,247.88
FEDERAL W/H TAX M-02	$0.00	$6,469.19
FICA-HI	$0.00	$993.45
LOUISIANA S-02	$0.00	$2,453.65

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.20
NET PAY	$595.00	$72,955.75

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.10
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008361)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/28/2023**	**09/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$41,000.75
TIME AND 1/2	51.0000	29.50	$1,504.50	$24,919.17
TAXABLE GTL			$0.28	$3.92
NONTAX PER DIEM				$17,420.00
		TOTAL PAY	$2,864.78	$83,343.84

Taxes:

Description	Current	Year To Date
FICA-OASDI	$177.62	$4,087.28
FEDERAL W/H TAX M-02	$350.77	$6,178.81
FICA-HI	$41.54	$955.90
LOUISIANA S-02	$108.26	$2,357.06

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$3.92
NET PAY	$2,186.31	$69,760.87

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.56
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008362)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/28/2023**	**09/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$41,000.75
TIME AND 1/2				$24,919.17

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TAXABLE GTL				$3.92
NONTAX PER DIEM			$595.00	$18,015.00
		TOTAL PAY	$595.00	$83,938.84

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,087.28
FEDERAL W/H TAX M-02	$0.00	$6,178.81
FICA-HI	$0.00	$955.90
LOUISIANA S-02	$0.00	$2,357.06

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.92
NET PAY	$595.00	$70,355.87

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.56
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008346)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/21/2023**	**08/27/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$39,640.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$23,414.67
TAXABLE GTL			$0.28	$3.64
NONTAX PER DIEM				$16,825.00
		TOTAL PAY	$2,431.28	$79,884.06

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$3,909.66
FEDERAL W/H TAX M-02	$255.40	$5,828.04
FICA-HI	$35.26	$914.36
LOUISIANA S-02	$89.84	$2,248.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$3.64
NET PAY	$1,899.76	$66,979.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.02
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008347)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/21/2023**	**08/27/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$39,640.75
TIME AND 1/2				$23,414.67

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TAXABLE GTL				$3.64
NONTAX PER DIEM			$595.00	$17,420.00
		TOTAL PAY	$595.00	$80,479.06

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,909.66
FEDERAL W/H TAX M-02	$0.00	$5,828.04
FICA-HI	$0.00	$914.36
LOUISIANA S-02	$0.00	$2,248.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.64
NET PAY	$595.00	$67,574.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.02
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008464)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$38,280.75
TIME AND 1/2	51.0000	12.50	$637.50	$22,343.67
TAXABLE GTL			$0.28	$3.36
NONTAX PER DIEM				$16,230.00
		TOTAL PAY	$1,997.78	$76,857.78

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.86	$3,758.92
FEDERAL W/H TAX M-02	$177.27	$5,572.64
FICA-HI	$28.96	$879.10
LOUISIANA S-02	$71.41	$2,158.96

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$3.36
NET PAY	$1,596.00	$64,484.80

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.48
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008465)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$38,280.75
TIME AND 1/2				$22,343.67

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TAXABLE GTL				$3.36
NONTAX PER DIEM			$595.00	$16,825.00
		TOTAL PAY	$595.00	$77,452.78

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,758.92
FEDERAL W/H TAX M-02	$0.00	$5,572.64
FICA-HI	$0.00	$879.10
LOUISIANA S-02	$0.00	$2,158.96

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.36
NET PAY	$595.00	$65,079.80

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.48
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008583)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$36,920.75
TIME AND 1/2	51.0000	9.50	$484.50	$21,706.17
TAXABLE GTL			$0.28	$3.08
NONTAX PER DIEM				$15,635.00
		TOTAL PAY	$1,844.78	$74,265.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$114.38	$3,635.06
FEDERAL W/H TAX M-02	$158.91	$5,395.37
FICA-HI	$26.75	$850.14
LOUISIANA S-02	$64.91	$2,087.55

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$3.08
NET PAY	$1,479.55	$62,293.80

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.94
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008584)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$36,920.75
TIME AND 1/2				$21,706.17

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TAXABLE GTL				$3.08
NONTAX PER DIEM			$595.00	$16,230.00
		TOTAL PAY	$595.00	$74,860.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,635.06
FEDERAL W/H TAX M-02	$0.00	$5,395.37
FICA-HI	$0.00	$850.14
LOUISIANA S-02	$0.00	$2,087.55

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.08
NET PAY	$595.00	$62,888.80

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.94
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008255)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/31/2023**	**08/06/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$35,560.75
TIME AND 1/2	51.0000	20.50	$1,045.50	$21,221.67
TAXABLE GTL			$0.28	$2.80
NONTAX PER DIEM				$15,040.00
		TOTAL PAY	$2,405.78	$71,825.22

Taxes:

Description	Current	Year To Date
FICA-OASDI	$149.15	$3,520.68
FEDERAL W/H TAX M-02	$249.79	$5,236.46
FICA-HI	$34.89	$823.39
LOUISIANA S-02	$88.75	$2,022.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$2.80
NET PAY	$1,882.92	$60,219.25

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.40
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008256)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/31/2023**	**08/06/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$35,560.75
TIME AND 1/2				$21,221.67

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TAXABLE GTL				$2.80
NONTAX PER DIEM			$595.00	$15,635.00
		TOTAL PAY	$595.00	$72,420.22

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,520.68
FEDERAL W/H TAX M-02	$0.00	$5,236.46
FICA-HI	$0.00	$823.39
LOUISIANA S-02	$0.00	$2,022.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.80
NET PAY	$595.00	$60,814.25

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.40
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008161)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/24/2023**	**07/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$34,200.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$20,176.17
TAXABLE GTL			$0.28	$2.52
NONTAX PER DIEM				$14,445.00
		TOTAL PAY	$2,431.28	$68,824.44

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$3,371.53
FEDERAL W/H TAX M-02	$255.40	$4,986.67
FICA-HI	$35.25	$788.50
LOUISIANA S-02	$89.84	$1,933.89

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$2.52
NET PAY	$1,899.77	$57,741.33

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.86
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008162)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/24/2023**	**07/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$34,200.75
TIME AND 1/2				$20,176.17

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TAXABLE GTL				$2.52
NONTAX PER DIEM			$595.00	$15,040.00
		TOTAL PAY	$595.00	$69,419.44

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,371.53
FEDERAL W/H TAX M-02	$0.00	$4,986.67
FICA-HI	$0.00	$788.50
LOUISIANA S-02	$0.00	$1,933.89

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.52
NET PAY	$595.00	$58,336.33

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.86
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008222)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/17/2023**	**07/23/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$32,840.75
TIME AND 1/2	51.0000	12.50	$637.50	$19,105.17
TAXABLE GTL			$0.28	$2.24
NONTAX PER DIEM				$13,850.00
		TOTAL PAY	$1,997.78	$65,798.16

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.87	$3,220.79
FEDERAL W/H TAX M-02	$177.27	$4,731.27
FICA-HI	$28.97	$753.25
LOUISIANA S-02	$71.41	$1,844.05

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$2.24
NET PAY	$1,595.98	$55,246.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.32
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008223)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/17/2023**	**07/23/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$32,840.75
TIME AND 1/2				$19,105.17

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TAXABLE GTL				$2.24
NONTAX PER DIEM			$595.00	$14,445.00
		TOTAL PAY	$595.00	$66,393.16

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,220.79
FEDERAL W/H TAX M-02	$0.00	$4,731.27
FICA-HI	$0.00	$753.25
LOUISIANA S-02	$0.00	$1,844.05

