Docket #0193 Date Filed: 9/4/2025

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**").

24903912509040000000000001

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.

[*Remainder of Page Intentionally Left Blank*]

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.

EXHIBIT

75

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: 03/21/2024

Employee Name (print): KIRK AUSTIN

Employee Signature (sign): x 

Employee Identification # [redacted]8228

July 2022

PLNG Site Violation Accountability Process

Acknowledgment Signature Form

Print Name	Badge #	Date
KIRK AUSTIN	10407	03/21/2024

Signature

x 

EXHIBIT 76

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 3506 BRIDGETTE LN.

CITY / STATE / ZIP BAYTOWN, TX 77523

TELEPHONE # (281) 9719361

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

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

NAME Kirk Austin JOB & BADGE NO. 114000 / 10407

OCCUPATION Crane operator S.S. NO. [redacted]

LAST DAY WORKED 4/24/24 HOURS WORKED 10 E.I.N. [redacted]8228

*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 [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 ZII. FOLD UNDER BEFORE COPYING.

*EXPLAIN employee took other employment making more money and perdiem.

FOREMAN NO. 9004

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 Joseph Carder (PRINT NAME) ER _____

DATE FORM COMPLETED 4/25/24

TALX Employee Services
P.O. Box 1160 Columbus, Ohio 43216-1160

(Rev. 8/24/2010)

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

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: Kirk Austin Badge #: 10407 Date: 10/24/24

Department Superintendent: Gary Wickline

Safety Department: _____ OST (4 Plex): _____

Welder Specific Checkout: (Attach Assessment form)	Hex Chrome Assessment Accepted ☐	Initials: _____
	Hex Chrome Assessment Declined ☐	Initials: _____

Tool Room: N/A

(Outstanding Items) _____ Radio Turned In: _____ (YES) __ (NO)

Keys Turned In (Vehicle/Equipment/ Boxes etc.): _____ (YES) _____ (NO)

Toolbox Inspected By: N/A

QA/QC Department (Welders & Inspectors Only): N/A

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: (Direct Deposit)

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: _____ Date: 4-24-24

EXHIBIT

77

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
AUSTIN, KIRK W	**HB01**	[redacted]**8228**	**114000**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99014216)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	19.00	$779.00	$779.00
		TOTAL PAY	$779.00	$779.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$48.30	$48.30
FEDERAL W/H TAX M-00	$46.94	$46.94
FICA-HI	$11.30	$11.30
LOUISIANA M-00	$16.13	$16.13

Deductions:

Description	Current	Year To Date
NET PAY	$656.33	$656.33

Memos:

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

Payment Details (Pay Date: 03/28/2024 | Check Number: 99014217)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$779.00
NONTAX PER DIEM			$255.00	$255.00
		TOTAL PAY	$255.00	$1,034.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$48.30
FEDERAL W/H TAX M-00	$0.00	$46.94

ZACHRY

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

FICA-HI	$0.00	$11.30
LOUISIANA M-00	$0.00	$16.13

Deductions:

Description	Current	Year To Date
NET PAY	$255.00	$911.33

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
AUSTIN, KIRK W	**HB01**	[redacted]**8228**	**114000**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99013535)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	40.00	$1,640.00	$2,419.00
TIME AND 1/2	61.5000	32.50	$1,998.75	$1,998.75
NONTAX PER DIEM				$255.00
		TOTAL PAY	$3,638.75	$4,672.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$225.60	$273.90
FEDERAL W/H TAX M-00	$541.29	$588.23
FICA-HI	$52.76	$64.06
LOUISIANA M-00	$129.09	$145.22

Deductions:

Description	Current	Year To Date
NET PAY	$2,690.01	$3,601.34

Memos:

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

Payment Details (Pay Date: 04/04/2024 | Check Number: 99013536)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,419.00
TIME AND 1/2				$1,998.75
NONTAX PER DIEM			$595.00	$850.00
		TOTAL PAY	$595.00	$5,267.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$273.90
FEDERAL W/H TAX M-00	$0.00	$588.23
FICA-HI	$0.00	$64.06
LOUISIANA M-00	$0.00	$145.22

Deductions:

Description	Current	Year To Date
NET PAY	$595.00	$4,196.34

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
AUSTIN, KIRK W	**HB01**	[redacted]**8228**	**114000**

Payment Details (Pay Date: 04/11/2024 | Check Number: 99013309)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	40.00	$1,640.00	$4,059.00
TIME AND 1/2	61.5000	33.00	$2,029.50	$4,028.25
NONTAX PER DIEM				$850.00
		TOTAL PAY	$3,669.50	$8,937.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$227.51	$501.41
FEDERAL W/H TAX M-00	$548.06	$1,136.29
FICA-HI	$53.21	$117.27
LOUISIANA M-00	$130.39	$275.61

Deductions:

Description	Current	Year To Date
NET PAY	$2,710.33	$6,906.67

Memos:

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

Payment Details (Pay Date: 04/11/2024 | Check Number: 99013310)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,059.00
TIME AND 1/2				$4,028.25
NONTAX PER DIEM			$595.00	$1,445.00
		TOTAL PAY	$595.00	$9,532.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$501.41
FEDERAL W/H TAX M-00	$0.00	$1,136.29
FICA-HI	$0.00	$117.27
LOUISIANA M-00	$0.00	$275.61

Deductions:

Description	Current	Year To Date
NET PAY	$595.00	$7,501.67

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
AUSTIN, KIRK W	**HB01**	[redacted]**8228**	**114000**

Payment Details (Pay Date: 04/18/2024 | Check Number: 99013101)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	40.00	$1,640.00	$5,699.00
TIME AND 1/2	61.5000	34.00	$2,091.00	$6,119.25
NONTAX PER DIEM				$1,445.00
		TOTAL PAY	$3,731.00	$13,263.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$231.32	$732.73
FEDERAL W/H TAX M-00	$561.59	$1,697.88
FICA-HI	$54.09	$171.36
LOUISIANA M-00	$133.01	$408.62

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD	$100.00	$100.00
NET PAY	$2,650.99	$10,152.66

Memos:

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

Payment Details (Pay Date: 04/18/2024 | Check Number: 99013102)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,699.00
TIME AND 1/2				$6,119.25
NONTAX PER DIEM			$595.00	$2,040.00
		TOTAL PAY	$595.00	$13,858.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$732.73
FEDERAL W/H TAX M-00	$0.00	$1,697.88
FICA-HI	$0.00	$171.36
LOUISIANA M-00	$0.00	$408.62

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD		$100.00
NET PAY	$595.00	$10,747.66

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
AUSTIN, KIRK W	**HB01**	**[redacted]8228**	**114000**

Payment Details (Pay Date: 04/25/2024 | Check Number: 99013012)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	40.00	$1,640.00	$7,339.00
TIME AND 1/2	61.5000	33.00	$2,029.50	$8,148.75
NONTAX PER DIEM				$2,040.00
		TOTAL PAY	$3,669.50	$17,527.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$227.51	$960.24
FEDERAL W/H TAX M-00	$548.06	$2,245.94
FICA-HI	$53.21	$224.57
LOUISIANA M-00	$130.39	$539.01

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD	$100.00	$200.00
NET PAY	$2,610.33	$13,357.99

Memos:

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

Payment Details (Pay Date: 04/25/2024 | Check Number: 99013013)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,339.00
TIME AND 1/2				$8,148.75
NONTAX PER DIEM			$595.00	$2,635.00
		TOTAL PAY	$595.00	$18,122.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$960.24
FEDERAL W/H TAX M-00	$0.00	$2,245.94
FICA-HI	$0.00	$224.57
LOUISIANA M-00	$0.00	$539.01

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD		$200.00
NET PAY	$595.00	$13,952.99

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
AUSTIN, KIRK W	**HB01**	[redacted]**8228**	**114000**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99012999)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	41.0000	34.00	$1,394.00	$8,733.00
TIME AND 1/2				$8,148.75
NONTAX PER DIEM				$2,635.00
		TOTAL PAY	$1,394.00	$19,516.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.43	$1,046.67
FEDERAL W/H TAX M-00	$120.74	$2,366.68
FICA-HI	$20.22	$244.79
LOUISIANA M-00	$37.65	$576.66

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD	$100.00	$300.00
NET PAY	$1,028.96	$14,981.95

Memos:

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

Payment Details (Pay Date: 05/02/2024 | Check Number: 99013000)

Name:	Company:	Period Start:	Period End:	Job#:
AUSTIN, KIRK W	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,733.00
TIME AND 1/2				$8,148.75
NONTAX PER DIEM			$255.00	$2,890.00
		TOTAL PAY	$255.00	$19,771.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,046.67
FEDERAL W/H TAX M-00	$0.00	$2,366.68
FICA-HI	$0.00	$244.79
LOUISIANA M-00	$0.00	$576.66

Deductions:

Description	Current	Year To Date
CHECK ACCT 2-DD		$300.00
NET PAY	$255.00	$15,236.95

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

EXHIBIT

78

Detailed Job/Occupation History AUSTIN, KIRK W

Employment-Status: TERM-HOURLY-F/T

EQUIFAX CYBORG PRODUCTION

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--	R/C	RATE
430	11400001	10407	00	04-25-2024	Quit-Other-Emplymnt	500873	1	41.0000
INDUS/POWER						CRANE OPERATOR >70 TON		
430	11400001	10407	00	03-22-2024	Rehire	500873	1	41.0000
INDUS/POWER						CRANE OPERATOR >70 TON		
444	00733201	03914	00	09-13-2018	Dscg-Not-Qual-Fr-Job	500805	1	35.0000
MAINT PROCESS						OPERATOR HEAVY EQUIPMENT 2		
444	00733201	03914	00	04-16-2018	Increase-Merit	500805	1	35.0000
MAINT PROCESS						OPERATOR HEAVY EQUIPMENT 2		
444	00733201	03914	00	03-21-2018	Rehire	500805	1	34.0000
MAINT PROCESS						OPERATOR HEAVY EQUIPMENT 2		
432	00466901	00444	00	06-24-2015	Quit-Other-Quit	500872	1	33.0000
INDUS REG-MAINT						CRANE OPERATOR <69 TON		
432	00466901	00444	00	06-22-2015	New Hire	500872	1	33.0000
INDUS REG-MAINT						CRANE OPERATOR <69 TON		

ZACHRY

EXHIBIT

79

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

Pay Details

Name	Company	Employee Id	Job Number
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 06/15/2023 | Check Number: 99004436)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**06/05/2023**	**06/11/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$5,816.25
TIME AND 1/2	41.2500	10.00	$412.50	$1,959.38
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$357.50
NONTAX PER DIEM			$375.00	$2,550.00
		TOTAL PAY	$1,956.25	$10,683.13

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.03	$504.25
FEDERAL W/H TAX H-03	$1.35	$204.41
FICA-HI	$22.93	$117.93

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$158.13	$246.13
SPECIAL UNIFORM		$3.88
NET PAY	$1,675.81	$9,606.53

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$39.60	$39.60

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
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 06/08/2023 | Check Number: 99004411)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**05/29/2023**	**06/04/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	30.50	$838.75	$4,716.25
TIME AND 1/2				$1,546.88
BUSTRANNOTWORKD	27.5000	1.50	$41.25	$288.75
NONTAX PER DIEM			$300.00	$2,175.00
		TOTAL PAY	$1,180.00	$8,726.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.56	$406.22
FEDERAL W/H TAX H-03	$0.00	$203.06
FICA-HI	$12.76	$95.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$88.00	$88.00
SPECIAL UNIFORM	$3.88	$3.88
NET PAY	$1,020.80	$7,930.72

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
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 06/01/2023 | Check Number: 99004124)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**05/22/2023**	**05/28/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$3,877.50
TIME AND 1/2	41.2500	7.50	$309.38	$1,546.88
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$247.50
NONTAX PER DIEM			$525.00	$1,875.00
		TOTAL PAY	$2,003.13	$7,546.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$91.65	$351.66
FEDERAL W/H TAX H-03	$7.95	$203.06
FICA-HI	$21.43	$82.24

Deductions:

Description	Current	Year To Date
NET PAY	$1,882.10	$6,909.92

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
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99004082)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**05/15/2023**	**05/21/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$2,777.50
TIME AND 1/2	41.2500	28.00	$1,155.00	$1,237.50
BUSTRANNOTWORKD	27.5000	3.50	$96.25	$178.75
NONTAX PER DIEM			$525.00	$1,350.00
		TOTAL PAY	$2,876.25	$5,543.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$145.77	$260.01
FEDERAL W/H TAX H-03	$195.11	$195.11
FICA-HI	$34.09	$60.81

Deductions:

Description	Current	Year To Date
NET PAY	$2,501.28	$5,027.82

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
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99004086)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**05/08/2023**	**05/14/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	40.00	$1,100.00	$1,677.50
TIME AND 1/2	41.2500	2.00	$82.50	$82.50
BUSTRANNOTWORKD	27.5000	2.50	$68.75	$82.50
NONTAX PER DIEM			$525.00	$825.00
		TOTAL PAY	$1,776.25	$2,667.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$77.58	$114.24
FICA-HI	$18.15	$26.72

Deductions:

Description	Current	Year To Date
NET PAY	$1,680.52	$2,526.54

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
PARKER, GAVIN T	**HB01**	[redacted]**3025**	**112280**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99004331)

Name:	Company:	Period Start:	Period End:	Job#:
PARKER, GAVIN T	**HB01**	**05/01/2023**	**05/07/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	27.5000	21.00	$577.50	$577.50
BUSTRANNOTWORKD	27.5000	0.50	$13.75	$13.75
NONTAX PER DIEM			$300.00	$300.00
		TOTAL PAY	$891.25	$891.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$36.66	$36.66
FICA-HI	$8.57	$8.57

Deductions:

Description	Current	Year To Date
NET PAY	$846.02	$846.02

Memos:

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

EXHIBIT

80

ZHI Employee History [redacted]1625 PARKER, GAVIN T

Employment-Status: TERM-HOURLY-F/T

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

Addr: 3316 COUNTY ROAD 135

WHARTON TX 77488

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

Orig-Hire-DT: 05-04-2023 Cont-Emply-DT: 05-04-2023 Adj-Serv-DT:

Last-Day-Wkd: 06-09-2023 Last-W/E-Prcd: 02-18-2024 Paid-Thru: 02-18-2024

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	11228001	26226	00	03-08-2024	Quit-No-Retn-to-Work	500807	1	29.5000
INDUS/POWER						OPERATOR FORKLIFT		
430	11228001	26226	00	12-11-2023	Return-HRLY-F/T	500807	1	29.5000
INDUS/POWER						OPERATOR FORKLIFT		
430	11228001	26226	00	09-04-2023	Increase-Merit	500807	1	29.5000
INDUS/POWER						OPERATOR FORKLIFT		
430	11228001	26226	00	06-10-2023	ADA-LEAVE	500807	1	27.5000
INDUS/POWER						OPERATOR FORKLIFT		
430	11228001	26226	00	06-10-2023	ADA-LEAVE	500807	1	27.5000
INDUS/POWER						OPERATOR FORKLIFT		
430	11228001	26226	00	05-04-2023	New Hire	500807	1	27.5000
INDUS/POWER						OPERATOR FORKLIFT		

EXHIBIT

81

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: 04/28/2023

Employee Name (print): GAVIN T PARKER

Employee Signature (sign):

Employee Identification Number (EIN): [redacted]3025

Badge Number: 202260

Witness: SARAI ESPARZA

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): 04/28/2023

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

GAVIN T PARKER

Employee Signature (Firma del empleado):



Badge Number (Número de gafete):

240226

Witness (Testigo):

SARAI ESPARZA

EXHIBIT

82

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 PARKER,GAVIN T JOB & BADGE NO. 112280.01 26226

OCCUPATION OPERATOR FORKLIFT 500807 S.S. NO. [redacted]

LAST DAY WORKED 3.8.24 HOURS WORKED Ø E.I.N. [redacted]3025

* 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: EE went on leave & never returned

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 Kim Rackley (PRINT NAME)

FOREMAN NO. _____

DATE FORM COMPLETED 3824

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

From: Cantu, Yenny
To: Rackley, Kimberly; Salazar, Natalie
Cc: Potter, Lisa; Oakes, Nancy
Subject: RE: Gavin Parker 26226
Date: Friday, March 8, 2024 11:17:59 AM
Attachments: image001.png
image002.png
image003.png

Same for this one, let's use 3/8/2024.