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.24
NET PAY	$595.00	$55,841.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.32
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008009)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/10/2023**	**07/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$31,480.75
TIME AND 1/2	51.0000	19.00	$969.00	$18,467.67
TAXABLE GTL			$0.28	$1.96
NONTAX PER DIEM				$13,255.00
		TOTAL PAY	$2,329.28	$63,205.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$144.41	$3,096.92
FEDERAL W/H TAX M-02	$232.96	$4,554.00
FICA-HI	$33.77	$724.28
LOUISIANA S-02	$85.50	$1,772.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$1.96
NET PAY	$1,832.36	$53,055.58

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.78
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008010)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/10/2023**	**07/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$31,480.75
TIME AND 1/2				$18,467.67

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TAXABLE GTL				$1.96
NONTAX PER DIEM			$595.00	$13,850.00
		TOTAL PAY	$595.00	$63,800.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,096.92
FEDERAL W/H TAX M-02	$0.00	$4,554.00
FICA-HI	$0.00	$724.28
LOUISIANA S-02	$0.00	$1,772.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.96
NET PAY	$595.00	$53,650.58

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.78
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007776)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/03/2023**	**07/09/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$30,120.75
TIME AND 1/2	51.0000	10.00	$510.00	$17,498.67
TAXABLE GTL			$0.28	$1.68
NONTAX PER DIEM				$12,660.00
		TOTAL PAY	$1,870.28	$60,281.10

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.96	$2,952.51
FEDERAL W/H TAX M-02	$161.97	$4,321.04
FICA-HI	$27.12	$690.51
LOUISIANA S-02	$65.99	$1,687.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$1.68
NET PAY	$1,498.96	$50,628.22

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007777)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**07/03/2023**	**07/09/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$30,120.75
TIME AND 1/2				$17,498.67

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TAXABLE GTL				$1.68
NONTAX PER DIEM			$595.00	$13,255.00
		TOTAL PAY	$595.00	$60,876.10

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,952.51
FEDERAL W/H TAX M-02	$0.00	$4,321.04
FICA-HI	$0.00	$690.51
LOUISIANA S-02	$0.00	$1,687.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.68
NET PAY	$595.00	$51,223.22

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007940)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/26/2023**	**07/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$28,760.75
TIME AND 1/2	51.0000	12.00	$612.00	$16,988.67
TAXABLE GTL			$0.56	$1.40
NONTAX PER DIEM				$12,065.00
		TOTAL PAY	$1,972.56	$57,815.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$122.30	$2,836.55
FEDERAL W/H TAX M-02	$174.25	$4,159.07
FICA-HI	$28.61	$663.39
LOUISIANA S-02	$70.34	$1,621.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.56	$1.40
NET PAY	$1,576.50	$48,534.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007941)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/26/2023**	**07/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$28,760.75
TIME AND 1/2				$16,988.67

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TAXABLE GTL				$1.40
NONTAX PER DIEM			$595.00	$12,660.00
		TOTAL PAY	$595.00	$58,410.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,836.55
FEDERAL W/H TAX M-02	$0.00	$4,159.07
FICA-HI	$0.00	$663.39
LOUISIANA S-02	$0.00	$1,621.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.40
NET PAY	$595.00	$49,129.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008072)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/19/2023**	**06/25/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$27,400.75
TIME AND 1/2	51.0000	29.50	$1,504.50	$16,376.67
TAXABLE GTL			$0.56	$0.84
NONTAX PER DIEM				$11,470.00
		TOTAL PAY	$2,865.06	$55,248.26

Taxes:

Description	Current	Year To Date
FICA-OASDI	$177.63	$2,714.25
FEDERAL W/H TAX M-02	$350.83	$3,984.82
FICA-HI	$41.54	$634.78
LOUISIANA S-02	$108.27	$1,550.81

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.56	$0.84
NET PAY	$2,186.23	$46,362.76

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.16
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008073)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/19/2023**	**06/25/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$27,400.75
TIME AND 1/2				$16,376.67

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TAXABLE GTL				$0.84
NONTAX PER DIEM			$595.00	$12,065.00
		TOTAL PAY	$595.00	$55,843.26

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,714.25
FEDERAL W/H TAX M-02	$0.00	$3,984.82
FICA-HI	$0.00	$634.78
LOUISIANA S-02	$0.00	$1,550.81

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.84
NET PAY	$595.00	$46,957.76

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.16
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007899)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/12/2023**	**06/18/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$26,040.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$14,872.17
TAXABLE GTL			$0.28	$0.28
NONTAX PER DIEM				$10,875.00
		TOTAL PAY	$2,431.28	$51,788.20

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$2,536.62
FEDERAL W/H TAX M-02	$255.40	$3,633.99
FICA-HI	$35.25	$593.24
LOUISIANA S-02	$89.84	$1,442.54

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.28	$0.28
NET PAY	$1,899.77	$43,581.53

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007900)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/12/2023**	**06/18/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$26,040.75
TIME AND 1/2				$14,872.17

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TAXABLE GTL				$0.28
NONTAX PER DIEM			$595.00	$11,470.00
		TOTAL PAY	$595.00	$52,383.20

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,536.62
FEDERAL W/H TAX M-02	$0.00	$3,633.99
FICA-HI	$0.00	$593.24
LOUISIANA S-02	$0.00	$1,442.54

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.28
NET PAY	$595.00	$44,176.53

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007882)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/05/2023**	**06/11/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$24,680.75
TIME AND 1/2	48.7500	12.50	$609.39	$13,801.17
NONTAX PER DIEM				$10,350.00
		TOTAL PAY	$1,909.39	$48,831.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$118.38	$2,385.88
FEDERAL W/H TAX M-02	$166.67	$3,378.59
FICA-HI	$27.69	$557.99
LOUISIANA S-02	$67.66	$1,352.70

Deductions:

Description	Current	Year To Date
NET PAY	$1,528.99	$41,156.76

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007883)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/05/2023**	**06/11/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$24,680.75
TIME AND 1/2				$13,801.17
NONTAX PER DIEM			$525.00	$10,875.00
		TOTAL PAY	$525.00	$49,356.92

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Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,385.88
FEDERAL W/H TAX M-02	$0.00	$3,378.59
FICA-HI	$0.00	$557.99
LOUISIANA S-02	$0.00	$1,352.70

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$41,681.76

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007773)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/29/2023**	**06/04/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.5000	40.00	$1,300.00	$23,380.75
TIME AND 1/2	48.7500	11.00	$536.25	$13,191.78
NONTAX PER DIEM				$9,825.00
		TOTAL PAY	$1,836.25	$46,397.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$113.85	$2,267.50
FEDERAL W/H TAX M-02	$157.89	$3,211.92
FICA-HI	$26.62	$530.30
LOUISIANA S-02	$64.55	$1,285.04

Deductions:

Description	Current	Year To Date
NET PAY	$1,473.34	$39,102.77

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007774)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/29/2023**	**06/04/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$23,380.75
TIME AND 1/2				$13,191.78
NONTAX PER DIEM			$525.00	$10,350.00
		TOTAL PAY	$525.00	$46,922.53

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Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,267.50
FEDERAL W/H TAX M-02	$0.00	$3,211.92
FICA-HI	$0.00	$530.30
LOUISIANA S-02	$0.00	$1,285.04

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$39,627.77

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008221)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/22/2023**	**05/28/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$22,080.75
TIME AND 1/2				$12,655.53
NONTAX PER DIEM				$9,300.00
		TOTAL PAY	$1,180.00	$44,036.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.16	$2,153.65
FEDERAL W/H TAX M-02	$79.14	$3,054.03
FICA-HI	$17.11	$503.68
LOUISIANA S-02	$36.66	$1,220.49