From: Rackley, Kimberly <rackleyk@zachrygroup.com>
Sent: Friday, March 8, 2024 7:43 AM
To: Cantu, Yenny <cantuy@zachrygroup.com>; Salazar, Natalie <SalazarN@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>; Oakes, Nancy <oakesn@zachrygroup.com>
Subject: RE: Gavin Parker 26226

Yenny

This EE was on my 2/26/24 leave report, then on 3/4/24 they were gone. Reached out to Natalie and she stated this EE had a release to RTW. This EE never returned to work, released date in system is 12/11/23. I know if we uses that date it can mess with their benefits.

So, my question is what day do I use on the ESR? Should I use 3/4/24 being that is the date the report was sent from TOPs? Reason-never returned to work?

Thanks,

ZACHRY

Kim Rackley
Project Accounting Manager

Zachry Industrial, Inc.
4200 Barge Dock Road
Baytown, TX 77523

rackleyk@zachrygroup.com
Cell: 832-347-2110
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.

From: Cantu, Yenny <cantuy@zachrygroup.com>
Sent: Thursday, March 7, 2024 5:01 PM
To: Rackley, Kimberly <rackleyk@zachrygroup.com>; Salazar, Natalie <SalazarN@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>; Oakes, Nancy <oakesn@zachrygroup.com>
Subject: RE: Gavin Parker 26226

Hi Kim,

Do you know when the employee was released? Is this an ROF or a termination?

-Yenny

From: Rackley, Kimberly <rackleyk@zachrygroup.com>
Sent: Thursday, March 7, 2024 9:16 AM
To: Salazar, Natalie <SalazarN@zachrygroup.com>; Cantu, Yenny <cantuy@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>; Oakes, Nancy <oakesn@zachrygroup.com>
Subject: RE: Gavin Parker 26226

Yenny

EE has not been onsite since June 2023, what date do I use for his ESR?

Thanks,

ZACHRY

Kim Rackley
Project Accounting Manager

Zachry Industrial, Inc.
4200 Barge Dock Road
Baytown, TX 77523

rackleyk@zachrygroup.com
Cell: 832-347-2110
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.

From: Salazar, Natalie <SalazarN@zachrygroup.com>
Sent: Wednesday, March 6, 2024 1:04 PM
To: Rackley, Kimberly <rackleyk@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>; Oakes, Nancy <oakesn@zachrygroup.com>; Cantu, Yenny <cantuy@zachrygroup.com>
Subject: RE: Gavin Parker 26226

Hello Kim. This employee also had a release to return to work.

Natalie Carrasco-Salazar
Benefits Program Manager – Time Off Programs
salazarn@zachrygroup.com
833-589-0987

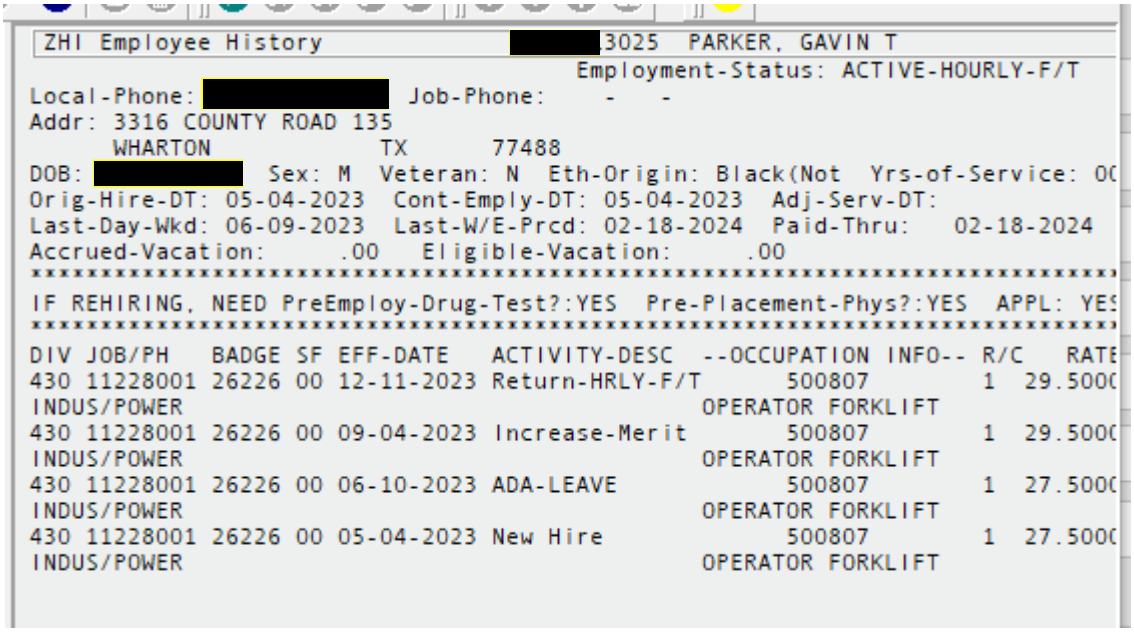
Zachry Enterprise Solutions
527 Logwood Avenue
San Antonio, Texas 78221
www.ZachryGroup.com

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.

From: Rackley, Kimberly <rackleyk@zachrygroup.com>
Sent: Wednesday, March 6, 2024 12:23 PM
To: Salazar, Natalie <SalazarN@zachrygroup.com>
Cc: Potter, Lisa <potterl@zachrygroup.com>; Oakes, Nancy <oakesn@zachrygroup.com>; Cantu, Yenny <cantuy@zachrygroup.com>
Subject: Gavin Parker 26226

Natalie

Here is another one that is being back dated to 12/11/23 as being released from leave.



```
ZHI Employee History                [redacted]3025  PARKER, GAVIN T
                                          Employment-Status: ACTIVE-HOURLY-F/T
Local-Phone: [redacted]  Job-Phone:     -    -
Addr: 3316 COUNTY ROAD 135
      WHARTON            TX      77488
DOB: [redacted]  Sex: M  Veteran: N  Eth-Origin: Black(Not  Yrs-of-Service: 0(
Orig-Hire-DT: 05-04-2023  Cont-Emply-DT: 05-04-2023  Adj-Serv-DT:
Last-Day-Wkd: 06-09-2023  Last-W/E-Prcd: 02-18-2024  Paid-Thru:   02-18-2024
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 11228001 26226 00 12-11-2023 Return-HRLY-F/T      500807        1  29.500(
INDUS/POWER                                    OPERATOR FORKLIFT
430 11228001 26226 00 09-04-2023 Increase-Merit       500807        1  29.500(
INDUS/POWER                                    OPERATOR FORKLIFT
430 11228001 26226 00 06-10-2023 ADA-LEAVE            500807        1  27.500(
INDUS/POWER                                    OPERATOR FORKLIFT
430 11228001 26226 00 05-04-2023 New Hire             500807        1  27.500(
INDUS/POWER                                    OPERATOR FORKLIFT
```

Thanks,

Kim Rackley
Project Accounting Manager

Zachry Industrial, Inc.
4200 Barge Dock Road
Baytown, TX 77523

rackleyk@zachrygroup.com
Cell: 832-347-2110
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.

EXHIBIT

83

Amanda Guerrero

From: ZDRP <ZDRP@zachrygroup.com>
Sent: Monday, July 28, 2025 4:45 PM
To: gavinparker877@yahoo.com
Subject: Zachry 401K- Gavin Parker

Mr. Parker,

Our records indicate you contributed to a 401K account during your employment with Zachry. You can access your 401K account information via the website at www.401k.com or by reaching Fidelity directly at 1-800-835-5095.

If you have any additional questions, you may reach out to Zachry Benefits directly at 1-800-929-0481.

Thank you,

Tracy Dominick

Zachry Enterprise Solutions
527 Logwood
San Antonio, TX 78221
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: 48EA3108-5775-4D09-BED8-E1A50E930CCA

EXHIBIT

84

ZACHRY OPPD
STANDING BEAR LAKE &
TURTLE CREEK GENERATING STATION

SITE SPECIFIC POLICIES & WORK RULES
Letter of Acknowledgement

I have read and understand all the rules and policies within Zachry's site specific policies and work rules document. By signing this, I acknowledge acceptance of the document and that failure to follow the policies and rules outlined within this document could result in disciplinary action up to and including termination.

Juan Adame

Employee Name (Please Print) EIN

DocuSigned by:
Juan Adame
[illegible]

Employee Signature

9/11/2023

Date

EXHIBIT

85

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 # (704) 699-7915

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 ADAME,SAENZ JUAN C JOB & BADGE NO. 115000 01 02614

OCCUPATION IRONWORKER I 461308 S.S. NO. [redacted]

LAST DAY WORKED 12/6/23 HOURS WORKED 5.5 E.I.N. [redacted]1185

* 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
[signature]		

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

*EXPLAIN: _____

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 Isidro Gonzalez
(PRINT NAME)

FOREMAN NO. 1307

DATE FORM COMPLETED 12/6/23

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
115001 Standing Bear Lake
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: Juan Adame Badge # 2614 Date: 12/6/23

Department Supt: Josh Madill

TOOL ROOM: _____

Outstanding Items:

Radio turned in : _____ *(yes)* N/A *(no)*

Tool Box Inspected by: N/A

LOTO COORDINATOR N/A (LOTO turned in) ____(yes) V (no)

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

SAFETY DEPT: Genaro Aviso #504 **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 as stated.

Juan Adame
EMPLOYEE SIGNATURE

PAYROLL DEPARTMENT: _____

ZII ID badge: _____

Outstanding Payroll Deductible Items: _____

Payroll paychecks will be handled as follows:

_____Mail my last check to _____

Employee Signature Juan Adame Date 12/6/23

EXHIBIT

86

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 ADAME,SAENZ JUAN C JOB & BADGE NO. 7836.01 00872

OCCUPATION IRONWORKER I S.S. NO. [redacted]

LAST DAY WORKED 10/30/20 HOURS WORKED 10 E.I.N. [redacted]1185

* 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 Dan Adame

* 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: _____

ROF

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) _____

DATE FORM COMPLETED 10/30/20

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

EXHIBIT

87

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 12/26/2019 | Check Number: 99005993)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/16/2019**	**12/22/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	37.00	$1,073.00	$17,893.00
TIME AND 1/2				$6,285.75
NONTAX PER DIEM				$7,575.00
		TOTAL PAY	$1,073.00	$31,753.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.52	$1,499.08
FEDERAL W/H TAX M-03	$45.68	$1,543.54
FICA-HI	$15.56	$350.59
NORTH CAROLINA M-03	$31.00	$849.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$160.95	$2,961.28
NET PAY	$753.29	$24,550.26

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$770.29

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 12/26/2019 | Check Number: 99005994)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/16/2019**	**12/22/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$17,893.00
TIME AND 1/2				$6,285.75
NONTAX PER DIEM			$525.00	$8,100.00
		TOTAL PAY	$525.00	$32,278.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,499.08
FEDERAL W/H TAX M-03	$0.00	$1,543.54
FICA-HI	$0.00	$350.59
NORTH CAROLINA M-03	$0.00	$849.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,961.28
NET PAY	$525.00	$25,075.26

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$770.29

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 12/19/2019 | Check Number: 99006079)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/09/2019**	**12/15/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$16,820.00
TIME AND 1/2	43.5000	9.00	$391.50	$6,285.75
NONTAX PER DIEM				$7,050.00
		TOTAL PAY	$1,551.50	$30,155.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.20	$1,432.56
FEDERAL W/H TAX M-03	$94.48	$1,497.86
FICA-HI	$22.49	$335.03
NORTH CAROLINA M-03	$53.00	$818.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$232.73	$2,800.33
NET PAY	$1,052.60	$23,271.97

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$110.93	$770.29

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 12/19/2019 | Check Number: 99006080)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/09/2019**	**12/15/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$16,820.00
TIME AND 1/2				$6,285.75
NONTAX PER DIEM			$525.00	$7,575.00
		TOTAL PAY	$525.00	$30,680.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,432.56
FEDERAL W/H TAX M-03	$0.00	$1,497.86
FICA-HI	$0.00	$335.03
NORTH CAROLINA M-03	$0.00	$818.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,800.33
NET PAY	$525.00	$23,796.97

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$770.29

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 12/12/2019 | Check Number: 99006195)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/02/2019**	**12/08/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$15,660.00
TIME AND 1/2	43.5000	30.00	$1,305.00	$5,894.25
NONTAX PER DIEM				$6,525.00
		TOTAL PAY	$2,465.00	$28,079.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$152.83	$1,336.36
FEDERAL W/H TAX M-03	$198.44	$1,403.38
FICA-HI	$35.75	$312.54
NORTH CAROLINA M-03	$94.00	$765.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$369.75	$2,567.60
NET PAY	$1,614.23	$21,694.37

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$26.10	$659.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 12/12/2019 | Check Number: 99006196)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/02/2019**	**12/08/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,660.00
TIME AND 1/2				$5,894.25
NONTAX PER DIEM			$525.00	$7,050.00
		TOTAL PAY	$525.00	$28,604.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,336.36
FEDERAL W/H TAX M-03	$0.00	$1,403.38
FICA-HI	$0.00	$312.54
NORTH CAROLINA M-03	$0.00	$765.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,567.60
NET PAY	$525.00	$22,219.37

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$659.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 12/05/2019 | Check Number: 99006108)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/25/2019**	**12/01/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	20.00	$580.00	$14,500.00
TIME AND 1/2				$4,589.25
NONTAX PER DIEM				$6,150.00
		TOTAL PAY	$580.00	$25,239.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.96	$1,183.53
FEDERAL W/H TAX M-03	$2.38	$1,204.94
FICA-HI	$8.41	$276.79
NORTH CAROLINA M-03	$8.00	$671.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$87.00	$2,197.85
NET PAY	$438.25	$19,705.14

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$64.92	$633.26

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 12/05/2019 | Check Number: 99006109)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/25/2019**	**12/01/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$14,500.00
TIME AND 1/2				$4,589.25
NONTAX PER DIEM			$375.00	$6,525.00
		TOTAL PAY	$375.00	$25,614.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,183.53
FEDERAL W/H TAX M-03	$0.00	$1,204.94
FICA-HI	$0.00	$276.79
NORTH CAROLINA M-03	$0.00	$671.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,197.85
NET PAY	$375.00	$20,080.14

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$633.26

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/27/2019 | Check Number: 99006423)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/18/2019**	**11/24/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$13,920.00
TIME AND 1/2	43.5000	6.50	$282.75	$4,589.25
NONTAX PER DIEM				$5,625.00
		TOTAL PAY	$1,442.75	$24,134.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.45	$1,147.57
FEDERAL W/H TAX M-03	$83.39	$1,202.56
FICA-HI	$20.92	$268.38
NORTH CAROLINA M-03	$48.00	$663.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$216.41	$2,110.85
NET PAY	$984.58	$18,741.89

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.69	$568.34

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 11/27/2019 | Check Number: 99006424)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/18/2019**	**11/24/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$13,920.00
TIME AND 1/2				$4,589.25
NONTAX PER DIEM			$525.00	$6,150.00
		TOTAL PAY	$525.00	$24,659.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,147.57
FEDERAL W/H TAX M-03	$0.00	$1,202.56
FICA-HI	$0.00	$268.38
NORTH CAROLINA M-03	$0.00	$663.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,110.85
NET PAY	$525.00	$19,266.89