Deductions:

Description	Current	Year To Date
NET PAY	$973.93	$37,104.43

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008222)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/22/2023**	**05/28/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$22,080.75
TIME AND 1/2				$12,655.53
NONTAX PER DIEM			$525.00	$9,825.00
		TOTAL PAY	$525.00	$44,561.28

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Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,153.65
FEDERAL W/H TAX M-02	$0.00	$3,054.03
FICA-HI	$0.00	$503.68
LOUISIANA S-02	$0.00	$1,220.49

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$37,629.43

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008261)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/15/2023**	**05/21/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$20,900.75
TIME AND 1/2	44.2500	20.00	$885.00	$12,655.53
NONTAX PER DIEM				$8,775.00
		TOTAL PAY	$2,065.00	$42,331.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$2,080.49
FEDERAL W/H TAX M-02	$185.34	$2,974.89
FICA-HI	$29.95	$486.57
LOUISIANA S-02	$74.27	$1,183.83

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.41	$35,605.50

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008262)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/15/2023**	**05/21/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$20,900.75
TIME AND 1/2				$12,655.53
NONTAX PER DIEM			$525.00	$9,300.00
		TOTAL PAY	$525.00	$42,856.28

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Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,080.49
FEDERAL W/H TAX M-02	$0.00	$2,974.89
FICA-HI	$0.00	$486.57
LOUISIANA S-02	$0.00	$1,183.83

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$36,130.50

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

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USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008131)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/08/2023**	**05/14/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$19,720.75
TIME AND 1/2	44.2500	10.50	$464.63	$11,770.53
NONTAX PER DIEM				$8,250.00
		TOTAL PAY	$1,644.63	$39,741.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.97	$1,952.46
FEDERAL W/H TAX M-02	$134.89	$2,789.55
FICA-HI	$23.84	$456.62
LOUISIANA S-02	$56.40	$1,109.56

Deductions:

Description	Current	Year To Date
NET PAY	$1,327.53	$33,433.09

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008132)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/08/2023**	**05/14/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$19,720.75
TIME AND 1/2				$11,770.53
NONTAX PER DIEM			$525.00	$8,775.00
		TOTAL PAY	$525.00	$40,266.28

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USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,952.46
FEDERAL W/H TAX M-02	$0.00	$2,789.55
FICA-HI	$0.00	$456.62
LOUISIANA S-02	$0.00	$1,109.56

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$33,958.09

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008296)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/01/2023**	**05/07/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$18,540.75
TIME AND 1/2	44.2500	10.00	$442.51	$11,305.90
NONTAX PER DIEM				$7,725.00
		TOTAL PAY	$1,622.51	$37,571.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.59	$1,850.49
FEDERAL W/H TAX M-02	$132.24	$2,654.66
FICA-HI	$23.53	$432.78
LOUISIANA S-02	$55.46	$1,053.16

Deductions:

Description	Current	Year To Date
NET PAY	$1,310.69	$31,580.56

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008297)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/01/2023**	**05/07/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$18,540.75
TIME AND 1/2				$11,305.90
NONTAX PER DIEM			$525.00	$8,250.00
		TOTAL PAY	$525.00	$38,096.65

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USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,850.49
FEDERAL W/H TAX M-02	$0.00	$2,654.66
FICA-HI	$0.00	$432.78
LOUISIANA S-02	$0.00	$1,053.16

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$32,105.56

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008286)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/24/2023**	**04/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$17,360.75
TIME AND 1/2	44.2500	25.50	$1,128.38	$10,863.39
NONTAX PER DIEM				$7,200.00
		TOTAL PAY	$2,308.38	$35,424.14

Taxes:

Description	Current	Year To Date
FICA-OASDI	$143.12	$1,749.90
FEDERAL W/H TAX M-02	$228.36	$2,522.42
FICA-HI	$33.47	$409.25
LOUISIANA S-02	$84.61	$997.70

Deductions:

Description	Current	Year To Date
NET PAY	$1,818.82	$29,744.87

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008287)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/24/2023**	**04/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$17,360.75
TIME AND 1/2				$10,863.39
NONTAX PER DIEM			$525.00	$7,725.00
		TOTAL PAY	$525.00	$35,949.14

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,749.90
FEDERAL W/H TAX M-02	$0.00	$2,522.42
FICA-HI	$0.00	$409.25
LOUISIANA S-02	$0.00	$997.70

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$30,269.87

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008394)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/17/2023**	**04/23/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$16,180.75
TIME AND 1/2	44.2500	20.00	$885.00	$9,735.01
NONTAX PER DIEM				$6,675.00
		TOTAL PAY	$2,065.00	$32,590.76

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$1,606.78
FEDERAL W/H TAX M-02	$185.34	$2,294.06
FICA-HI	$29.94	$375.78
LOUISIANA S-02	$74.27	$913.09

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.42	$27,401.05

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008395)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/17/2023**	**04/23/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$16,180.75
TIME AND 1/2				$9,735.01
NONTAX PER DIEM			$525.00	$7,200.00
		TOTAL PAY	$525.00	$33,115.76

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ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,606.78
FEDERAL W/H TAX M-02	$0.00	$2,294.06
FICA-HI	$0.00	$375.78
LOUISIANA S-02	$0.00	$913.09

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$27,926.05

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008294)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/10/2023**	**04/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$15,000.75
TIME AND 1/2	44.2500	17.00	$752.26	$8,850.01
NONTAX PER DIEM				$6,150.00
		TOTAL PAY	$1,932.26	$30,000.76

Taxes:

Description	Current	Year To Date
FICA-OASDI	$119.80	$1,478.75
FEDERAL W/H TAX M-02	$169.41	$2,108.72
FICA-HI	$28.02	$345.84
LOUISIANA S-02	$68.63	$838.82

Deductions:

Description	Current	Year To Date
NET PAY	$1,546.40	$25,228.63

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008295)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/10/2023**	**04/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,000.75
TIME AND 1/2				$8,850.01
NONTAX PER DIEM			$525.00	$6,675.00
		TOTAL PAY	$525.00	$30,525.76

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ZACHRY INDUSTRIAL, INC (FLD)
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SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,478.75
FEDERAL W/H TAX M-02	$0.00	$2,108.72
FICA-HI	$0.00	$345.84
LOUISIANA S-02	$0.00	$838.82

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$25,753.63

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/13/2023 | Check Number: 99008305)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/03/2023**	**04/09/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	30.00	$885.00	$13,820.75
TIME AND 1/2				$8,097.75
NONTAX PER DIEM				$6,150.00
		TOTAL PAY	$885.00	$28,068.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.87	$1,358.95
FEDERAL W/H TAX M-02	$43.74	$1,939.31
FICA-HI	$12.83	$317.82
LOUISIANA S-02	$24.69	$770.19

Deductions:

Description	Current	Year To Date
NET PAY	$748.87	$23,682.23

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008468)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/27/2023**	**04/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$12,935.75
TIME AND 1/2	44.2500	20.00	$885.00	$8,097.75
NONTAX PER DIEM				$5,100.00
		TOTAL PAY	$2,065.00	$26,133.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$1,304.08
FEDERAL W/H TAX M-02	$185.34	$1,895.57
FICA-HI	$29.95	$304.99
LOUISIANA S-02	$74.27	$745.50