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$568.34

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/21/2019 | Check Number: 99006392)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/11/2019**	**11/17/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$12,760.00
TIME AND 1/2	43.5000	12.00	$522.00	$4,306.50
NONTAX PER DIEM				$5,100.00
		TOTAL PAY	$1,682.00	$22,166.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.28	$1,058.12
FEDERAL W/H TAX M-03	$107.79	$1,119.17
FICA-HI	$24.38	$247.46
NORTH CAROLINA M-03	$58.00	$615.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$1,894.44
NET PAY	$1,135.25	$17,232.31

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$60.03	$492.65

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 11/21/2019 | Check Number: 99006393)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/11/2019**	**11/17/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,760.00
TIME AND 1/2				$4,306.50
NONTAX PER DIEM			$525.00	$5,625.00
		TOTAL PAY	$525.00	$22,691.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,058.12
FEDERAL W/H TAX M-03	$0.00	$1,119.17
FICA-HI	$0.00	$247.46
NORTH CAROLINA M-03	$0.00	$615.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,894.44
NET PAY	$525.00	$17,757.31

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$492.65

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/14/2019 | Check Number: 99006347)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/04/2019**	**11/10/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$11,600.00
TIME AND 1/2	43.5000	4.00	$174.00	$3,784.50
NONTAX PER DIEM				$4,575.00
		TOTAL PAY	$1,334.00	$19,959.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$82.71	$953.84
FEDERAL W/H TAX M-03	$72.30	$1,011.38
FICA-HI	$19.35	$223.08
NORTH CAROLINA M-03	$43.00	$557.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$200.10	$1,642.14
NET PAY	$916.54	$15,572.06

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$69.82	$432.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 11/14/2019 | Check Number: 99006348)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/04/2019**	**11/10/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$11,600.00
TIME AND 1/2				$3,784.50
NONTAX PER DIEM			$525.00	$5,100.00
		TOTAL PAY	$525.00	$20,484.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$953.84
FEDERAL W/H TAX M-03	$0.00	$1,011.38
FICA-HI	$0.00	$223.08
NORTH CAROLINA M-03	$0.00	$557.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,642.14
NET PAY	$525.00	$16,097.06

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$432.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/07/2019 | Check Number: 99006335)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/28/2019**	**11/03/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$10,440.00
TIME AND 1/2	43.5000	9.00	$391.50	$3,610.50
NONTAX PER DIEM				$4,050.00
		TOTAL PAY	$1,551.50	$18,100.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.19	$871.13
FEDERAL W/H TAX M-03	$94.48	$939.08
FICA-HI	$22.49	$203.73
NORTH CAROLINA M-03	$53.00	$514.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$232.73	$1,442.04
NET PAY	$1,052.61	$14,130.52

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.69	$362.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 11/07/2019 | Check Number: 99006336)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/28/2019**	**11/03/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,440.00
TIME AND 1/2				$3,610.50
NONTAX PER DIEM			$525.00	$4,575.00
		TOTAL PAY	$525.00	$18,625.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$871.13
FEDERAL W/H TAX M-03	$0.00	$939.08
FICA-HI	$0.00	$203.73
NORTH CAROLINA M-03	$0.00	$514.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,442.04
NET PAY	$525.00	$14,655.52

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$362.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 10/31/2019 | Check Number: 99006417)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/21/2019**	**10/27/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$9,280.00
TIME AND 1/2	43.5000	12.00	$522.00	$3,219.00
NONTAX PER DIEM				$3,525.00
		TOTAL PAY	$1,682.00	$16,024.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.29	$774.94
FEDERAL W/H TAX M-03	$107.79	$844.60
FICA-HI	$24.39	$181.24
NORTH CAROLINA M-03	$58.00	$461.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$1,209.31
NET PAY	$1,135.23	$12,552.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$73.73	$287.11

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 10/31/2019 | Check Number: 99006418)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/21/2019**	**10/27/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,280.00
TIME AND 1/2				$3,219.00
NONTAX PER DIEM			$525.00	$4,050.00
		TOTAL PAY	$525.00	$16,549.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$774.94
FEDERAL W/H TAX M-03	$0.00	$844.60
FICA-HI	$0.00	$181.24
NORTH CAROLINA M-03	$0.00	$461.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,209.31
NET PAY	$525.00	$13,077.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$287.11

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/24/2019 | Check Number: 99006488)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/14/2019**	**10/20/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$8,120.00
TIME AND 1/2	43.5000	11.00	$478.50	$2,697.00
NONTAX PER DIEM				$3,000.00
		TOTAL PAY	$1,638.50	$13,817.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$101.58	$670.65
FEDERAL W/H TAX M-03	$103.36	$736.81
FICA-HI	$23.76	$156.85
NORTH CAROLINA M-03	$57.00	$403.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$245.78	$957.01
NET PAY	$1,107.02	$10,892.68

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$69.82	$213.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 10/24/2019 | Check Number: 99006489)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/14/2019**	**10/20/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,120.00
TIME AND 1/2				$2,697.00
NONTAX PER DIEM			$525.00	$3,525.00
		TOTAL PAY	$525.00	$14,342.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$670.65
FEDERAL W/H TAX M-03	$0.00	$736.81
FICA-HI	$0.00	$156.85
NORTH CAROLINA M-03	$0.00	$403.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$957.01
NET PAY	$525.00	$11,417.68

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$213.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/17/2019 | Check Number: 99006429)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/07/2019**	**10/13/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$6,960.00
TIME AND 1/2	43.5000	9.00	$391.50	$2,218.50
NONTAX PER DIEM				$2,475.00
		TOTAL PAY	$1,551.50	$11,653.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.20	$569.07
FEDERAL W/H TAX M-03	$94.48	$633.45
FICA-HI	$22.50	$133.09
NORTH CAROLINA M-03	$53.00	$346.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$232.73	$711.23
NET PAY	$1,052.59	$9,260.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$143.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 10/17/2019 | Check Number: 99006430)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/07/2019**	**10/13/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,960.00
TIME AND 1/2				$2,218.50
NONTAX PER DIEM			$525.00	$3,000.00
		TOTAL PAY	$525.00	$12,178.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$569.07
FEDERAL W/H TAX M-03	$0.00	$633.45
FICA-HI	$0.00	$133.09
NORTH CAROLINA M-03	$0.00	$346.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$711.23
NET PAY	$525.00	$9,785.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$143.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/10/2019 | Check Number: 99006368)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/30/2019**	**10/06/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$5,800.00
TIME AND 1/2	43.5000	10.00	$435.00	$1,827.00
NONTAX PER DIEM				$1,950.00
		TOTAL PAY	$1,595.00	$9,577.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$472.87
FEDERAL W/H TAX M-03	$98.92	$538.97
FICA-HI	$23.13	$110.59
NORTH CAROLINA M-03	$55.00	$293.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$478.50
NET PAY	$1,079.81	$7,683.07

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$71.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 10/10/2019 | Check Number: 99006369)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/30/2019**	**10/06/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,800.00
TIME AND 1/2				$1,827.00
NONTAX PER DIEM			$525.00	$2,475.00
		TOTAL PAY	$525.00	$10,102.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$472.87
FEDERAL W/H TAX M-03	$0.00	$538.97
FICA-HI	$0.00	$110.59
NORTH CAROLINA M-03	$0.00	$293.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$478.50
NET PAY	$525.00	$8,208.07

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$71.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/03/2019 | Check Number: 99006438)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/23/2019**	**09/29/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$4,640.00
TIME AND 1/2	43.5000	10.00	$435.00	$1,392.00
NONTAX PER DIEM				$1,425.00
		TOTAL PAY	$1,595.00	$7,457.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$373.98
FEDERAL W/H TAX M-03	$98.92	$440.05
FICA-HI	$23.12	$87.46
NORTH CAROLINA M-03	$55.00	$238.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$239.25
NET PAY	$1,079.82	$6,078.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 10/03/2019 | Check Number: 99006439)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/23/2019**	**09/29/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,640.00
TIME AND 1/2				$1,392.00
NONTAX PER DIEM			$525.00	$1,950.00
		TOTAL PAY	$525.00	$7,982.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$373.98
FEDERAL W/H TAX M-03	$0.00	$440.05
FICA-HI	$0.00	$87.46
NORTH CAROLINA M-03	$0.00	$238.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$239.25
NET PAY	$525.00	$6,603.26

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/26/2019 | Check Number: 99006494)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/16/2019**	**09/22/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$3,480.00
TIME AND 1/2	43.5000	5.00	$217.50	$957.00
NONTAX PER DIEM				$900.00
		TOTAL PAY	$1,377.50	$5,337.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$85.40	$275.09
FEDERAL W/H TAX M-03	$101.53	$341.13
FICA-HI	$19.98	$64.34
NORTH CAROLINA M-03	$56.00	$183.00

Deductions:

Description	Current	Year To Date
NET PAY	$1,114.59	$4,473.44

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

Payment Details (Pay Date: 09/26/2019 | Check Number: 99006495)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/16/2019**	**09/22/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,480.00
TIME AND 1/2				$957.00
NONTAX PER DIEM			$525.00	$1,425.00
		TOTAL PAY	$525.00	$5,862.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$275.09
FEDERAL W/H TAX M-03	$0.00	$341.13
FICA-HI	$0.00	$64.34
NORTH CAROLINA M-03	$0.00	$183.00

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$4,998.44

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/19/2019 | Check Number: 99006429)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/09/2019**	**09/15/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$2,320.00
TIME AND 1/2	43.5000	10.00	$435.00	$739.50
NONTAX PER DIEM				$375.00
		TOTAL PAY	$1,595.00	$3,434.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$189.69
FEDERAL W/H TAX M-03	$127.63	$239.60
FICA-HI	$23.12	$44.36
NORTH CAROLINA M-03	$67.00	$127.00

Deductions:

Description	Current	Year To Date
NET PAY	$1,278.36	$2,833.85

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

Payment Details (Pay Date: 09/19/2019 | Check Number: 99006430)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/09/2019**	**09/15/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,320.00
TIME AND 1/2				$739.50
NONTAX PER DIEM			$525.00	$900.00
		TOTAL PAY	$525.00	$3,959.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$189.69
FEDERAL W/H TAX M-03	$0.00	$239.60
FICA-HI	$0.00	$44.36
NORTH CAROLINA M-03	$0.00	$127.00

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$3,358.85

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/12/2019 | Check Number: 32573942)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/02/2019**	**09/08/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$1,160.00
TIME AND 1/2	43.5000	7.00	$304.50	$304.50
		TOTAL PAY	$1,464.50	$1,464.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.80	$90.80
FEDERAL W/H TAX M-03	$111.97	$111.97
FICA-HI	$21.24	$21.24
NORTH CAROLINA M-03	$60.00	$60.00

Deductions:

Description	Current	Year To Date
NET PAY	$1,180.49	$1,180.49

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

Payment Details (Pay Date: 09/12/2019 | Check Number: 32573943)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/02/2019**	**09/08/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,160.00
TIME AND 1/2				$304.50
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$375.00	$1,839.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$90.80
FEDERAL W/H TAX M-03	$0.00	$111.97
FICA-HI	$0.00	$21.24
NORTH CAROLINA M-03	$0.00	$60.00

Deductions:

Description	Current	Year To Date
NET PAY	$375.00	$1,555.49

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		
Accrual Type		**Accrual Amount**
VACATION HOURS ACCRUED		1.20

EXHIBIT

88

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 11/19/2020 | Check Number: 99003860)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/09/2020**	**11/15/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$50,764.50
TIME AND 1/2				$22,206.75
VACATION-HRLY	29.0000	7.00	$203.00	$203.00
PER DIEM-TAXABL				$3,675.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$203.00	$96,472.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$12.58	$4,764.65
FEDERAL W/H TAX M-03	$0.00	$5,412.71
FICA-HI	$2.94	$1,114.31
NORTH CAROLINA M-03	$0.00	$2,699.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$30.45	$10,976.16
UNITED WAY 2021		$100.00
NET PAY	$157.03	$71,282.42

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.13
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/05/2020 | Check Number: 99003961)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/26/2020**	**11/01/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$50,764.50
TIME AND 1/2	43.5000	11.00	$478.50	$22,206.75
PER DIEM-TAXABL			$525.00	$3,675.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,163.50	$96,269.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$134.14	$4,752.07
FEDERAL W/H TAX M-03	$217.80	$5,412.71
FICA-HI	$31.37	$1,111.37
NORTH CAROLINA M-03	$84.00	$2,699.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$245.78	$10,945.71
UNITED WAY 2021		$100.00
NET PAY	$1,450.41	$71,125.39

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.36
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/29/2020 | Check Number: 99003875)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/19/2020**	**10/25/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$49,604.50
TIME AND 1/2	43.5000	30.00	$1,305.00	$21,728.25
PER DIEM-TAXABL			$525.00	$3,150.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,990.00	$94,106.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$185.38	$4,617.93
FEDERAL W/H TAX M-03	$309.61	$5,194.91
FICA-HI	$43.36	$1,080.00
NORTH CAROLINA M-03	$121.00	$2,615.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$369.75	$10,699.93
UNITED WAY 2021	$25.00	$100.00
NET PAY	$1,935.90	$69,674.98

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.59
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/22/2020 | Check Number: 99003900)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/12/2020**	**10/18/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$48,444.50
TIME AND 1/2	43.5000	10.00	$435.00	$20,423.25
PER DIEM-TAXABL			$525.00	$2,625.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,120.00	$91,116.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$131.44	$4,432.55
FEDERAL W/H TAX M-03	$213.36	$4,885.30
FICA-HI	$30.74	$1,036.64
NORTH CAROLINA M-03	$82.00	$2,494.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$10,330.18
UNITED WAY 2021	$25.00	$75.00
NET PAY	$1,398.21	$67,739.08

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.82
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/15/2020 | Check Number: 99003894)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/05/2020**	**10/11/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$47,284.50
TIME AND 1/2	43.5000	12.00	$522.00	$19,988.25
PER DIEM-TAXABL			$525.00	$2,100.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,207.00	$88,996.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$136.83	$4,301.11
FEDERAL W/H TAX M-03	$222.24	$4,671.94
FICA-HI	$32.00	$1,005.90
NORTH CAROLINA M-03	$86.00	$2,412.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$10,090.93
UNITED WAY 2019	$25.00	$50.00
NET PAY	$1,452.63	$66,340.87

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.05
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/08/2020 | Check Number: 99003923)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/28/2020**	**10/04/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$46,124.50
TIME AND 1/2	43.5000	8.50	$369.75	$19,466.25
PER DIEM-TAXABL			$525.00	$1,575.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,054.75	$86,789.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.40	$4,164.28
FEDERAL W/H TAX M-03	$206.71	$4,449.70
FICA-HI	$29.79	$973.90
NORTH CAROLINA M-03	$79.00	$2,326.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$9,838.63
UNITED WAY 2019	$25.00	$25.00
NET PAY	$1,357.39	$64,888.24

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	4.28
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/01/2020 | Check Number: 99003823)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/21/2020**	**09/27/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$44,964.50
TIME AND 1/2	43.5000	8.00	$348.00	$19,096.50
PER DIEM-TAXABL			$525.00	$1,050.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,033.00	$84,734.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$126.04	$4,036.88
FEDERAL W/H TAX M-03	$204.49	$4,242.99
FICA-HI	$29.48	$944.11
NORTH CAROLINA M-03	$78.00	$2,247.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$226.20	$9,609.17
NET PAY	$1,368.79	$63,530.85

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	3.51
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/24/2020 | Check Number: 99003888)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/14/2020**	**09/20/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$43,804.50
TIME AND 1/2	43.5000	12.00	$522.00	$18,748.50
PER DIEM-TAXABL			$525.00	$525.00
NONTAX PER DIEM				$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,207.00	$82,701.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$136.84	$3,910.84
FEDERAL W/H TAX M-03	$222.24	$4,038.50
FICA-HI	$32.00	$914.63
NORTH CAROLINA M-03	$86.00	$2,169.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$9,382.97
NET PAY	$1,477.62	$62,162.06

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	2.74
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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/17/2020 | Check Number: 99003952)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/07/2020**	**09/13/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$42,644.50
TIME AND 1/2				$18,226.50
NONTAX PER DIEM				$19,050.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,160.00	$80,044.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.92	$3,774.00
FEDERAL W/H TAX M-03	$53.49	$3,816.26
FICA-HI	$16.82	$882.63
NORTH CAROLINA M-03	$34.00	$2,083.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$174.00	$9,130.67
NET PAY	$809.77	$60,234.44

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.97
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

Payment Details (Pay Date: 09/17/2020 | Check Number: 99003953)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/07/2020**	**09/13/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$42,644.50

ZACHRY

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

TIME AND 1/2				$18,226.50
NONTAX PER DIEM			$450.00	$19,500.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$450.00	$80,494.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,774.00
FEDERAL W/H TAX M-03	$0.00	$3,816.26
FICA-HI	$0.00	$882.63
NORTH CAROLINA M-03	$0.00	$2,083.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$9,130.67
NET PAY	$450.00	$60,684.44

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.97
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	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 09/10/2020 | Check Number: 99003887)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/31/2020**	**09/06/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$41,484.50
TIME AND 1/2	43.5000	14.00	$609.00	$18,226.50
NONTAX PER DIEM				$18,525.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,769.00	$78,359.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$109.68	$3,702.08
FEDERAL W/H TAX M-03	$115.61	$3,762.77
FICA-HI	$25.65	$865.81
NORTH CAROLINA M-03	$62.00	$2,049.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$265.35	$8,956.67
NET PAY	$1,190.71	$58,899.67

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 09/10/2020 | Check Number: 99003888)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/31/2020**	**09/06/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$41,484.50
TIME AND 1/2				$18,226.50
NONTAX PER DIEM			$525.00	$19,050.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$78,884.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,702.08
FEDERAL W/H TAX M-03	$0.00	$3,762.77
FICA-HI	$0.00	$865.81
NORTH CAROLINA M-03	$0.00	$2,049.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$8,956.67
NET PAY	$525.00	$59,424.67

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/03/2020 | Check Number: 99003866)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/24/2020**	**08/30/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$40,324.50
TIME AND 1/2	43.5000	28.00	$1,218.00	$17,617.50
NONTAX PER DIEM				$18,000.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,378.00	$76,065.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$147.43	$3,592.40
FEDERAL W/H TAX M-03	$177.84	$3,647.16
FICA-HI	$34.48	$840.16
NORTH CAROLINA M-03	$89.00	$1,987.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$356.70	$8,691.32
NET PAY	$1,572.55	$57,183.96

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 09/03/2020 | Check Number: 99003867)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/24/2020**	**08/30/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$40,324.50
TIME AND 1/2				$17,617.50
NONTAX PER DIEM			$525.00	$18,525.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$76,590.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,592.40
FEDERAL W/H TAX M-03	$0.00	$3,647.16
FICA-HI	$0.00	$840.16
NORTH CAROLINA M-03	$0.00	$1,987.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$8,691.32
NET PAY	$525.00	$57,708.96

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 08/27/2020 | Check Number: 99003970)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/17/2020**	**08/23/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$39,164.50
TIME AND 1/2	43.5000	8.50	$369.75	$16,399.50
NONTAX PER DIEM				$17,475.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,529.75	$73,162.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.85	$3,444.97
FEDERAL W/H TAX M-03	$91.21	$3,469.32
FICA-HI	$22.18	$805.68
NORTH CAROLINA M-03	$51.00	$1,898.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$8,334.62
NET PAY	$1,041.05	$55,086.41

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 08/27/2020 | Check Number: 99003971)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/17/2020**	**08/23/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$39,164.50
TIME AND 1/2				$16,399.50
NONTAX PER DIEM			$525.00	$18,000.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$73,687.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,444.97
FEDERAL W/H TAX M-03	$0.00	$3,469.32
FICA-HI	$0.00	$805.68
NORTH CAROLINA M-03	$0.00	$1,898.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$8,334.62
NET PAY	$525.00	$55,611.41

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 08/20/2020 | Check Number: 99003949)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/10/2020**	**08/16/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$38,004.50
TIME AND 1/2	43.5000	8.50	$369.75	$16,029.75
NONTAX PER DIEM				$16,950.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,529.75	$71,107.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.84	$3,350.12
FEDERAL W/H TAX M-03	$91.21	$3,378.11
FICA-HI	$22.18	$783.50
NORTH CAROLINA M-03	$51.00	$1,847.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$8,105.16
NET PAY	$1,041.06	$53,520.36

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 08/20/2020 | Check Number: 99003950)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/10/2020**	**08/16/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$38,004.50
TIME AND 1/2				$16,029.75
NONTAX PER DIEM			$525.00	$17,475.00

ZACHRY

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

MISC EXP REIMB				$123.30
		TOTAL PAY	$525.00	$71,632.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,350.12
FEDERAL W/H TAX M-03	$0.00	$3,378.11
FICA-HI	$0.00	$783.50
NORTH CAROLINA M-03	$0.00	$1,847.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$8,105.16
NET PAY	$525.00	$54,045.36

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 08/13/2020 | Check Number: 99003983)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/03/2020**	**08/09/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$36,844.50
TIME AND 1/2	43.5000	3.00	$130.50	$15,660.00
NONTAX PER DIEM				$16,425.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,290.50	$69,052.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.01	$3,255.28
FEDERAL W/H TAX M-03	$66.80	$3,286.90
FICA-HI	$18.72	$761.32
NORTH CAROLINA M-03	$40.00	$1,796.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$193.58	$7,875.70
NET PAY	$891.39	$51,954.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 08/13/2020 | Check Number: 99003984)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**08/03/2020**	**08/09/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$36,844.50
TIME AND 1/2				$15,660.00
NONTAX PER DIEM			$525.00	$16,950.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$69,577.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,255.28
FEDERAL W/H TAX M-03	$0.00	$3,286.90
FICA-HI	$0.00	$761.32
NORTH CAROLINA M-03	$0.00	$1,796.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$7,875.70
NET PAY	$525.00	$52,479.30

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 08/06/2020 | Check Number: 99004095)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/27/2020**	**08/02/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$35,684.50
TIME AND 1/2	43.5000	8.50	$369.75	$15,529.50
NONTAX PER DIEM				$15,900.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,529.75	$67,237.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.85	$3,175.27
FEDERAL W/H TAX M-03	$91.21	$3,220.10
FICA-HI	$22.18	$742.60
NORTH CAROLINA M-03	$51.00	$1,756.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$7,682.12
NET PAY	$1,041.05	$50,537.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 08/06/2020 | Check Number: 99004096)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/27/2020**	**08/02/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$35,684.50
TIME AND 1/2				$15,529.50
NONTAX PER DIEM			$525.00	$16,425.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$67,762.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,175.27
FEDERAL W/H TAX M-03	$0.00	$3,220.10
FICA-HI	$0.00	$742.60
NORTH CAROLINA M-03	$0.00	$1,756.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$7,682.12
NET PAY	$525.00	$51,062.91

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 07/30/2020 | Check Number: 99004199)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/20/2020**	**07/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$34,524.50
TIME AND 1/2	43.5000	29.00	$1,261.50	$15,159.75
NONTAX PER DIEM				$15,375.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,421.50	$65,182.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.13	$3,080.42
FEDERAL W/H TAX M-03	$185.97	$3,128.89
FICA-HI	$35.11	$720.42
NORTH CAROLINA M-03	$91.00	$1,705.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$363.23	$7,452.66
NET PAY	$1,596.06	$48,971.86

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 07/30/2020 | Check Number: 99004200)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/20/2020**	**07/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$34,524.50
TIME AND 1/2				$15,159.75
NONTAX PER DIEM			$525.00	$15,900.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$65,707.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,080.42
FEDERAL W/H TAX M-03	$0.00	$3,128.89
FICA-HI	$0.00	$720.42
NORTH CAROLINA M-03	$0.00	$1,705.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$7,452.66
NET PAY	$525.00	$49,496.86

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 07/23/2020 | Check Number: 99004210)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/13/2020**	**07/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$33,364.50
TIME AND 1/2	43.5000	20.00	$870.00	$13,898.25
NONTAX PER DIEM				$14,850.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,030.00	$62,236.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$125.86	$2,930.29
FEDERAL W/H TAX M-03	$142.23	$2,942.92
FICA-HI	$29.44	$685.31
NORTH CAROLINA M-03	$74.00	$1,614.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$304.50	$7,089.43
NET PAY	$1,353.97	$46,850.80

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 07/23/2020 | Check Number: 99004211)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/13/2020**	**07/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$33,364.50
TIME AND 1/2				$13,898.25
NONTAX PER DIEM			$525.00	$15,375.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$62,761.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,930.29
FEDERAL W/H TAX M-03	$0.00	$2,942.92
FICA-HI	$0.00	$685.31
NORTH CAROLINA M-03	$0.00	$1,614.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$7,089.43
NET PAY	$525.00	$47,375.80

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 07/16/2020 | Check Number: 99004195)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/06/2020**	**07/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$32,204.50
TIME AND 1/2	43.5000	6.50	$282.75	$13,028.25
NONTAX PER DIEM				$14,400.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,442.75	$59,756.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.45	$2,804.43
FEDERAL W/H TAX M-03	$82.33	$2,800.69
FICA-HI	$20.91	$655.87
NORTH CAROLINA M-03	$47.00	$1,540.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$216.41	$6,784.93
NET PAY	$986.65	$45,046.83

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 07/16/2020 | Check Number: 99004196)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**07/06/2020**	**07/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$32,204.50
TIME AND 1/2				$13,028.25
NONTAX PER DIEM			$450.00	$14,850.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$450.00	$60,206.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,804.43
FEDERAL W/H TAX M-03	$0.00	$2,800.69
FICA-HI	$0.00	$655.87
NORTH CAROLINA M-03	$0.00	$1,540.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$6,784.93
NET PAY	$450.00	$45,496.83

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 07/09/2020 | Check Number: 99004395)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/29/2020**	**07/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$31,044.50
TIME AND 1/2	43.5000	8.50	$369.75	$12,745.50
NONTAX PER DIEM				$13,875.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,529.75	$57,788.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.84	$2,714.98
FEDERAL W/H TAX M-03	$91.21	$2,718.36
FICA-HI	$22.19	$634.96
NORTH CAROLINA M-03	$51.00	$1,493.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$6,568.52
NET PAY	$1,041.05	$43,535.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$91.35	$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 07/09/2020 | Check Number: 99004396)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/29/2020**	**07/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$31,044.50
TIME AND 1/2				$12,745.50
NONTAX PER DIEM			$525.00	$14,400.00

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

MISC EXP REIMB				$123.30
		TOTAL PAY	$525.00	$58,313.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,714.98
FEDERAL W/H TAX M-03	$0.00	$2,718.36
FICA-HI	$0.00	$634.96
NORTH CAROLINA M-03	$0.00	$1,493.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$6,568.52
NET PAY	$525.00	$44,060.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,901.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 07/02/2020 | Check Number: 99004420)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/22/2020**	**06/28/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$29,884.50
TIME AND 1/2	43.5000	20.00	$870.00	$12,375.75
NONTAX PER DIEM				$13,350.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$2,030.00	$55,733.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$125.86	$2,620.14
FEDERAL W/H TAX M-03	$142.23	$2,627.15
FICA-HI	$29.43	$612.77
NORTH CAROLINA M-03	$74.00	$1,442.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$304.50	$6,339.06
NET PAY	$1,353.98	$41,969.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$64.92	$1,810.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 07/02/2020 | Check Number: 99004421)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/22/2020**	**06/28/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$29,884.50
TIME AND 1/2				$12,375.75
NONTAX PER DIEM			$525.00	$13,875.00

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

MISC EXP REIMB				$123.30
		TOTAL PAY	$525.00	$56,258.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,620.14
FEDERAL W/H TAX M-03	$0.00	$2,627.15
FICA-HI	$0.00	$612.77
NORTH CAROLINA M-03	$0.00	$1,442.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$6,339.06
NET PAY	$525.00	$42,494.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,810.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 06/25/2020 | Check Number: 99004495)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/15/2020**	**06/21/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$28,724.50
TIME AND 1/2	43.5000	6.50	$282.75	$11,505.75
NONTAX PER DIEM				$12,825.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,442.75	$53,178.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.45	$2,494.28
FEDERAL W/H TAX M-03	$82.33	$2,484.92
FICA-HI	$20.92	$583.34
NORTH CAROLINA M-03	$47.00	$1,368.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$216.41	$6,034.56
NET PAY	$986.64	$40,090.15

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$86.46	$1,745.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 06/25/2020 | Check Number: 99004496)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/15/2020**	**06/21/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$28,724.50
TIME AND 1/2				$11,505.75
NONTAX PER DIEM			$525.00	$13,350.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$53,703.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,494.28
FEDERAL W/H TAX M-03	$0.00	$2,484.92
FICA-HI	$0.00	$583.34
NORTH CAROLINA M-03	$0.00	$1,368.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$6,034.56
NET PAY	$525.00	$40,615.15

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,745.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 06/18/2020 | Check Number: 99004524)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/08/2020**	**06/14/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$27,564.50
TIME AND 1/2	43.5000	17.50	$761.25	$11,223.00
NONTAX PER DIEM				$12,300.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,921.25	$51,210.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$119.12	$2,404.83
FEDERAL W/H TAX M-03	$131.14	$2,402.59
FICA-HI	$27.86	$562.42
NORTH CAROLINA M-03	$69.00	$1,321.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$288.19	$5,818.15
NET PAY	$1,285.94	$38,578.51

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$80.58	$1,659.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 06/18/2020 | Check Number: 99004525)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/08/2020**	**06/14/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$27,564.50
TIME AND 1/2				$11,223.00
NONTAX PER DIEM			$525.00	$12,825.00

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

MISC EXP REIMB				$123.30
		TOTAL PAY	$525.00	$51,735.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,404.83
FEDERAL W/H TAX M-03	$0.00	$2,402.59
FICA-HI	$0.00	$562.42
NORTH CAROLINA M-03	$0.00	$1,321.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$5,818.15
NET PAY	$525.00	$39,103.51

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,659.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 06/11/2020 | Check Number: 99004535)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/01/2020**	**06/07/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$26,404.50
TIME AND 1/2	43.5000	14.50	$630.75	$10,461.75
NONTAX PER DIEM				$11,775.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,790.75	$48,764.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$111.03	$2,285.71
FEDERAL W/H TAX M-03	$117.83	$2,271.45
FICA-HI	$25.97	$534.56
NORTH CAROLINA M-03	$63.00	$1,252.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$268.61	$5,529.96
NET PAY	$1,204.31	$36,767.57

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$68.84	$1,578.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 06/11/2020 | Check Number: 99004536)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**06/01/2020**	**06/07/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$26,404.50
TIME AND 1/2				$10,461.75
NONTAX PER DIEM			$525.00	$12,300.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$49,289.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,285.71
FEDERAL W/H TAX M-03	$0.00	$2,271.45
FICA-HI	$0.00	$534.56
NORTH CAROLINA M-03	$0.00	$1,252.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$5,529.96
NET PAY	$525.00	$37,292.57

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,578.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 06/04/2020 | Check Number: 99004541)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/25/2020**	**05/31/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$25,244.50
TIME AND 1/2	43.5000	8.50	$369.75	$9,831.00
NONTAX PER DIEM				$11,325.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,529.75	$46,523.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$94.84	$2,174.68
FEDERAL W/H TAX M-03	$91.21	$2,153.62
FICA-HI	$22.18	$508.59
NORTH CAROLINA M-03	$51.00	$1,189.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$229.46	$5,261.35
NET PAY	$1,041.06	$35,113.26