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.41	$21,883.36

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008469)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/27/2023**	**04/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,935.75
TIME AND 1/2				$8,097.75
NONTAX PER DIEM			$1,050.00	$6,150.00
		TOTAL PAY	$1,050.00	$27,183.50

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ZACHRY INDUSTRIAL, INC (FLD)
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SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,304.08
FEDERAL W/H TAX M-02	$0.00	$1,895.57
FICA-HI	$0.00	$304.99
LOUISIANA S-02	$0.00	$745.50

Deductions:

Description	Current	Year To Date
NET PAY	$1,050.00	$22,933.36

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008856)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/20/2023**	**03/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$11,755.75
TIME AND 1/2	44.2500	20.00	$885.00	$7,212.75
NONTAX PER DIEM				$4,575.00
		TOTAL PAY	$2,065.00	$23,543.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$1,176.05
FEDERAL W/H TAX M-02	$185.34	$1,710.23
FICA-HI	$29.94	$275.04
LOUISIANA S-02	$74.27	$671.23

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.42	$19,710.95

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008857)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/20/2023**	**03/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$11,755.75
TIME AND 1/2				$7,212.75
NONTAX PER DIEM			$525.00	$5,100.00
		TOTAL PAY	$525.00	$24,068.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,176.05
FEDERAL W/H TAX M-02	$0.00	$1,710.23
FICA-HI	$0.00	$275.04
LOUISIANA S-02	$0.00	$671.23

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$20,235.95

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008430)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/13/2023**	**03/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$10,575.75
TIME AND 1/2	44.2500	10.00	$442.50	$6,327.75
NONTAX PER DIEM				$4,050.00
		TOTAL PAY	$1,622.50	$20,953.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.60	$1,048.02
FEDERAL W/H TAX M-02	$132.24	$1,524.89
FICA-HI	$23.53	$245.10
LOUISIANA S-02	$55.46	$596.96

Deductions:

Description	Current	Year To Date
NET PAY	$1,310.67	$17,538.53

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008431)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/13/2023**	**03/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,575.75
TIME AND 1/2				$6,327.75
NONTAX PER DIEM			$525.00	$4,575.00
		TOTAL PAY	$525.00	$21,478.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,048.02
FEDERAL W/H TAX M-02	$0.00	$1,524.89
FICA-HI	$0.00	$245.10
LOUISIANA S-02	$0.00	$596.96

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$18,063.53

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008483)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/06/2023**	**03/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$9,395.75
TIME AND 1/2	44.2500	30.00	$1,327.50	$5,885.25
NONTAX PER DIEM				$3,525.00
		TOTAL PAY	$2,507.50	$18,806.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$155.46	$947.42
FEDERAL W/H TAX M-02	$272.17	$1,392.65
FICA-HI	$36.35	$221.57
LOUISIANA S-02	$93.08	$541.50

Deductions:

Description	Current	Year To Date
NET PAY	$1,950.44	$15,702.86

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008484)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/06/2023**	**03/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,395.75
TIME AND 1/2				$5,885.25
NONTAX PER DIEM			$525.00	$4,050.00
		TOTAL PAY	$525.00	$19,331.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$947.42
FEDERAL W/H TAX M-02	$0.00	$1,392.65
FICA-HI	$0.00	$221.57
LOUISIANA S-02	$0.00	$541.50

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$16,227.86

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008462)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/27/2023**	**03/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$8,215.75
TIME AND 1/2	44.2500	20.00	$885.00	$4,557.75
NONTAX PER DIEM				$3,000.00
		TOTAL PAY	$2,065.00	$15,773.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$791.96
FEDERAL W/H TAX M-02	$185.34	$1,120.48
FICA-HI	$29.95	$185.22
LOUISIANA S-02	$74.27	$448.42

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.41	$13,227.42

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008463)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/27/2023**	**03/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,215.75
TIME AND 1/2				$4,557.75
NONTAX PER DIEM			$525.00	$3,525.00
		TOTAL PAY	$525.00	$16,298.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$791.96
FEDERAL W/H TAX M-02	$0.00	$1,120.48
FICA-HI	$0.00	$185.22
LOUISIANA S-02	$0.00	$448.42

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$13,752.42

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008651)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/20/2023**	**02/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$7,035.75
TIME AND 1/2	44.2500	15.00	$663.75	$3,672.75
NONTAX PER DIEM				$2,475.00
		TOTAL PAY	$1,843.75	$13,183.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$114.32	$663.93
FEDERAL W/H TAX M-02	$158.79	$935.14
FICA-HI	$26.73	$155.27
LOUISIANA S-02	$64.87	$374.15

Deductions:

Description	Current	Year To Date
NET PAY	$1,479.04	$11,055.01

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008652)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/20/2023**	**02/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,035.75
TIME AND 1/2				$3,672.75
NONTAX PER DIEM			$525.00	$3,000.00
		TOTAL PAY	$525.00	$13,708.50

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$663.93
FEDERAL W/H TAX M-02	$0.00	$935.14
FICA-HI	$0.00	$155.27
LOUISIANA S-02	$0.00	$374.15

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$11,580.01

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008579)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/13/2023**	**02/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$5,855.75
TIME AND 1/2	44.2500	10.00	$442.50	$3,009.00
NONTAX PER DIEM				$1,950.00
		TOTAL PAY	$1,622.50	$10,814.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.59	$549.61
FEDERAL W/H TAX M-02	$132.24	$776.35
FICA-HI	$23.53	$128.54
LOUISIANA S-02	$55.46	$309.28

Deductions:

Description	Current	Year To Date
NET PAY	$1,310.68	$9,050.97

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008580)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/13/2023**	**02/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,855.75
TIME AND 1/2				$3,009.00
NONTAX PER DIEM			$525.00	$2,475.00
		TOTAL PAY	$525.00	$11,339.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$549.61
FEDERAL W/H TAX M-02	$0.00	$776.35
FICA-HI	$0.00	$128.54
LOUISIANA S-02	$0.00	$309.28

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$9,575.97

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008535)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/06/2023**	**02/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$4,675.75
TIME AND 1/2	44.2500	10.00	$442.50	$2,566.50
NONTAX PER DIEM				$1,425.00
		TOTAL PAY	$1,622.50	$8,667.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.60	$449.02
FEDERAL W/H TAX M-02	$132.24	$644.11
FICA-HI	$23.52	$105.01
LOUISIANA S-02	$55.46	$253.82

Deductions:

Description	Current	Year To Date
NET PAY	$1,310.68	$7,215.29

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008536)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/06/2023**	**02/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,675.75
TIME AND 1/2				$2,566.50
NONTAX PER DIEM			$525.00	$1,950.00
		TOTAL PAY	$525.00	$9,192.25

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$449.02
FEDERAL W/H TAX M-02	$0.00	$644.11
FICA-HI	$0.00	$105.01
LOUISIANA S-02	$0.00	$253.82

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$7,740.29

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008416)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/30/2023**	**02/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$3,495.75
TIME AND 1/2	44.2500	20.00	$885.00	$2,124.00
NONTAX PER DIEM				$900.00
		TOTAL PAY	$2,065.00	$6,519.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$348.42
FEDERAL W/H TAX M-02	$185.34	$511.87
FICA-HI	$29.95	$81.49
LOUISIANA S-02	$74.27	$198.36

Deductions:

Description	Current	Year To Date
NET PAY	$1,647.41	$5,379.61

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008417)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/30/2023**	**02/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,495.75
TIME AND 1/2				$2,124.00
NONTAX PER DIEM			$525.00	$1,425.00
		TOTAL PAY	$525.00	$7,044.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$348.42
FEDERAL W/H TAX M-02	$0.00	$511.87
FICA-HI	$0.00	$81.49
LOUISIANA S-02	$0.00	$198.36