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$39.80	$1,509.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 06/04/2020 | Check Number: 99004542)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/25/2020**	**05/31/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$25,244.50
TIME AND 1/2				$9,831.00
NONTAX PER DIEM			$450.00	$11,775.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$450.00	$46,973.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,174.68
FEDERAL W/H TAX M-03	$0.00	$2,153.62
FICA-HI	$0.00	$508.59
NORTH CAROLINA M-03	$0.00	$1,189.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$5,261.35
NET PAY	$450.00	$35,563.26

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,509.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 05/28/2020 | Check Number: 99004513)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/18/2020**	**05/24/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	30.50	$884.50	$24,084.50
TIME AND 1/2				$9,461.25
NONTAX PER DIEM				$10,800.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$884.50	$44,469.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$54.84	$2,079.84
FEDERAL W/H TAX M-03	$27.49	$2,062.41
FICA-HI	$12.82	$486.41
NORTH CAROLINA M-03	$21.00	$1,138.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$132.68	$5,031.89
NET PAY	$635.67	$33,547.20

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$1,469.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 05/28/2020 | Check Number: 99004514)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/18/2020**	**05/24/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$24,084.50
TIME AND 1/2				$9,461.25
NONTAX PER DIEM			$525.00	$11,325.00

ZACHRY

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

MISC EXP REIMB				$123.30
			TOTAL PAY	$525.00	$44,994.05

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,079.84
FEDERAL W/H TAX M-03	$0.00	$2,062.41
FICA-HI	$0.00	$486.41
NORTH CAROLINA M-03	$0.00	$1,138.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$5,031.89
NET PAY	$525.00	$34,072.20

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,469.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 05/21/2020 | Check Number: 99004780)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/11/2020**	**05/17/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$23,200.00
TIME AND 1/2	43.5000	10.00	$435.00	$9,461.25
NONTAX PER DIEM				$10,275.00
MISC EXP REIMB				$123.30
		TOTAL PAY	$1,595.00	$43,059.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$2,025.00
FEDERAL W/H TAX M-03	$97.86	$2,034.92
FICA-HI	$23.13	$473.59
NORTH CAROLINA M-03	$54.00	$1,117.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$4,899.21
NET PAY	$1,081.87	$32,386.53

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$67.86	$1,398.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 05/21/2020 | Check Number: 99004781)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/11/2020**	**05/17/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$23,200.00
TIME AND 1/2				$9,461.25
NONTAX PER DIEM			$525.00	$10,800.00

ZACHRY

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

MISC EXP REIMB				$123.30
		TOTAL PAY	$525.00	$43,584.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,025.00
FEDERAL W/H TAX M-03	$0.00	$2,034.92
FICA-HI	$0.00	$473.59
NORTH CAROLINA M-03	$0.00	$1,117.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$4,899.21
NET PAY	$525.00	$32,911.53

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,398.02

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 05/14/2020 | Check Number: 99007243)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/04/2020**	**05/10/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$22,040.00
TIME AND 1/2	43.5000	8.00	$348.00	$9,026.25
NONTAX PER DIEM				$9,750.00
		TOTAL PAY	$1,508.00	$40,816.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$93.50	$1,926.11
FEDERAL W/H TAX M-03	$88.99	$1,937.06
FICA-HI	$21.87	$450.46
NORTH CAROLINA M-03	$50.00	$1,063.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$226.20	$4,659.96
NET PAY	$1,027.44	$30,656.36

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$87.44	$1,330.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 05/14/2020 | Check Number: 99007244)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**05/04/2020**	**05/10/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$22,040.00
TIME AND 1/2				$9,026.25
NONTAX PER DIEM			$525.00	$10,275.00
MISC EXP REIMB			$123.30	$123.30

ZACHRY

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

TOTAL PAY	$648.30	$41,464.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,926.11
FEDERAL W/H TAX M-03	$0.00	$1,937.06
FICA-HI	$0.00	$450.46
NORTH CAROLINA M-03	$0.00	$1,063.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$4,659.96
NET PAY	$648.30	$31,304.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,330.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 05/07/2020 | Check Number: 99004464)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/27/2020**	**05/03/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$20,880.00
TIME AND 1/2	43.5000	18.00	$783.00	$8,678.25
NONTAX PER DIEM				$9,225.00
		TOTAL PAY	$1,943.00	$38,783.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$120.46	$1,832.61
FEDERAL W/H TAX M-03	$256.66	$1,971.37
FICA-HI	$28.17	$428.59
NORTH CAROLINA M-03	$70.00	$1,013.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$291.45	$4,433.76
NET PAY	$1,176.26	$29,103.92

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.69	$1,242.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 05/07/2020 | Check Number: 99004465)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/27/2020**	**05/03/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$20,880.00
TIME AND 1/2				$8,678.25
NONTAX PER DIEM			$525.00	$9,750.00
		TOTAL PAY	$525.00	$39,308.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,832.61
FEDERAL W/H TAX M-03	$0.00	$1,971.37
FICA-HI	$0.00	$428.59
NORTH CAROLINA M-03	$0.00	$1,013.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$4,433.76
NET PAY	$525.00	$29,628.92

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,242.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 04/30/2020 | Check Number: 99004646)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/20/2020**	**04/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$19,720.00
TIME AND 1/2	43.5000	12.00	$522.00	$7,895.25
NONTAX PER DIEM				$8,700.00
		TOTAL PAY	$1,682.00	$36,315.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.29	$1,712.15
FEDERAL W/H TAX M-03	$106.74	$1,714.71
FICA-HI	$24.39	$400.42
NORTH CAROLINA M-03	$58.00	$943.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$4,142.31
NET PAY	$1,136.28	$27,402.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.12	$1,167.03

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 04/30/2020 | Check Number: 99004647)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/20/2020**	**04/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$19,720.00
TIME AND 1/2				$7,895.25
NONTAX PER DIEM			$525.00	$9,225.00
		TOTAL PAY	$525.00	$36,840.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,712.15
FEDERAL W/H TAX M-03	$0.00	$1,714.71
FICA-HI	$0.00	$400.42
NORTH CAROLINA M-03	$0.00	$943.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$4,142.31
NET PAY	$525.00	$27,927.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,167.03

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 04/23/2020 | Check Number: 99004634)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/13/2020**	**04/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$18,560.00
TIME AND 1/2	43.5000	2.00	$87.00	$7,373.25
NONTAX PER DIEM				$8,175.00
		TOTAL PAY	$1,247.00	$34,108.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$77.31	$1,607.86
FEDERAL W/H TAX M-03	$62.37	$1,607.97
FICA-HI	$18.08	$376.03
NORTH CAROLINA M-03	$38.00	$885.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$187.05	$3,890.01
NET PAY	$864.19	$25,741.38

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$69.82	$1,110.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 04/23/2020 | Check Number: 99004635)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/13/2020**	**04/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$18,560.00
TIME AND 1/2				$7,373.25
NONTAX PER DIEM			$525.00	$8,700.00
		TOTAL PAY	$525.00	$34,633.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,607.86
FEDERAL W/H TAX M-03	$0.00	$1,607.97
FICA-HI	$0.00	$376.03
NORTH CAROLINA M-03	$0.00	$885.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$3,890.01
NET PAY	$525.00	$26,266.38

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,110.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 04/16/2020 | Check Number: 99004859)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/06/2020**	**04/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$17,400.00
TIME AND 1/2	43.5000	9.00	$391.50	$7,286.25
NONTAX PER DIEM				$7,650.00
		TOTAL PAY	$1,551.50	$32,336.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.20	$1,530.55
FEDERAL W/H TAX M-03	$93.43	$1,545.60
FICA-HI	$22.50	$357.95
NORTH CAROLINA M-03	$52.00	$847.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$232.73	$3,702.96
NET PAY	$1,054.64	$24,352.19

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$1,041.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 04/16/2020 | Check Number: 99004860)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**04/06/2020**	**04/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$17,400.00
TIME AND 1/2				$7,286.25
NONTAX PER DIEM			$525.00	$8,175.00
		TOTAL PAY	$525.00	$32,861.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,530.55
FEDERAL W/H TAX M-03	$0.00	$1,545.60
FICA-HI	$0.00	$357.95
NORTH CAROLINA M-03	$0.00	$847.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$3,702.96
NET PAY	$525.00	$24,877.19

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,041.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 04/09/2020 | Check Number: 99004964)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/30/2020**	**04/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$16,240.00
TIME AND 1/2	43.5000	10.00	$435.00	$6,894.75
NONTAX PER DIEM				$7,125.00
		TOTAL PAY	$1,595.00	$30,259.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$1,434.35
FEDERAL W/H TAX M-03	$97.86	$1,452.17
FICA-HI	$23.12	$335.45
NORTH CAROLINA M-03	$54.00	$795.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$3,470.23
NET PAY	$1,081.88	$22,772.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.52	$969.31

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 04/09/2020 | Check Number: 99004965)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/30/2020**	**04/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$16,240.00
TIME AND 1/2				$6,894.75
NONTAX PER DIEM			$525.00	$7,650.00
		TOTAL PAY	$525.00	$30,784.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,434.35
FEDERAL W/H TAX M-03	$0.00	$1,452.17
FICA-HI	$0.00	$335.45
NORTH CAROLINA M-03	$0.00	$795.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$3,470.23
NET PAY	$525.00	$23,297.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$969.31

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 04/02/2020 | Check Number: 99005203)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/23/2020**	**03/29/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$15,080.00
TIME AND 1/2	43.5000	16.00	$696.00	$6,459.75
NONTAX PER DIEM				$6,600.00
		TOTAL PAY	$1,856.00	$28,139.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.07	$1,335.46
FEDERAL W/H TAX M-03	$124.49	$1,354.31
FICA-HI	$26.92	$312.33
NORTH CAROLINA M-03	$66.00	$741.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$278.40	$3,230.98
NET PAY	$1,245.12	$21,165.67

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$97.22	$885.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 04/02/2020 | Check Number: 99005204)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/23/2020**	**03/29/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,080.00
TIME AND 1/2				$6,459.75
NONTAX PER DIEM			$525.00	$7,125.00
		TOTAL PAY	$525.00	$28,664.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,335.46
FEDERAL W/H TAX M-03	$0.00	$1,354.31
FICA-HI	$0.00	$312.33
NORTH CAROLINA M-03	$0.00	$741.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$3,230.98
NET PAY	$525.00	$21,690.67

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$885.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 03/26/2020 | Check Number: 99005792)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/16/2020**	**03/22/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$13,920.00
TIME AND 1/2	43.5000	23.00	$1,000.50	$5,763.75
NONTAX PER DIEM				$6,075.00
		TOTAL PAY	$2,160.50	$25,758.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.95	$1,220.39
FEDERAL W/H TAX M-03	$155.54	$1,229.82
FICA-HI	$31.32	$285.41
NORTH CAROLINA M-03	$79.00	$675.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$324.08	$2,952.58
NET PAY	$1,436.61	$19,395.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$95.27	$788.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 03/26/2020 | Check Number: 99005793)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/16/2020**	**03/22/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$13,920.00
TIME AND 1/2				$5,763.75
NONTAX PER DIEM			$525.00	$6,600.00
		TOTAL PAY	$525.00	$26,283.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,220.39
FEDERAL W/H TAX M-03	$0.00	$1,229.82
FICA-HI	$0.00	$285.41
NORTH CAROLINA M-03	$0.00	$675.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,952.58
NET PAY	$525.00	$19,920.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$788.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 03/19/2020 | Check Number: 99005568)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/09/2020**	**03/15/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$12,760.00
TIME AND 1/2	43.5000	22.00	$957.00	$4,763.25
NONTAX PER DIEM				$5,550.00
		TOTAL PAY	$2,117.00	$23,073.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$131.25	$1,086.44
FEDERAL W/H TAX M-03	$151.11	$1,074.28
FICA-HI	$30.70	$254.09
NORTH CAROLINA M-03	$77.00	$596.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$317.55	$2,628.50
NET PAY	$1,409.39	$17,433.94

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$79.61	$693.30

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 03/19/2020 | Check Number: 99005569)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/09/2020**	**03/15/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,760.00
TIME AND 1/2				$4,763.25
NONTAX PER DIEM			$525.00	$6,075.00
		TOTAL PAY	$525.00	$23,598.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,086.44
FEDERAL W/H TAX M-03	$0.00	$1,074.28
FICA-HI	$0.00	$254.09
NORTH CAROLINA M-03	$0.00	$596.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,628.50
NET PAY	$525.00	$17,958.94

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$693.30

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 03/12/2020 | Check Number: 99005775)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/02/2020**	**03/08/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$11,600.00
TIME AND 1/2	43.5000	14.00	$609.00	$3,806.25
NONTAX PER DIEM				$5,025.00
		TOTAL PAY	$1,769.00	$20,431.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$109.68	$955.19
FEDERAL W/H TAX M-03	$115.61	$923.17
FICA-HI	$25.65	$223.39
NORTH CAROLINA M-03	$62.00	$519.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$265.35	$2,310.95
NET PAY	$1,190.71	$15,499.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$613.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 03/12/2020 | Check Number: 99005776)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**03/02/2020**	**03/08/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$11,600.00
TIME AND 1/2				$3,806.25
NONTAX PER DIEM			$525.00	$5,550.00
		TOTAL PAY	$525.00	$20,956.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$955.19
FEDERAL W/H TAX M-03	$0.00	$923.17
FICA-HI	$0.00	$223.39
NORTH CAROLINA M-03	$0.00	$519.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,310.95
NET PAY	$525.00	$16,024.55

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$613.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 03/05/2020 | Check Number: 99005883)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/24/2020**	**03/01/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$10,440.00
TIME AND 1/2	43.5000	10.00	$435.00	$3,197.25
NONTAX PER DIEM				$4,500.00
		TOTAL PAY	$1,595.00	$18,137.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$845.51
FEDERAL W/H TAX M-03	$97.86	$807.56
FICA-HI	$23.13	$197.74
NORTH CAROLINA M-03	$54.00	$457.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$2,045.60
NET PAY	$1,081.87	$13,783.84

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$65.90	$541.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 03/05/2020 | Check Number: 99005884)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/24/2020**	**03/01/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,440.00
TIME AND 1/2				$3,197.25
NONTAX PER DIEM			$525.00	$5,025.00
		TOTAL PAY	$525.00	$18,662.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$845.51
FEDERAL W/H TAX M-03	$0.00	$807.56
FICA-HI	$0.00	$197.74
NORTH CAROLINA M-03	$0.00	$457.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$2,045.60
NET PAY	$525.00	$14,308.84

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$541.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 02/27/2020 | Check Number: 99005936)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/17/2020**	**02/23/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$9,280.00
TIME AND 1/2	43.5000	7.00	$304.50	$2,762.25
NONTAX PER DIEM				$3,975.00
		TOTAL PAY	$1,464.50	$16,017.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.80	$746.62
FEDERAL W/H TAX M-03	$84.55	$709.70
FICA-HI	$21.23	$174.61
NORTH CAROLINA M-03	$48.00	$403.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$219.68	$1,806.35
NET PAY	$1,000.24	$12,176.97

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.69	$476.01

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 02/27/2020 | Check Number: 99005937)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/17/2020**	**02/23/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,280.00
TIME AND 1/2				$2,762.25
NONTAX PER DIEM			$525.00	$4,500.00
		TOTAL PAY	$525.00	$16,542.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$746.62
FEDERAL W/H TAX M-03	$0.00	$709.70
FICA-HI	$0.00	$174.61
NORTH CAROLINA M-03	$0.00	$403.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,806.35
NET PAY	$525.00	$12,701.97

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$476.01

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 02/20/2020 | Check Number: 99005722)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/10/2020**	**02/16/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$8,120.00
TIME AND 1/2	43.5000	12.00	$522.00	$2,457.75
NONTAX PER DIEM				$3,450.00
		TOTAL PAY	$1,682.00	$14,027.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.28	$655.82
FEDERAL W/H TAX M-03	$106.74	$625.15
FICA-HI	$24.39	$153.38
NORTH CAROLINA M-03	$58.00	$355.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$252.30	$1,586.67
NET PAY	$1,136.29	$10,651.73

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$82.54	$400.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 02/20/2020 | Check Number: 99005723)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/10/2020**	**02/16/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,120.00
TIME AND 1/2				$2,457.75
NONTAX PER DIEM			$525.00	$3,975.00
		TOTAL PAY	$525.00	$14,552.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$655.82
FEDERAL W/H TAX M-03	$0.00	$625.15
FICA-HI	$0.00	$153.38
NORTH CAROLINA M-03	$0.00	$355.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,586.67
NET PAY	$525.00	$11,176.73

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$400.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 02/13/2020 | Check Number: 99005686)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/03/2020**	**02/09/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$6,960.00
TIME AND 1/2	43.5000	15.50	$674.25	$1,935.75
NONTAX PER DIEM				$2,925.00
		TOTAL PAY	$1,834.25	$11,820.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$113.73	$551.54
FEDERAL W/H TAX M-03	$122.27	$518.41
FICA-HI	$26.60	$128.99
NORTH CAROLINA M-03	$65.00	$297.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$275.14	$1,334.37
NET PAY	$1,231.51	$8,990.44

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$59.05	$317.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 02/13/2020 | Check Number: 99005687)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**02/03/2020**	**02/09/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,960.00
TIME AND 1/2				$1,935.75
NONTAX PER DIEM			$525.00	$3,450.00
		TOTAL PAY	$525.00	$12,345.75

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$551.54
FEDERAL W/H TAX M-03	$0.00	$518.41
FICA-HI	$0.00	$128.99
NORTH CAROLINA M-03	$0.00	$297.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,334.37
NET PAY	$525.00	$9,515.44

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$317.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 02/06/2020 | Check Number: 99005744)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/27/2020**	**02/02/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$5,800.00
TIME AND 1/2	43.5000	3.50	$152.25	$1,261.50
NONTAX PER DIEM				$2,400.00
		TOTAL PAY	$1,312.25	$9,461.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$81.36	$437.81
FEDERAL W/H TAX M-03	$69.02	$396.14
FICA-HI	$19.03	$102.39
NORTH CAROLINA M-03	$41.00	$232.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$196.84	$1,059.23
NET PAY	$905.00	$7,233.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$56.12	$258.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 02/06/2020 | Check Number: 99005745)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/27/2020**	**02/02/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,800.00
TIME AND 1/2				$1,261.50
NONTAX PER DIEM			$525.00	$2,925.00
		TOTAL PAY	$525.00	$9,986.50

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$437.81
FEDERAL W/H TAX M-03	$0.00	$396.14
FICA-HI	$0.00	$102.39
NORTH CAROLINA M-03	$0.00	$232.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$1,059.23
NET PAY	$525.00	$7,758.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$258.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 01/30/2020 | Check Number: 99005786)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/20/2020**	**01/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$4,640.00
TIME AND 1/2	43.5000	2.00	$87.00	$1,109.25
NONTAX PER DIEM				$1,875.00
		TOTAL PAY	$1,247.00	$7,624.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$77.31	$356.45
FEDERAL W/H TAX M-03	$62.37	$327.12
FICA-HI	$18.08	$83.36
NORTH CAROLINA M-03	$39.00	$191.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$187.05	$862.39
NET PAY	$863.19	$5,803.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$66.88	$202.61

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 01/30/2020 | Check Number: 99005787)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/20/2020**	**01/26/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,640.00
TIME AND 1/2				$1,109.25
NONTAX PER DIEM			$525.00	$2,400.00
		TOTAL PAY	$525.00	$8,149.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$356.45
FEDERAL W/H TAX M-03	$0.00	$327.12
FICA-HI	$0.00	$83.36
NORTH CAROLINA M-03	$0.00	$191.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$862.39
NET PAY	$525.00	$6,328.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$202.61

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 01/23/2020 | Check Number: 99005775)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/13/2020**	**01/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$3,480.00
TIME AND 1/2	43.5000	7.50	$326.25	$1,022.25
NONTAX PER DIEM				$1,350.00
		TOTAL PAY	$1,486.25	$5,852.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$92.15	$279.14
FEDERAL W/H TAX M-03	$86.77	$264.75
FICA-HI	$21.55	$65.28
NORTH CAROLINA M-03	$50.00	$152.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$222.94	$675.34
NET PAY	$1,012.84	$4,415.74

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.78	$135.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 01/23/2020 | Check Number: 99005776)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/13/2020**	**01/19/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,480.00
TIME AND 1/2				$1,022.25
NONTAX PER DIEM			$525.00	$1,875.00
		TOTAL PAY	$525.00	$6,377.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$279.14
FEDERAL W/H TAX M-03	$0.00	$264.75
FICA-HI	$0.00	$65.28
NORTH CAROLINA M-03	$0.00	$152.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$675.34
NET PAY	$525.00	$4,940.74

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$135.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 01/16/2020 | Check Number: 99005902)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/06/2020**	**01/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$2,320.00
TIME AND 1/2	43.5000	10.00	$435.00	$696.00
NONTAX PER DIEM				$825.00
		TOTAL PAY	$1,595.00	$3,841.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.89	$186.99
FEDERAL W/H TAX M-03	$97.86	$177.98
FICA-HI	$23.13	$43.73
NORTH CAROLINA M-03	$55.00	$102.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$239.25	$452.40
NET PAY	$1,080.87	$2,877.90

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$63.95	$63.95

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 01/16/2020 | Check Number: 99005903)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**01/06/2020**	**01/12/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,320.00
TIME AND 1/2				$696.00
NONTAX PER DIEM			$525.00	$1,350.00
		TOTAL PAY	$525.00	$4,366.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$186.99
FEDERAL W/H TAX M-03	$0.00	$177.98
FICA-HI	$0.00	$43.73
NORTH CAROLINA M-03	$0.00	$102.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$452.40
NET PAY	$525.00	$3,402.90

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$63.95

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 01/09/2020 | Check Number: 99005628)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/30/2019**	**01/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.0000	40.00	$1,160.00	$1,160.00
TIME AND 1/2	43.5000	6.00	$261.00	$261.00
NONTAX PER DIEM				$375.00
		TOTAL PAY	$1,421.00	$1,796.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$88.10	$88.10
FEDERAL W/H TAX M-03	$80.12	$80.12
FICA-HI	$20.60	$20.60
NORTH CAROLINA M-03	$47.00	$47.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **	$213.15	$213.15
NET PAY	$972.03	$1,347.03

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$888.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

Payment Details (Pay Date: 01/09/2020 | Check Number: 99005629)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/30/2019**	**01/05/2020**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,160.00
TIME AND 1/2				$261.00
NONTAX PER DIEM			$450.00	$825.00
		TOTAL PAY	$450.00	$2,246.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$88.10
FEDERAL W/H TAX M-03	$0.00	$80.12
FICA-HI	$0.00	$20.60
NORTH CAROLINA M-03	$0.00	$47.00

Deductions:

Description	Current	Year To Date
*401(K) EMPLOYEE **		$213.15
NET PAY	$450.00	$1,797.03

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$888.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 01/02/2020 | Check Number: 99005156)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/23/2019**	**12/29/2019**	**007836**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
NONTAX PER DIEM			$375.00	$375.00
		TOTAL PAY	$375.00	$375.00

Taxes:

Description	Current	Year To Date

Deductions:

Description	Current	Year To Date
NET PAY	$375.00	$375.00

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$888.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	1.20

EXHIBIT

89

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99014958)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/04/2023**	**12/10/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	25.50	$867.00	$15,589.00
TIME AND 1/2				$9,282.00
NONTAX PER DIEM				$7,300.00
		TOTAL PAY	$867.00	$32,171.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$53.75	$1,542.00
FEDERAL W/H TAX S-00	$87.69	$4,209.50
FICA-HI	$12.57	$360.63
NEBRASKA S-00	$38.33	$1,420.24

Deductions:

Description	Current	Year To Date
NET PAY	$674.66	$24,638.63

Memos:

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

Payment Details (Pay Date: 12/14/2023 | Check Number: 99014959)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**12/04/2023**	**12/10/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,589.00
TIME AND 1/2				$9,282.00
NONTAX PER DIEM			$500.00	$7,800.00
		TOTAL PAY	$500.00	$32,671.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,542.00
FEDERAL W/H TAX S-00	$0.00	$4,209.50
FICA-HI	$0.00	$360.63
NEBRASKA S-00	$0.00	$1,420.24

Deductions:

Description	Current	Year To Date
NET PAY	$500.00	$25,138.63

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99014656)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/27/2023**	**12/03/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$14,722.00
TIME AND 1/2	51.0000	10.00	$510.00	$9,282.00
NONTAX PER DIEM				$6,600.00
		TOTAL PAY	$1,870.00	$30,604.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.94	$1,488.25
FEDERAL W/H TAX S-00	$298.95	$4,121.81
FICA-HI	$27.12	$348.06
NEBRASKA S-00	$104.50	$1,381.91

Deductions:

Description	Current	Year To Date
NET PAY	$1,323.49	$23,263.97

Memos:

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

Payment Details (Pay Date: 12/07/2023 | Check Number: 99014657)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/27/2023**	**12/03/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$14,722.00
TIME AND 1/2				$9,282.00
NONTAX PER DIEM			$700.00	$7,300.00
		TOTAL PAY	$700.00	$31,304.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,488.25
FEDERAL W/H TAX S-00	$0.00	$4,121.81
FICA-HI	$0.00	$348.06
NEBRASKA S-00	$0.00	$1,381.91

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$23,963.97

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99014257)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/20/2023**	**11/26/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$13,362.00
TIME AND 1/2	51.0000	9.00	$459.00	$8,772.00
NONTAX PER DIEM				$6,000.00
		TOTAL PAY	$1,819.00	$28,134.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$112.78	$1,372.31
FEDERAL W/H TAX S-00	$287.73	$3,822.86
FICA-HI	$26.37	$320.94
NEBRASKA S-00	$101.06	$1,277.41

Deductions:

Description	Current	Year To Date
NET PAY	$1,291.06	$21,340.48

Memos:

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

Payment Details (Pay Date: 11/30/2023 | Check Number: 99014258)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/20/2023**	**11/26/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$13,362.00
TIME AND 1/2				$8,772.00
NONTAX PER DIEM			$600.00	$6,600.00
		TOTAL PAY	$600.00	$28,734.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,372.31
FEDERAL W/H TAX S-00	$0.00	$3,822.86
FICA-HI	$0.00	$320.94
NEBRASKA S-00	$0.00	$1,277.41

Deductions:

Description	Current	Year To Date
NET PAY	$600.00	$21,940.48

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99014682)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/13/2023**	**11/19/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$12,002.00
TIME AND 1/2	51.0000	28.00	$1,428.00	$8,313.00
NONTAX PER DIEM				$5,300.00
		TOTAL PAY	$2,788.00	$25,615.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$172.86	$1,259.53
FEDERAL W/H TAX S-00	$517.97	$3,535.13
FICA-HI	$40.43	$294.57
NEBRASKA S-00	$166.46	$1,176.35

Deductions:

Description	Current	Year To Date
NET PAY	$1,890.28	$19,349.42

Memos:

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

Payment Details (Pay Date: 11/22/2023 | Check Number: 99014683)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/13/2023**	**11/19/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,002.00
TIME AND 1/2				$8,313.00
NONTAX PER DIEM			$700.00	$6,000.00
		TOTAL PAY	$700.00	$26,315.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,259.53
FEDERAL W/H TAX S-00	$0.00	$3,535.13
FICA-HI	$0.00	$294.57
NEBRASKA S-00	$0.00	$1,176.35

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$20,049.42

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99014360)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/06/2023**	**11/12/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$10,642.00
TIME AND 1/2	51.0000	9.00	$459.00	$6,885.00
NONTAX PER DIEM				$4,600.00
		TOTAL PAY	$1,819.00	$22,127.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$112.77	$1,086.67
FEDERAL W/H TAX S-00	$287.73	$3,017.16
FICA-HI	$26.37	$254.14
NEBRASKA S-00	$101.06	$1,009.89

Deductions:

Description	Current	Year To Date
NET PAY	$1,291.07	$16,759.14

Memos:

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

Payment Details (Pay Date: 11/16/2023 | Check Number: 99014361)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**11/06/2023**	**11/12/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,642.00
TIME AND 1/2				$6,885.00
NONTAX PER DIEM			$700.00	$5,300.00
		TOTAL PAY	$700.00	$22,827.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,086.67
FEDERAL W/H TAX S-00	$0.00	$3,017.16
FICA-HI	$0.00	$254.14
NEBRASKA S-00	$0.00	$1,009.89

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$17,459.14

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 11/09/2023 | Check Number: 99014177)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/30/2023**	**11/05/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$9,282.00
TIME AND 1/2	51.0000	27.00	$1,377.00	$6,426.00
NONTAX PER DIEM				$3,900.00
		TOTAL PAY	$2,737.00	$19,608.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$169.70	$973.90
FEDERAL W/H TAX S-00	$505.73	$2,729.43
FICA-HI	$39.69	$227.77
NEBRASKA S-00	$163.02	$908.83

Deductions:

Description	Current	Year To Date
NET PAY	$1,858.86	$14,768.07

Memos:

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

Payment Details (Pay Date: 11/09/2023 | Check Number: 99014178)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/30/2023**	**11/05/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,282.00
TIME AND 1/2				$6,426.00
NONTAX PER DIEM			$700.00	$4,600.00
		TOTAL PAY	$700.00	$20,308.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$973.90
FEDERAL W/H TAX S-00	$0.00	$2,729.43
FICA-HI	$0.00	$227.77
NEBRASKA S-00	$0.00	$908.83

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$15,468.07

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]1185	**115000**

Payment Details (Pay Date: 11/02/2023 | Check Number: 99014106)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/23/2023**	**10/29/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$7,922.00
TIME AND 1/2	51.0000	20.00	$1,020.00	$5,049.00
NONTAX PER DIEM				$3,200.00
		TOTAL PAY	$2,380.00	$16,171.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$147.56	$804.20
FEDERAL W/H TAX S-00	$420.05	$2,223.70
FICA-HI	$34.51	$188.08
NEBRASKA S-00	$138.92	$745.81

Deductions:

Description	Current	Year To Date
NET PAY	$1,638.96	$12,209.21

Memos:

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

Payment Details (Pay Date: 11/02/2023 | Check Number: 99014107)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/23/2023**	**10/29/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,922.00
TIME AND 1/2				$5,049.00
NONTAX PER DIEM			$700.00	$3,900.00
		TOTAL PAY	$700.00	$16,871.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$804.20
FEDERAL W/H TAX S-00	$0.00	$2,223.70
FICA-HI	$0.00	$188.08
NEBRASKA S-00	$0.00	$745.81

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$12,909.21

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99014205)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/16/2023**	**10/22/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$6,562.00
TIME AND 1/2	51.0000	29.00	$1,479.00	$4,029.00
NONTAX PER DIEM				$2,500.00
		TOTAL PAY	$2,839.00	$13,091.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$176.02	$656.64
FEDERAL W/H TAX S-00	$530.21	$1,803.65
FICA-HI	$41.17	$153.57
NEBRASKA S-00	$169.91	$606.89

Deductions:

Description	Current	Year To Date
NET PAY	$1,921.69	$9,870.25

Memos:

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

Payment Details (Pay Date: 10/26/2023 | Check Number: 99014206)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/16/2023**	**10/22/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,562.00
TIME AND 1/2				$4,029.00
NONTAX PER DIEM			$700.00	$3,200.00
		TOTAL PAY	$700.00	$13,791.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$656.64
FEDERAL W/H TAX S-00	$0.00	$1,803.65
FICA-HI	$0.00	$153.57
NEBRASKA S-00	$0.00	$606.89

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$10,570.25

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99013830)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/09/2023**	**10/15/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$5,202.00
TIME AND 1/2	51.0000	15.00	$765.00	$2,550.00
NONTAX PER DIEM				$1,800.00
		TOTAL PAY	$2,125.00	$9,552.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$131.75	$480.62
FEDERAL W/H TAX S-00	$358.85	$1,273.44
FICA-HI	$30.81	$112.40
NEBRASKA S-00	$121.71	$436.98