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$5,904.61

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008557)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/23/2023**	**01/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	40.00	$1,180.00	$2,315.75
TIME AND 1/2	44.2500	28.00	$1,239.00	$1,239.00
NONTAX PER DIEM				$375.00
		TOTAL PAY	$2,419.00	$3,929.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$149.97	$220.39
FEDERAL W/H TAX M-02	$252.70	$326.53
FICA-HI	$35.07	$51.54
LOUISIANA S-02	$89.31	$124.09

Deductions:

Description	Current	Year To Date
NET PAY	$1,891.95	$3,207.20

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008558)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/23/2023**	**01/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,315.75
TIME AND 1/2				$1,239.00
NONTAX PER DIEM			$525.00	$900.00
		TOTAL PAY	$525.00	$4,454.75

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$220.39
FEDERAL W/H TAX M-02	$0.00	$326.53
FICA-HI	$0.00	$51.54
LOUISIANA S-02	$0.00	$124.09

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$3,732.20

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008464)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/16/2023**	**01/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	38.50	$1,135.75	$1,135.75
		TOTAL PAY	$1,135.75	$1,135.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.42	$70.42
FEDERAL W/H TAX M-02	$73.83	$73.83
FICA-HI	$16.47	$16.47
LOUISIANA S-02	$34.78	$34.78

Deductions:

Description	Current	Year To Date
NET PAY	$940.25	$940.25

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008465)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/16/2023**	**01/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,135.75
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$375.00	$1,510.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$70.42
FEDERAL W/H TAX M-02	$0.00	$73.83

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

FICA-HI	$0.00	$16.47
LOUISIANA S-02	$0.00	$34.78

Deductions:

Description	Current	Year To Date
NET PAY	$375.00	$1,315.25

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Michael T Coupel	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]9355	E0031929355-2	4-Nov-2024
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	569 Saint Ann St Belle Chasse, LA 70037 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	4-Nov-2024	10-Nov-2024	14-Nov-2024	27.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Head of household	0.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
LA		2	0.00
TX			0.00

Summary		
Description	Current	Year to Date
Gross Earnings	1,485.00	54,717.80
Imputed Earnings	0.00	13.92
Nonpayroll Payment	560.00	1,240.00
Pretax Deductions	89.10	3,650.02
Employee Tax Deductions	151.32	16,514.61
Voluntary Deductions	44.55	1,825.06
Net Payment	1,760.03	33,954.19

Earnings		
Description	Current	Year to Date
Double Time	0.00	592.00
Group Term Life	0.00	13.92
OT Time	216.00	20,118.75
OT Time Prem	108.00	108.00
Per Diem Non Taxable	560.00	1,240.00
Per Diem Taxable	0.00	14,365.00
Regular Hours	1,161.00	36,832.50
Shift B Uplift	0.00	10.50
Vacation Regulatory Payout	0.00	486.88

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	2,685.00

Hours		
Description	Current	Year to Date

Pay Details

Double Time Hours Worked	0.00	8.00
OT Time Hours Worked	8.00	396.00
OT Time Prem Hours Worked	8.00	8.00
Regular Hours Hours Worked	43.00	1,081.00
Shift B Uplift Hours Worked	0.00	10.50
Total Hours Worked	0.00	1,485.00
Vacation Entitlement Hours	0.00	75.00
Vacation Regulatory Payout Hours Worked	0.00	14.32

Other Units

Description	Current	Year to Date
Per Diem Non Taxable Other Units	1.00	1.00
Per Diem Taxable Other Units	0.00	1.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	89.10	3,650.02

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	92.07	4,663.18
Medicare Employee Withheld	21.53	1,090.58
FIT Withheld	0.00	8,127.99
SIT Withheld (LA)	37.72	2,632.86

Other Deductions

Description	Current	Year to Date
ZHI 401K Roth	44.55	1,825.06

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	96.57
LTD ER	0.00	122.46
ZHI 401K Employer Match	66.83	2,737.56

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
2570895464	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	1,760.03

Pay Details

****Please go to website TBD to see your time off accruals and balances****

Employee Name	Salary Basis Name	Payroll
Michael T Coupel	US Hourly	US Weekly Sunday
Person Number	**Assignment Number**	**Hire Date**
[redacted]9355	E0031929355	18-Jan-2023
Work Phone	**Tax Reporting Unit FEIN**	**Tax Reporting Unit Name**
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	**Tax Reporting Unit Address**
	569 Saint Ann St Belle Chasse, LA 70037 US	527 Logwood Ave. San Antonio, TX 78221 US

Period Type	Period Start Date	Period End Date	Payment Date	Hourly Base Rate
Weekly	22-Jul-2024	28-Jul-2024	1-Aug-2024	34.00

Tax Withholding Information			
Type	**Marital Status**	**Total Dependent Amount**	**Extra Withholding**
FEDERAL_2020	Married filing jointly or Qualifying widow(er)	0.00	0.00

Tax Withholding Information			
Type	**Marital Status**	**Exemptions**	**Additional Amount**
LA		2	0.00

Summary		
Description	**Current**	**Year to Date**
Gross Earnings	486.88	73,727.55
Imputed Earnings	0.00	13.92
Nonpayroll Payment	0.00	680.00
Pretax Deductions	29.21	3,560.92
Employee Tax Deductions	42.58	16,363.29
Voluntary Deductions	14.61	1,780.51
Net Payment	400.48	52,688.91

Earnings		
Description	**Current**	**Year to Date**
Double Time	0.00	592.00
Double Time Prem	0.00	592.00
Group Term Life	0.00	13.92
OT Time	0.00	19,902.75
OT Time Prem	0.00	19,902.75
Per Diem Non Taxable	0.00	680.00
Per Diem Taxable	0.00	14,365.00
Regular Hours	0.00	35,671.50
Shift B Uplift	0.00	10.50
Vacation Regulatory Payout	486.88	486.88

Absences		
Description	**Current**	**Year to Date**
Vacation Entitlement Payment	0.00	2,685.00

Pay Details

Hours		
Description	**Current**	**Year to Date**
Double Time Hours Worked	**0.00**	**8.00**
Double Time Prem Hours Worked	**0.00**	**8.00**
OT Time Hours Worked	**0.00**	**388.00**
OT Time Prem Hours Worked	**0.00**	**388.00**
Regular Hours Hours Worked	**0.00**	**1,038.00**
Shift B Uplift Hours Worked	**0.00**	**10.50**
Total Hours Worked	**0.00**	**1,434.00**
Vacation Entitlement Hours	**0.00**	**75.00**
Vacation Regulatory Payout Hours Worked	**14.32**	**14.32**

Other Units		
Description	**Current**	**Year to Date**
Per Diem Taxable Other Units	**0.00**	**1.00**

Pretax Deductions		
Description	**Current**	**Year to Date**
ZHI 401K	**29.21**	**3,560.92**

Tax Deductions		
Description	**Current**	**Year to Date**
Social Security Employee Withheld	**30.25**	**4,571.11**
Medicare Employee Withheld	**7.07**	**1,069.05**
FIT Withheld	**0.00**	**8,127.99**
SIT Withheld (LA)	**5.26**	**2,595.14**

Other Deductions		
Description	**Current**	**Year to Date**
ZHI 401K Roth	**14.61**	**1,780.51**

Company Contributions		
Description	**Current**	**Year to Date**
Group Term Life Insurance ER	**0.00**	**96.57**
LTD ER	**0.00**	**122.46**
ZHI 401K Employer Match	**21.91**	**2,604.95**