Deductions:

Description	Current	Year To Date
NET PAY	$1,481.88	$7,248.56

Memos:

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

Payment Details (Pay Date: 10/19/2023 | Check Number: 99013831)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/09/2023**	**10/15/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,202.00
TIME AND 1/2				$2,550.00
NONTAX PER DIEM			$700.00	$2,500.00
		TOTAL PAY	$700.00	$10,252.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$480.62
FEDERAL W/H TAX S-00	$0.00	$1,273.44
FICA-HI	$0.00	$112.40
NEBRASKA S-00	$0.00	$436.98

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$7,948.56

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/12/2023 | Check Number: 99013816)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/02/2023**	**10/08/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$3,842.00
TIME AND 1/2	51.0000	25.00	$1,275.00	$1,785.00
NONTAX PER DIEM				$1,100.00
		TOTAL PAY	$2,635.00	$6,727.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$163.37	$348.87
FEDERAL W/H TAX S-00	$481.25	$914.59
FICA-HI	$38.21	$81.59
NEBRASKA S-00	$156.14	$315.27

Deductions:

Description	Current	Year To Date
NET PAY	$1,796.03	$5,066.68

Memos:

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

Payment Details (Pay Date: 10/12/2023 | Check Number: 99013817)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**10/02/2023**	**10/08/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,842.00
TIME AND 1/2				$1,785.00
NONTAX PER DIEM			$700.00	$1,800.00
		TOTAL PAY	$700.00	$7,427.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$348.87
FEDERAL W/H TAX S-00	$0.00	$914.59
FICA-HI	$0.00	$81.59
NEBRASKA S-00	$0.00	$315.27

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$5,766.68

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99013929)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/25/2023**	**10/01/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$2,482.00
TIME AND 1/2	51.0000	10.00	$510.00	$510.00
NONTAX PER DIEM				$400.00
		TOTAL PAY	$1,870.00	$3,392.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.94	$185.50
FEDERAL W/H TAX S-00	$298.95	$433.34
FICA-HI	$27.11	$43.38
NEBRASKA S-00	$104.50	$159.13

Deductions:

Description	Current	Year To Date
NET PAY	$1,323.50	$2,570.65

Memos:

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

Payment Details (Pay Date: 10/05/2023 | Check Number: 99013930)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/25/2023**	**10/01/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,482.00
TIME AND 1/2				$510.00
NONTAX PER DIEM			$700.00	$1,100.00
		TOTAL PAY	$700.00	$4,092.00

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$185.50
FEDERAL W/H TAX S-00	$0.00	$433.34
FICA-HI	$0.00	$43.38
NEBRASKA S-00	$0.00	$159.13

Deductions:

Description	Current	Year To Date
NET PAY	$700.00	$3,270.65

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
ADAME SAENZ, JUAN C	**HB01**	[redacted]**1185**	**115000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99014492)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/18/2023**	**09/24/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	33.00	$1,122.00	$1,122.00
		TOTAL PAY	$1,122.00	$1,122.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$69.56	$69.56
FEDERAL W/H TAX S-00	$134.39	$134.39
FICA-HI	$16.27	$16.27
NEBRASKA S-00	$54.63	$54.63

Deductions:

Description	Current	Year To Date
NET PAY	$847.15	$847.15

Memos:

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

Payment Details (Pay Date: 09/28/2023 | Check Number: 99014493)

Name:	Company:	Period Start:	Period End:	Job#:
ADAME SAENZ, JUAN C	**HB01**	**09/18/2023**	**09/24/2023**	**115000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$1,122.00
NONTAX PER DIEM			$400.00	$400.00
		TOTAL PAY	$400.00	$1,522.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$69.56
FEDERAL W/H TAX S-00	$0.00	$134.39

ZACHRY

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

FICA-HI	$0.00	$16.27
NEBRASKA S-00	$0.00	$54.63

Deductions:

Description	Current	Year To Date
NET PAY	$400.00	$1,247.15

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount

EXHIBIT

90

ZHI Employee History [redacted]5516 ADAME SAENZ, JUAN C

Employment-Status: ROF-HOURLY-F/T

Local-Phone: - - Job-Phone: - -
Addr: 1645 NORTHBROOK III SCHOO AD
VALE NC 28168
DOB: [redacted] Sex: M Veteran: N Eth-Origin: Hispanic/L Yrs-of-Service: 03
Orig-Hire-DT: 02-26-2016 Cont-Emply-DT: 09-21-2023 Adj-Serv-DT:
Last-Day-Wkd: 12-06-2023 Last-W/E-Prcd: 12-10-2023 Paid-Thru: 12-10-2023
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	11500001	02614	00	12-06-2023	Reduction-of-Force	461308	1	34.0000
INDUS/POWER						IRONWORKER I		
430	11500001	02614	00	09-21-2023	Rehire	461308	1	34.0000
INDUS/POWER						IRONWORKER I		
432	00783601	00872	00	10-30-2020	Reduction-of-Force	461308	1	29.0000
INDUS REG-MAINT						IRONWORKER I		
432	00783601	00872	00	09-04-2019	Rehire	461308	1	29.0000
INDUS REG-MAINT						IRONWORKER I		
INDUS REG-MAINT						IRONWORKER I		
432	00783601	00872	00	09-04-2019	Rehire	461308	1	29.0000
INDUS REG-MAINT						IRONWORKER I		
430	00470001	08045	00	11-29-2017	Reduction-of-Force	461310	1	29.5000
INDUS/POWER						IRONWORKER III		
430	00470001	08045	00	10-19-2017	Rehire	461310	1	29.5000
INDUS/POWER						IRONWORKER III		
430	00461901	04397	00	08-19-2017	Reduction-of-Force	461311	1	27.5000
INDUS/POWER						IRONWORKER IV		
430	00461901	04397	00	02-26-2016	New Hire	461311	1	27.5000
INDUS/POWER						IRONWORKER IV		

EXHIBIT

91

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

Location Details

Claim Number 8A598772355210B

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event (If applicable):

Claim Submission Location Code: 000ZHZ4619

Severity Level : III

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

Address 1: N/A

Address 2:

City: OLD OCEAN

County: BRAZORIA

Country: USA

State/Prov: Texas

Postal/Zip code: -

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 4/27/2016

Time of Incident: 9:30 AM

Date Reported to Employer: 4/27/2016

Time Reported to Employer: 9:31 AM

Work Shift : First/Days

Part of Shift: During

Preparer Name: CHARLES DICKSON

Preparer Phone: (979) 490-8500

Preparer Title: PROJECT SAFETY SUPPORT COORD

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

General Details

Work Station/Area : PE Site

Specific Location (Loading dock, Warehouse, etc.) : N24 EL325

Give a Brief Description of the Incident:

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Employee was bull rigging a pipe when it shifted causing their left ring and pinky finger to get caught in between the pipe and the life line. The incident was reported to their supervisor. The employee was taken to the on site medic were they were treated and returned to work. Subsequently, the employee was taken to an off site medical facility to be evaluated. Subsequently, the employee was taken to an offsite medical facility and was determined to have a fracture to left ring finger.

Employee and/or Contractor description of what happened :

Employee Details

First Name: JUAN **Last Name:** ADAME SAENZ **Middle Initial:** C

Employee Number: [redacted]1185 **SSN:** **Hired Date:** 2/26/2016

Job Title: IRONWORKER IV **Department:** INDUS/POWER **Supervisor:** Dario Montes

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?

Time at this Location

0-6 Months

How often does Employee perform this task?

Hourly

Working with what tool/equipment?

Hand

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

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Was the employee sent off site for treatment?	☑ Yes	☐ No	☐ N/A
Was employee seen by a licensed health care 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**
Cold therapy	Medcor

Hospital/Treatment Facility	**Physician/Health Care Professional**
U.S. Health Works	Steven Garret Seefeldt

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)

Rigging a pipe

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

The pipe shifted and employee tried to catch the pipe

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

pipe/lifeline

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.)

Fracture to left ring finger

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Key Factors

Agency/Source of Injury

Equipment - Other

Accident Type

Caught In Or Between-Object Handled

Specify the primary body part for reporting purposes

Body Part	Side of Body	Nature of Injury
Finger	Left	Fracture

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** ☐ **Ergonomic**

☐ **Illness**

☐ **Privacy Case**

☐ **Sharps/Needlestick Injury**

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

☐ **Fatality**

☐ **Override OSHA Recordability**

☐ **Loss of Consciousness**

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

Employee still off work? ☐ **Yes** ☑ **No** **Returned to Work**

4/27/2016

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

Work Performance

F602 Inadequate PPE used.
F602 Inadequate PPE used.

Was the task rework?:

Did the plan or conditions change during the task?:

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

Employee placed their hand in the line of fire

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

Congested work area, not identifying the hazard, improper body position.

JSA/Procedures

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

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Cause Mapping/Training Opportunity Details

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

Cause Mapping completed: ☑

Completed On: 5/10/2016

Completed By: David Moore

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

Training Opportunity completed: ☑

Completed On: 5/10/2016

Completed By: David Moore

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

Carrier **Administrator**

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

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

Employee was working on the north east side of N-24 elevation 335 bull rigging a 20 ft 12 inch pipe into place. Earlier that morning they had lifeline remove the lifeline because it was in the way of the pipe that they were trying to hang. After the pipe got passed the lifeline it was reinstalled. The employees were rigging the pipe on on a 45 degrees wind brace to get the pipe lifted into position. The pipe was being supported by 3 chain falls, this pipe had a 45 on it that rested on the support when it cleared the support it caused the 45 to shift therefore causing the pipe to slid 4 to 6 inches down.The employee reacted by putting their hand on the end of the pipe trying to catch it. The employee caught their left ring and pinky finger between the pipe and the lifeline. The incident was reported and the employee taken to the on site medic where they were treated for a contusion and released back to work. Subsequently, the employee was taken to an off site medical facility to be evaluated. Employee returned to work.

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

Files

File Name	Description	Size
2016-0689 Final Report.pdf	FINAL REPORT	346450
2016-0689 Juan Adame Saenz Cause Map.xlsx	Cause Map	5216364
Appointment Info..pdf	Dr. Gabel Appointment Info.	22543
Appointment Reminder 6.15.2016.pdf	Appointment Reminder 6.15.2016	23105
Approved Prescription.pdf	Approved Prescription	51614
DWC 69 7.14.16 Juan Adame Saenz.pdf	DWC 69	149509
DWC 73 5.25.2016 Gabel.pdf	DWC 73 5.25.2016	575269
DWC 73 6.15.2016.pdf	DWC 73 6.15.2016	546233
DWC 73 7.14.2016.pdf	DWC 73 7.14.2016	598570
DWC01.pdf	DWC 01	220218
DWC73 4.29.2016.pdf	DWC73 4.29.2016	571162
DWC73 5.12.2016.pdf	DWC73 5.12.2016	590119
DWC73 6.9.2016.pdf	DWC73 6.9.2016	178163
DWC73 7.20.2016.pdf	DWC73 7.20.2016	596006
EE report.pdf	Employee report	125342
ehs 1200.pdf	EHS 1200	22197
FA report.pdf	First Aid report	118117
Juan Adame AHCC.pdf	AHCC	362224
Med Auth.pdf	Med Auth	250825
MPW.pdf	MPW	451435
Prescription for PT 5.25.2016.pdf	Prescription for PT 5.25.2016	65679
sign in sheet.pdf	Sign-in sheet	212848

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

Supervisor report.pdf	Supervisor report	114798
UA results.pdf	UA	423333
visit summary 4.28.2016.pdf	visit summary 4.28.2016	209457
visit summary 5.12.2016.pdf	visit summary 5.12.2016	191154
Visit Summary 6.9.2016.pdf	visit summary 6.9.2016	531826
Visit Summary 7.20.2016.pdf	visit summary 7.20.2016	174980
Witness Statement 1.pdf	Witness 1	265561
Witness statement 2.pdf	Witness 2	56126

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent
Arthur Chance, CPCHEM	chanca@cpchem.com	4/27/2016 1:10:48 PM
Arthur Chance, CPCHEM	chanca@cpchem.com	4/27/2016 1:12:01 PM
Arthur Chance, CPCHEM	chanca@cpchem.com	4/27/2016 1:44:15 PM
Arthur Chance, CPCHEM	chanca@cpchem.com	4/28/2016 9:40:03 AM
Arthur Chance, CPCHEM	chanca@cpchem.com	4/28/2016 2:24:36 PM
Sean Bates, CPCHEM	batessm@cpchem.com	4/27/2016 1:44:21 PM
Sean Bates, CPCHEM	batessm@cpchem.com	4/28/2016 9:40:08 AM
Sean Bates, CPCHEM	batessm@cpchem.com	4/28/2016 2:24:42 PM
Roberto Mendez	mendezr@zachrygroup.com	7/22/2016 12:30:48 PM
Roberto Mendez	mendezr@zachrygroup.com	4/27/2016 1:44:20 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Roberto Mendez	mendezr@zachrygroup.com	4/28/2016 9:40:08 AM
Roberto Mendez	mendezr@zachrygroup.com	4/28/2016 2:24:41 PM
Fredrick Ward	wardf@zachrygroup.com	7/22/2016 12:30:44 PM
Fredrick Ward	wardf@zachrygroup.com	4/27/2016 1:47:30 PM
David Owens	owensd@zachrygroup.com	7/22/2016 12:30:44 PM
Rodney Sweat	sweatr@zhi.com	4/27/2016 1:44:21 PM
Rodney Sweat	sweatr@zhi.com	4/28/2016 9:40:08 AM
Rodney Sweat	sweatr@zhi.com	4/28/2016 2:24:41 PM
Jami Fulton	fultonj@zhi.com	7/22/2016 12:30:45 PM
Jami Fulton	fultonj@zhi.com	4/27/2016 1:44:17 PM
Jami Fulton	fultonj@zhi.com	4/28/2016 9:40:05 AM
Jami Fulton	fultonj@zhi.com	4/28/2016 2:24:39 PM
Julie Inman	inmanja1@zachrygroup.com	7/22/2016 12:30:46 PM
Julie Inman	inmanja1@zachrygroup.com	4/27/2016 1:44:18 PM
Julie Inman	inmanja1@zachrygroup.com	4/28/2016 9:40:06 AM
Julie Inman	inmanja1@zachrygroup.com	4/28/2016 2:24:39 PM
Valerie Sanchez	sanchezvm@zhi.com	4/27/2016 1:47:31 PM
Matt Brownsberger	brownsbergerm@zachrygroup.com	7/22/2016 12:30:47 PM
Matt Brownsberger	brownsbergerm@zachrygroup.com	4/27/2016 1:44:19 PM
Matt Brownsberger	brownsbergerm@zachrygroup.com	4/28/2016 9:40:07 AM
Matt Brownsberger	brownsbergerm@zachrygroup.com	4/28/2016 2:24:40 PM
James Perry	perryja@zachrygroup.com	7/22/2016 12:30:45 PM
James Perry	perryja@zachrygroup.com	4/27/2016 1:44:17 PM
James Perry	perryja@zachrygroup.com	4/28/2016 9:40:05 AM
James Perry	perryja@zachrygroup.com	4/28/2016 2:24:39 PM
Steven Ramirez	ramirezsx1@zachrygroup.com	7/22/2016 12:30:49 PM
Steven Ramirez	ramirezsx1@zachrygroup.com	4/27/2016 1:44:21 PM
Steven Ramirez	ramirezsx1@zachrygroup.com	4/28/2016 9:40:09 AM
Steven Ramirez	ramirezsx1@zachrygroup.com	4/28/2016 2:24:43 PM
Keith Maki	makik@zhi.com	7/22/2016 12:30:46 PM
Keith Maki	makik@zhi.com	4/27/2016 1:44:18 PM
Keith Maki	makik@zhi.com	4/28/2016 9:40:06 AM
Keith Maki	makik@zhi.com	4/28/2016 2:24:39 PM
TJ Fisseler, CPCHEM	fisslt@cpchem.com	4/27/2016 1:44:22 PM
TJ Fisseler, CPCHEM	fisslt@cpchem.com	4/28/2016 9:40:09 AM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