Net Pay Distribution					
Check/Deposit Number	**Bank Name**	**Branch Name**	**Account Number**	**Currency**	**Payment Amount**
968654348	JP MORGAN CHASE	JP MORGAN CHASE 065400137	[redacted]	USD	**400.48**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002563)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$34,600.50
TIME AND 1/2	51.0000	2.00	$102.00	$19,902.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$12.48
VAC SALARY/CLER				$2,685.00
PER DIEM-TAXABL			$510.00	$13,940.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$1,972.48	$72,423.23

Taxes:

Description	Current	Year To Date
FICA-OASDI	$122.29	$4,448.08
FEDERAL W/H TAX M-02	$210.79	$7,989.97
FICA-HI	$28.60	$1,040.28
LOUISIANA S-02	$66.61	$2,550.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$12.48
*401(K) EMPLOYEE **	$87.72	$3,467.45
ROTH 401(K)	$43.86	$1,733.77
NET PAY	$1,412.13	$51,180.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$132.35	$2,534.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.24
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/20/2024 | Check Number: 99002550)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/10/2024**	**06/16/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$33,240.50
TIME AND 1/2	51.0000	31.00	$1,581.00	$19,800.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$12.00
VAC SALARY/CLER				$2,685.00
PER DIEM-TAXABL			$595.00	$13,430.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,536.48	$70,450.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$219.27	$4,325.79
FEDERAL W/H TAX M-02	$443.59	$7,779.18
FICA-HI	$51.28	$1,011.68
LOUISIANA S-02	$129.31	$2,484.29

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$12.00
*401(K) EMPLOYEE **	$176.46	$3,379.73
ROTH 401(K)	$88.23	$1,689.91
NET PAY	$2,427.86	$49,768.17

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$105.19	$2,402.49

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.70
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/13/2024 | Check Number: 99002625)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**06/03/2024**	**06/09/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$31,880.50
TIME AND 1/2	51.0000	12.50	$637.50	$18,219.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$11.52
VAC SALARY/CLER	34.0000	10.00	$340.00	$2,685.00
PER DIEM-TAXABL			$595.00	$12,835.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,932.98	$66,914.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$181.84	$4,106.52
FEDERAL W/H TAX M-02	$328.24	$7,335.59
FICA-HI	$42.53	$960.40
LOUISIANA S-02	$105.20	$2,354.98

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$11.52
*401(K) EMPLOYEE **	$140.25	$3,203.27
ROTH 401(K)	$70.13	$1,601.68
NET PAY	$2,064.31	$47,340.31

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$81.09	$2,297.30

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.16
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 06/06/2024 | Check Number: 99002715)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/27/2024**	**06/02/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$30,520.50
TIME AND 1/2	51.0000	2.00	$102.00	$17,582.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$11.04
VAC SALARY/CLER	34.0000	10.00	$340.00	$2,345.00
PER DIEM-TAXABL			$595.00	$12,240.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,397.48	$63,981.29

Taxes:

Description	Current	Year To Date
FICA-OASDI	$148.64	$3,924.68
FEDERAL W/H TAX M-02	$267.84	$7,007.35
FICA-HI	$34.76	$917.87
LOUISIANA S-02	$83.81	$2,249.78

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$11.04
*401(K) EMPLOYEE **	$108.12	$3,063.02
ROTH 401(K)	$54.06	$1,531.55
NET PAY	$1,699.77	$45,276.00

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$113.99	$2,216.21

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.62
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/30/2024 | Check Number: 99003917)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/20/2024**	**05/26/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$29,160.50
TIME AND 1/2	51.0000	23.00	$1,173.00	$17,480.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$10.56
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$11,645.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,128.48	$61,583.81

Taxes:

Description	Current	Year To Date
FICA-OASDI	$193.97	$3,776.04
FEDERAL W/H TAX M-02	$359.21	$6,739.51
FICA-HI	$45.37	$883.11
LOUISIANA S-02	$113.01	$2,165.97

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$10.56
*401(K) EMPLOYEE **	$151.98	$2,954.90
ROTH 401(K)	$75.99	$1,477.49
NET PAY	$2,188.47	$43,576.23

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$100.22	$2,102.22

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.08
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/23/2024 | Check Number: 99003974)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/13/2024**	**05/19/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$27,800.50
TIME AND 1/2	51.0000	17.00	$867.00	$16,307.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$10.08
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$11,050.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,822.48	$58,455.33

Taxes:

Description	Current	Year To Date
FICA-OASDI	$174.99	$3,582.07
FEDERAL W/H TAX M-02	$315.78	$6,380.30
FICA-HI	$40.92	$837.74
LOUISIANA S-02	$100.78	$2,052.96

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$10.08
*401(K) EMPLOYEE **	$133.62	$2,802.92
ROTH 401(K)	$66.81	$1,401.50
NET PAY	$1,989.10	$41,387.76

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$64.64	$2,002.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.54
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/16/2024 | Check Number: 99005461)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**05/06/2024**	**05/12/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$26,440.50
TIME AND 1/2	51.0000	1.50	$76.50	$15,440.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$9.60
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$340.00	$10,455.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$1,776.98	$55,632.85

Taxes:

Description	Current	Year To Date
FICA-OASDI	$110.18	$3,407.08
FEDERAL W/H TAX M-02	$170.51	$6,064.52
FICA-HI	$25.77	$796.82
LOUISIANA S-02	$58.37	$1,952.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$9.60
*401(K) EMPLOYEE **	$86.19	$2,669.30
ROTH 401(K)	$43.10	$1,334.69
NET PAY	$1,282.38	$39,398.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$132.35	$1,937.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.00
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 05/09/2024 | Check Number: 99005527)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/29/2024**	**05/05/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$25,080.50
TIME AND 1/2	51.0000	31.00	$1,581.00	$15,363.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$9.12
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$10,115.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,536.48	$53,855.87

Taxes:

Description	Current	Year To Date
FICA-OASDI	$219.26	$3,296.90
FEDERAL W/H TAX M-02	$443.59	$5,894.01
FICA-HI	$51.28	$771.05
LOUISIANA S-02	$129.31	$1,893.81

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$9.12
*401(K) EMPLOYEE **	$176.46	$2,583.11
ROTH 401(K)	$88.23	$1,291.59
NET PAY	$2,427.87	$38,116.28

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$88.74	$1,805.01

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.46
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99005369)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$23,720.50
TIME AND 1/2	51.0000	12.00	$612.00	$13,782.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$8.64
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$9,520.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,567.48	$50,319.39

Taxes:

Description	Current	Year To Date
FICA-OASDI	$159.18	$3,077.64
FEDERAL W/H TAX M-02	$287.01	$5,450.42
FICA-HI	$37.23	$719.77
LOUISIANA S-02	$90.60	$1,764.50

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$8.64
*401(K) EMPLOYEE **	$118.32	$2,406.65
ROTH 401(K)	$59.16	$1,203.36
NET PAY	$1,815.50	$35,688.41

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$108.25	$1,716.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.92
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005471)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$22,360.50
TIME AND 1/2	51.0000	20.50	$1,045.50	$13,170.75
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$8.16
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$8,925.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,000.98	$47,751.91

Taxes:

Description	Current	Year To Date
FICA-OASDI	$186.06	$2,918.46
FEDERAL W/H TAX M-02	$335.91	$5,163.41
FICA-HI	$43.51	$682.54
LOUISIANA S-02	$107.91	$1,673.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$8.16
*401(K) EMPLOYEE **	$144.33	$2,288.33
ROTH 401(K)	$72.17	$1,144.20
NET PAY	$2,110.61	$33,872.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$100.22	$1,608.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.38
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005550)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$21,000.50
TIME AND 1/2	51.0000	17.00	$867.00	$12,125.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT				$10.50
TAXABLE GTL			$0.48	$7.68
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$8,330.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,822.48	$44,750.93

Taxes:

Description	Current	Year To Date
FICA-OASDI	$175.00	$2,732.40
FEDERAL W/H TAX M-02	$315.78	$4,827.50
FICA-HI	$40.93	$639.03
LOUISIANA S-02	$100.78	$1,565.99

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$7.68
*401(K) EMPLOYEE **	$133.62	$2,144.00
ROTH 401(K)	$66.81	$1,072.03
NET PAY	$1,989.08	$31,762.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$104.13	$1,507.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.84
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005603)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$19,640.50
TIME AND 1/2	51.0000	18.50	$943.50	$11,258.25
DOUBLETIME				$592.00
SHIFT 2/UPLIFT	1.0000	10.50	$10.50	$10.50
TAXABLE GTL			$0.48	$7.20
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$7,735.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,909.48	$41,928.45

Taxes:

Description	Current	Year To Date
FICA-OASDI	$180.38	$2,557.40
FEDERAL W/H TAX M-02	$325.59	$4,511.72
FICA-HI	$42.18	$598.10
LOUISIANA S-02	$104.26	$1,465.21

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$7.20
*401(K) EMPLOYEE **	$138.84	$2,010.38
ROTH 401(K)	$69.42	$1,005.22
NET PAY	$2,048.33	$29,773.22

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$154.54	$1,403.67

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.30
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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SAN ANTONIO TX 78224
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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005877)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$18,280.50
TIME AND 1/2	51.0000	9.00	$459.00	$10,314.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$6.72
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$7,140.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,414.48	$39,018.97

Taxes:

Description	Current	Year To Date
FICA-OASDI	$149.70	$2,377.02
FEDERAL W/H TAX M-02	$269.76	$4,186.13
FICA-HI	$35.01	$555.92
LOUISIANA S-02	$84.48	$1,360.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$6.72
*401(K) EMPLOYEE **	$109.14	$1,871.54
ROTH 401(K)	$54.57	$935.80
NET PAY	$1,711.34	$27,724.89

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,249.13

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.76
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006640)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$16,920.50
TIME AND 1/2	51.0000	5.00	$255.00	$9,855.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$6.24
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$6,545.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,210.48	$36,604.49

Taxes:

Description	Current	Year To Date
FICA-OASDI	$137.05	$2,227.32
FEDERAL W/H TAX M-02	$246.75	$3,916.37
FICA-HI	$32.06	$520.91
LOUISIANA S-02	$76.33	$1,276.47

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$6.24
*401(K) EMPLOYEE **	$96.90	$1,762.40
ROTH 401(K)	$48.45	$881.23
NET PAY	$1,572.46	$26,013.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$112.84	$1,249.13

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.22
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006913)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/11/2024**	**03/17/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$15,560.50
TIME AND 1/2	51.0000	22.50	$1,147.50	$9,600.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$5.76
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$5,950.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,102.98	$34,394.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$192.39	$2,090.27
FEDERAL W/H TAX M-02	$353.94	$3,669.62
FICA-HI	$44.99	$488.85
LOUISIANA S-02	$111.99	$1,200.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$5.76
*401(K) EMPLOYEE **	$150.45	$1,665.50
ROTH 401(K)	$75.23	$832.78
NET PAY	$2,173.51	$24,441.09

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$110.54	$1,136.29

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.68
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/14/2024 | Check Number: 99007004)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**03/04/2024**	**03/10/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$14,200.50
TIME AND 1/2	51.0000	21.50	$1,096.50	$8,453.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$5.28
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$5,355.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,051.98	$31,291.03

Taxes:

Description	Current	Year To Date
FICA-OASDI	$189.22	$1,897.88
FEDERAL W/H TAX M-02	$343.39	$3,315.68
FICA-HI	$44.25	$443.86
LOUISIANA S-02	$109.95	$1,088.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$5.28
*401(K) EMPLOYEE **	$147.39	$1,515.05
ROTH 401(K)	$73.70	$757.55
NET PAY	$2,143.60	$22,267.58

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$105.95	$1,025.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.14
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007228)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/26/2024**	**03/03/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$12,840.50
TIME AND 1/2	51.0000	19.50	$994.50	$7,356.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$4.80
VAC SALARY/CLER				$2,005.00
PER DIEM-TAXABL			$595.00	$4,760.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,949.98	$28,239.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$182.90	$1,708.66
FEDERAL W/H TAX M-02	$330.16	$2,972.29
FICA-HI	$42.78	$399.61
LOUISIANA S-02	$105.88	$978.20

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$4.80
*401(K) EMPLOYEE **	$141.27	$1,367.66
ROTH 401(K)	$70.64	$683.85
NET PAY	$2,075.87	$20,123.98

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$104.04	$919.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.60
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007268)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/19/2024**	**02/25/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$11,480.50
TIME AND 1/2	51.0000	12.00	$612.00	$6,362.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$4.32
VAC SALARY/CLER	34.0000	10.00	$340.00	$2,005.00
PER DIEM-TAXABL			$595.00	$4,165.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,907.48	$25,289.07

Taxes:

Description	Current	Year To Date
FICA-OASDI	$180.26	$1,525.76
FEDERAL W/H TAX M-02	$325.37	$2,642.13
FICA-HI	$42.16	$356.83
LOUISIANA S-02	$104.18	$872.32

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$4.32
*401(K) EMPLOYEE **	$138.72	$1,226.39
ROTH 401(K)	$69.36	$613.21
NET PAY	$2,046.95	$18,048.11

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$102.51	$815.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.06
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007391)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/12/2024**	**02/18/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$10,120.50
TIME AND 1/2	51.0000	18.00	$918.00	$5,750.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$3.84
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$3,570.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,873.48	$22,381.59

Taxes:

Description	Current	Year To Date
FICA-OASDI	$178.16	$1,345.50
FEDERAL W/H TAX M-02	$321.53	$2,316.76
FICA-HI	$41.66	$314.67
LOUISIANA S-02	$102.82	$768.14

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$3.84
*401(K) EMPLOYEE **	$136.68	$1,087.67
ROTH 401(K)	$68.34	$543.85
NET PAY	$2,023.81	$16,001.16

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$112.84	$713.25

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.52
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007776)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**02/05/2024**	**02/11/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$8,760.50
TIME AND 1/2	51.0000	22.50	$1,147.50	$4,832.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$3.36
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$2,975.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,102.98	$19,508.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$192.38	$1,167.34
FEDERAL W/H TAX M-02	$353.94	$1,995.23
FICA-HI	$45.00	$273.01
LOUISIANA S-02	$111.99	$665.32

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$3.36
*401(K) EMPLOYEE **	$150.45	$950.99
ROTH 401(K)	$75.23	$475.51
NET PAY	$2,173.51	$13,977.35

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$111.69	$600.41

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.98
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007912)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/29/2024**	**02/04/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$7,400.50
TIME AND 1/2	51.0000	22.00	$1,122.00	$3,684.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$2.88
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$2,380.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,077.48	$16,405.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$190.81	$974.96
FEDERAL W/H TAX M-02	$348.67	$1,641.29
FICA-HI	$44.62	$228.01
LOUISIANA S-02	$110.97	$553.33