TJ Fisseler, CPCHEM	fisslt@cpchem.com	4/28/2016 2:24:43 PM
Debra Wickboldt	wickboldtd@zhi.com	7/22/2016 12:30:44 PM
Shelley Womack	wintons@zachrygroup.com	7/22/2016 12:30:48 PM
Shelley Womack	wintons@zachrygroup.com	4/27/2016 1:47:31 PM
Cesar Rebolledo	rebolledor@zhi.com	7/22/2016 12:30:43 PM
David Campbell	campbelld@zachrygroup.com	7/22/2016 12:30:44 PM
Tranky Morales	moralest@zhi.com	7/22/2016 12:30:49 PM
Tranky Morales	moralest@zhi.com	4/27/2016 1:44:22 PM
Tranky Morales	moralest@zhi.com	4/28/2016 9:40:09 AM
Tranky Morales	moralest@zhi.com	4/28/2016 2:24:43 PM
Vicente DiLuca, CPCHEM	dilucvd@cpchem.com	7/22/2016 12:30:49 PM
Vicente DiLuca, CPCHEM	dilucvd@cpchem.com	4/27/2016 1:47:31 PM
Keith Kluger, TECHNIP	kkluger@technip.com	4/27/2016 1:44:18 PM
Keith Kluger, TECHNIP	kkluger@technip.com	4/28/2016 9:40:06 AM
Keith Kluger, TECHNIP	kkluger@technip.com	4/28/2016 2:24:39 PM
Moises Ruiz	ruizmx1@zachrygroup.com	7/22/2016 12:30:47 PM
Moises Ruiz	ruizmx1@zachrygroup.com	4/27/2016 1:44:19 PM
Moises Ruiz	ruizmx1@zachrygroup.com	4/28/2016 9:40:07 AM
Moises Ruiz	ruizmx1@zachrygroup.com	4/28/2016 2:24:40 PM
Jonathan Booth	boothej@zachrygroup.com	7/22/2016 12:30:46 PM
Jonathan Booth	boothej@zachrygroup.com	4/27/2016 1:44:17 PM
Jonathan Booth	boothej@zachrygroup.com	4/27/2016 1:47:30 PM
Jonathan Booth	boothej@zachrygroup.com	4/28/2016 9:40:06 AM
Jonathan Booth	boothej@zachrygroup.com	4/28/2016 2:24:39 PM
Josh Zilch - Medcor	Joshua.Zilch@medcor.com	4/27/2016 1:44:18 PM
Josh Zilch - Medcor	Joshua.Zilch@medcor.com	4/28/2016 9:40:06 AM
Josh Zilch - Medcor	Joshua.Zilch@medcor.com	4/28/2016 2:24:39 PM
Cole Wilson	wilsonco@zachrygroup.com	7/22/2016 12:30:43 PM
David Reppond	reppondd@zhi.com	7/22/2016 12:30:44 PM
David Reppond	reppondd@zhi.com	4/27/2016 1:44:16 PM
David Reppond	reppondd@zhi.com	4/28/2016 9:40:04 AM
David Reppond	reppondd@zhi.com	4/28/2016 2:24:37 PM
Mark Hunter	hunterm@zhi.com	4/27/2016 1:44:19 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

(First-Aid & Above Only)		
Mark Hunter (First-Aid & Above Only)	hunterm@zhi.com	4/28/2016 9:40:07 AM
Mark Hunter (First-Aid & Above Only)	hunterm@zhi.com	4/28/2016 2:24:40 PM
Fredrick Ward	wardf@zachrygroup.com	7/22/2016 12:30:44 PM
Fredrick Ward	wardf@zachrygroup.com	4/27/2016 1:44:16 PM
Fredrick Ward	wardf@zachrygroup.com	4/28/2016 9:40:05 AM
Fredrick Ward	wardf@zachrygroup.com	4/28/2016 2:24:38 PM
Brian Lane	laneb@zhi.com	4/27/2016 1:12:01 PM
Brian Lane	laneb@zhi.com	4/27/2016 1:44:15 PM
Brian Lane	laneb@zhi.com	4/28/2016 9:40:03 AM
Brian Lane	laneb@zhi.com	4/28/2016 2:24:36 PM
Johnny Zuniga	zunigajj@zachrygroup.com	7/22/2016 12:30:46 PM
Johnny Zuniga	zunigajj@zachrygroup.com	4/27/2016 1:44:17 PM
Johnny Zuniga	zunigajj@zachrygroup.com	4/28/2016 9:40:06 AM
Johnny Zuniga	zunigajj@zachrygroup.com	4/28/2016 2:24:39 PM
Lauren Hood	hoodle@zachrygroup.com	4/27/2016 1:44:18 PM
Lauren Hood	hoodle@zachrygroup.com	4/28/2016 9:40:07 AM
Lauren Hood	hoodle@zachrygroup.com	4/28/2016 2:24:40 PM
Charles Dickson	dicksonc@zachrygroup.com	7/22/2016 12:30:43 PM
Charles Dickson	dicksonc@zachrygroup.com	4/27/2016 1:12:03 PM
Charles Dickson	dicksonc@zachrygroup.com	4/27/2016 1:44:16 PM
Charles Dickson	dicksonc@zachrygroup.com	4/27/2016 1:47:30 PM
Charles Dickson	dicksonc@zachrygroup.com	4/28/2016 9:40:04 AM
Charles Dickson	dicksonc@zachrygroup.com	4/28/2016 2:24:37 PM
Jeff Bozeman, CPCHEM	Bozemj@cpchem.com	4/27/2016 1:44:17 PM
Jeff Bozeman, CPCHEM	Bozemj@cpchem.com	4/28/2016 9:40:05 AM
Jeff Bozeman, CPCHEM	Bozemj@cpchem.com	4/28/2016 2:24:39 PM
Valerie Sanchez	sanchezvm@zachrygroup.com	7/22/2016 12:30:49 PM
Kevin Newsome CPCHEM	newsock@cpchem.com	4/27/2016 1:44:18 PM
Kevin Newsome CPCHEM	newsock@cpchem.com	4/28/2016 9:40:07 AM
Kevin Newsome CPCHEM	newsock@cpchem.com	4/28/2016 2:24:40 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Brian Lane	laneb@zhi.com	4/27/2016 1:47:30 PM
Glenn Johnson	johnsonga1@zhi.com	4/27/2016 1:44:17 PM
Glenn Johnson	johnsonga1@zhi.com	4/28/2016 9:40:05 AM
Glenn Johnson	johnsonga1@zhi.com	4/28/2016 2:24:38 PM
James Russo, TECHNIP	JRusso@technip.com	4/27/2016 1:44:17 PM
James Russo, TECHNIP	JRusso@technip.com	4/28/2016 9:40:05 AM
James Russo, TECHNIP	JRusso@technip.com	4/28/2016 2:24:39 PM
Saeed Hefazi, CPCHEM	hefazst@cpchem.com	4/27/2016 1:44:21 PM
Saeed Hefazi, CPCHEM	hefazst@cpchem.com	4/28/2016 9:40:08 AM
Saeed Hefazi, CPCHEM	hefazst@cpchem.com	4/28/2016 2:24:42 PM
Richard Lyons	lyonsr@zachrygroup.com	7/22/2016 12:30:47 PM
Richard Lyons	lyonsr@zachrygroup.com	4/27/2016 1:44:20 PM
Richard Lyons	lyonsr@zachrygroup.com	4/28/2016 9:40:08 AM
Richard Lyons	lyonsr@zachrygroup.com	4/28/2016 2:24:41 PM
KEN MCELWEE	mcelweek@zhi.com	4/27/2016 1:44:18 PM
KEN MCELWEE	mcelweek@zhi.com	4/28/2016 9:40:06 AM
KEN MCELWEE	mcelweek@zhi.com	4/28/2016 2:24:40 PM
Andy Power	powera@zachrygroup.com	7/22/2016 12:30:42 PM
Vincente DiLuca	dilucvd@cpchem.com	4/27/2016 1:44:22 PM
Vincente DiLuca	dilucvd@cpchem.com	4/28/2016 9:40:09 AM
Vincente DiLuca	dilucvd@cpchem.com	4/28/2016 2:24:43 PM
Curtis Martin	martinc@zhi.com	7/22/2016 12:30:43 PM
Wade Stevens	stevensw@zhi.com	4/27/2016 1:44:22 PM
Wade Stevens	stevensw@zhi.com	4/28/2016 9:40:09 AM
Wade Stevens	stevensw@zhi.com	4/28/2016 2:24:43 PM
Ismael Oyervidez	Oyervidezi@zachrygroup.com	7/22/2016 12:30:45 PM
Steven Hill	hills@zachrygroup.com	7/22/2016 12:30:48 PM
Steven Hill	hills@zachrygroup.com	4/27/2016 1:44:21 PM
Steven Hill	hills@zachrygroup.com	4/28/2016 9:40:09 AM
Steven Hill	hills@zachrygroup.com	4/28/2016 2:24:42 PM
Eliud Medina	medinae@zachrygroup.com	7/22/2016 12:30:44 PM
Eliud Medina	medinae@zachrygroup.com	4/27/2016 1:44:16 PM
Eliud Medina	medinae@zachrygroup.com	4/28/2016 9:40:04 AM
Eliud Medina	medinae@zachrygroup.com	4/28/2016 2:24:38 PM
Mack Billiter -	mbilliter@technip.com	4/27/2016 1:44:18 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT — Case Number:2016-0689

Created By:CHARLES DICKSON — **Created On:4/27/2016 10:51 AM PDT**

Technip		
Mack Billiter - Technip	mbilliter@technip.com	4/28/2016 9:40:07 AM
Mack Billiter - Technip	mbilliter@technip.com	4/28/2016 2:24:40 PM
Bobby Smith	smithbt@zhi.com	7/22/2016 12:30:43 PM
Bobby Smith	smithbt@zhi.com	4/27/2016 1:10:49 PM
Bobby Smith	smithbt@zhi.com	4/27/2016 1:12:01 PM
Bobby Smith	smithbt@zhi.com	4/27/2016 1:44:15 PM
Bobby Smith	smithbt@zhi.com	4/28/2016 9:40:03 AM
Bobby Smith	smithbt@zhi.com	4/28/2016 2:24:36 PM
Jeremy Brown	brownjw1@zachrygroup.com	7/22/2016 12:30:45 PM
Jeremy Brown	brownjw1@zachrygroup.com	4/27/2016 1:44:17 PM
Jeremy Brown	brownjw1@zachrygroup.com	4/28/2016 9:40:05 AM
Jeremy Brown	brownjw1@zachrygroup.com	4/28/2016 2:24:39 PM
David Tucker	tuckerd@zachrygroup.com	7/22/2016 12:30:44 PM
David Tucker	tuckerd@zachrygroup.com	4/27/2016 1:44:16 PM
David Tucker	tuckerd@zachrygroup.com	4/28/2016 9:40:04 AM
David Tucker	tuckerd@zachrygroup.com	4/28/2016 2:24:38 PM
MARK HUNTER	hunterm@zachrygroup.com	7/22/2016 12:30:47 PM
Jimmy Vinson	VINSOJ@cpchem.com	7/22/2016 12:30:45 PM
John Barr	barrj@zhi.com	7/22/2016 12:30:45 PM
John Barr	barrj@zhi.com	4/27/2016 1:44:17 PM
John Barr	barrj@zhi.com	4/28/2016 9:40:05 AM
John Barr	barrj@zhi.com	4/28/2016 2:24:39 PM
Cole Wilson	wilsonco@zachrygroup.com	4/27/2016 1:12:08 PM
Cole Wilson	wilsonco@zachrygroup.com	4/27/2016 1:44:16 PM
Cole Wilson	wilsonco@zachrygroup.com	4/28/2016 9:40:04 AM
Cole Wilson	wilsonco@zachrygroup.com	4/28/2016 2:24:37 PM
Justin Moncus	moncusj@zhi.com	4/27/2016 1:44:18 PM
Justin Moncus	moncusj@zhi.com	4/28/2016 9:40:06 AM
Justin Moncus	moncusj@zhi.com	4/28/2016 2:24:39 PM
David Tague	tagued@zhi.com	7/22/2016 12:30:44 PM
David Tague	tagued@zhi.com	4/27/2016 1:44:16 PM
David Tague	tagued@zhi.com	4/28/2016 9:40:04 AM
David Tague	tagued@zhi.com	4/28/2016 2:24:38 PM
David Moore	mooredt@zachrygroup.com	4/27/2016 1:44:16 PM
David Moore	mooredt@zachrygroup.com	4/27/2016 1:47:30 PM
David Moore	mooredt@zachrygroup.com	4/28/2016 9:40:04 AM
David Moore	mooredt@zachrygroup.com	4/28/2016 2:24:37 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Brandon Harper	harperbj@zachrygroup.com	7/22/2016 12:30:43 PM
Brandon Harper	harperbj@zachrygroup.com	4/27/2016 1:10:49 PM
Brandon Harper	harperbj@zachrygroup.com	4/27/2016 1:12:01 PM
Brandon Harper	harperbj@zachrygroup.com	4/27/2016 1:44:15 PM
Brandon Harper	harperbj@zachrygroup.com	4/27/2016 1:47:30 PM
Brandon Harper	harperbj@zachrygroup.com	4/28/2016 9:40:03 AM
Brandon Harper	harperbj@zachrygroup.com	4/28/2016 2:24:36 PM
Chadwick Rachal	rachalc@zachrygroup.com	7/22/2016 12:30:43 PM
Chadwick Rachal	rachalc@zachrygroup.com	4/27/2016 1:12:02 PM
Chadwick Rachal	rachalc@zachrygroup.com	4/27/2016 1:44:15 PM
Chadwick Rachal	rachalc@zachrygroup.com	4/28/2016 9:40:04 AM
Chadwick Rachal	rachalc@zachrygroup.com	4/28/2016 2:24:37 PM
Andy Power	powera@zhi.com	4/27/2016 1:10:47 PM
Andy Power	powera@zhi.com	4/27/2016 1:12:01 PM
Andy Power	powera@zhi.com	4/27/2016 1:44:15 PM
Andy Power	powera@zhi.com	4/28/2016 9:40:03 AM
Andy Power	powera@zhi.com	4/28/2016 2:24:36 PM
Don Hurley	hurleyd@zachrygroup.com	4/27/2016 1:44:16 PM
Don Hurley	hurleyd@zachrygroup.com	4/28/2016 9:40:04 AM
Don Hurley	hurleyd@zachrygroup.com	4/28/2016 2:24:38 PM
Juan Montes	montesj@zhi.com	7/22/2016 12:30:46 PM
Juan Montes	montesj@zhi.com	4/27/2016 1:44:18 PM
Juan Montes	montesj@zhi.com	4/28/2016 9:40:06 AM
Juan Montes	montesj@zhi.com	4/28/2016 2:24:39 PM
Bobby Melton	meltonbm@zachrygroup.com	7/22/2016 12:30:42 PM
Bobby Melton	meltonbm@zachrygroup.com	4/27/2016 1:10:49 PM
Bobby Melton	meltonbm@zachrygroup.com	4/27/2016 1:12:01 PM
Bobby Melton	meltonbm@zachrygroup.com	4/27/2016 1:44:15 PM
Bobby Melton	meltonbm@zachrygroup.com	4/28/2016 9:40:03 AM
Bobby Melton	meltonbm@zachrygroup.com	4/28/2016 2:24:36 PM
John Bray - CPChem	brayj@cpchem.com	4/27/2016 1:44:17 PM
John Bray - CPChem	brayj@cpchem.com	4/28/2016 9:40:06 