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$2.88
*401(K) EMPLOYEE **	$148.92	$800.54
ROTH 401(K)	$74.46	$400.28
NET PAY	$2,158.55	$11,803.84

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$112.84	$488.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.44
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008042)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/22/2024**	**01/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$6,040.50
TIME AND 1/2	51.0000	22.50	$1,147.50	$2,562.75
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$2.40
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$1,785.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$3,102.98	$13,327.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$192.38	$784.15
FEDERAL W/H TAX M-02	$353.94	$1,292.62
FICA-HI	$44.99	$183.39
LOUISIANA S-02	$111.99	$442.36

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$2.40
*401(K) EMPLOYEE **	$150.45	$651.62
ROTH 401(K)	$75.23	$325.82
NET PAY	$2,173.52	$9,645.29

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$106.56	$375.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.90
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

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SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008062)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/15/2024**	**01/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$4,680.50
TIME AND 1/2	55.5000	16.00	$888.00	$1,415.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$1.92
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$1,190.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,963.48	$10,224.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$183.74	$591.77
FEDERAL W/H TAX M-02	$331.68	$938.68
FICA-HI	$42.97	$138.40
LOUISIANA S-02	$106.42	$330.37

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$1.92
*401(K) EMPLOYEE **	$142.08	$501.17
ROTH 401(K)	$71.04	$250.59
NET PAY	$2,085.07	$7,471.77

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$90.33	$269.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.36
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

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P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	**[redacted]0146**	**114000**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008191)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/08/2024**	**01/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	40.00	$1,480.00	$3,200.50
TIME AND 1/2	55.5000	9.50	$527.25	$527.25
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$1.44
VAC SALARY/CLER				$1,665.00
PER DIEM-TAXABL			$595.00	$595.00
NONTAX PER DIEM				$680.00
		TOTAL PAY	$2,602.73	$7,261.19

Taxes:

Description	Current	Year To Date
FICA-OASDI	$161.37	$408.03
FEDERAL W/H TAX M-02	$290.99	$607.00
FICA-HI	$37.74	$95.43
LOUISIANA S-02	$92.00	$223.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$1.44
*401(K) EMPLOYEE **	$120.44	$359.09
ROTH 401(K)	$60.22	$179.55
NET PAY	$1,839.49	$5,386.70

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$84.08	$178.99

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.82
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007712)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/01/2024**	**01/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	20.50	$758.50	$1,720.50
DOUBLETIME				$592.00
TAXABLE GTL			$0.48	$0.96
VAC SALARY/CLER	37.0000	30.00	$1,110.00	$1,665.00
NONTAX PER DIEM				$340.00
		TOTAL PAY	$1,868.98	$4,318.46

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.87	$246.66
FEDERAL W/H TAX M-02	$144.44	$316.01
FICA-HI	$27.10	$57.69
LOUISIANA S-02	$61.17	$131.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$0.96
*401(K) EMPLOYEE **	$112.11	$238.65
ROTH 401(K)	$56.06	$119.33
NET PAY	$1,351.75	$3,207.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$94.91	$94.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.28
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007713)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**01/01/2024**	**01/07/2024**	**114000**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,720.50
DOUBLETIME				$592.00
TAXABLE GTL				$0.96
VAC SALARY/CLER				$1,665.00
NONTAX PER DIEM			$340.00	$680.00
		TOTAL PAY	$340.00	$4,658.46

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$246.66
FEDERAL W/H TAX M-02	$0.00	$316.01
FICA-HI	$0.00	$57.69
LOUISIANA S-02	$0.00	$131.95

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.96
*401(K) EMPLOYEE **		$238.65
ROTH 401(K)		$119.33
NET PAY	$340.00	$3,547.21

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$94.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.28
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	**HB01**	[redacted]**0146**	**114000**

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004088)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/25/2023**	**12/31/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	37.0000	26.00	$962.00	$962.00
DOUBLETIME	74.0000	8.00	$592.00	$592.00
TAXABLE GTL			$0.48	$0.48
VAC SALARY/CLER	37.0000	15.00	$555.00	$555.00
		TOTAL PAY	$2,109.48	$2,109.48

Taxes:

Description	Current	Year To Date
FICA-OASDI	$130.79	$130.79
FEDERAL W/H TAX M-02	$171.57	$171.57
FICA-HI	$30.59	$30.59
LOUISIANA S-02	$70.78	$70.78

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.48	$0.48
*401(K) EMPLOYEE **	$126.54	$126.54
ROTH 401(K)	$63.27	$63.27
NET PAY	$1,515.46	$1,515.46

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004089)

Name:	Company:	Period Start:	Period End:	Job#:
COUPEL, MICHAEL T	**HB01**	**12/25/2023**	**12/31/2023**	**114000**

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ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$962.00
DOUBLETIME				$592.00
TAXABLE GTL				$0.48
VAC SALARY/CLER				$555.00
NONTAX PER DIEM			$340.00	$340.00
		TOTAL PAY	$340.00	$2,449.48

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$130.79
FEDERAL W/H TAX M-02	$0.00	$171.57
FICA-HI	$0.00	$30.59
LOUISIANA S-02	$0.00	$70.78

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.48
*401(K) EMPLOYEE **		$126.54
ROTH 401(K)		$63.27
NET PAY	$340.00	$1,855.46

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

EXHIBIT

260

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
LEVERETTE, GEORGE D	**HB01**	[redacted]**0194**	**114000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99011963)

Name:	Company:	Period Start:	Period End:	Job#:
LEVERETTE, GEORGE D	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	5.00	$160.00	$160.00
		TOTAL PAY	$160.00	$160.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$9.92	$9.92
FICA-HI	$2.32	$2.32

Deductions:

Description	Current	Year To Date
NET PAY	$147.76	$147.76

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99011964)

Name:	Company:	Period Start:	Period End:	Job#:
LEVERETTE, GEORGE D	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$160.00
NONTAX PER DIEM			$255.00	$255.00
		TOTAL PAY	$255.00	$415.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$9.92
FICA-HI	$0.00	$2.32

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Deductions:

Description	Current	Year To Date
NET PAY	$255.00	$402.76

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
LEVERETTE, GEORGE D	**HB01**	**[redacted]0194**	**114000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99011813)

Name:	Company:	Period Start:	Period End:	Job#:
LEVERETTE, GEORGE D	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	32.0000	40.00	$1,280.00	$1,440.00
TIME AND 1/2	48.0000	0.50	$24.00	$24.00
NONTAX PER DIEM				$255.00
		TOTAL PAY	$1,304.00	$1,719.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.85	$90.77
FEDERAL W/H TAX M-05	$64.25	$64.25
FICA-HI	$18.91	$21.23
LOUISIANA M-05	$32.72	$32.72

Deductions:

Description	Current	Year To Date
NET PAY	$1,107.27	$1,510.03

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99011814)

Name:	Company:	Period Start:	Period End:	Job#:
LEVERETTE, GEORGE D	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,440.00
TIME AND 1/2				$24.00
NONTAX PER DIEM			$340.00	$595.00
		TOTAL PAY	$340.00	$2,059.00

ZACHRY

ZACHRY INDUSTRIAL, INC (FLD)
P.O. BOX 240130
SAN ANTONIO TX 78224
USA

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$90.77
FEDERAL W/H TAX M-05	$0.00	$64.25
FICA-HI	$0.00	$21.23
LOUISIANA M-05	$0.00	$32.72

Deductions:

Description	Current	Year To Date
NET PAY	$340.00	$1,850.03

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount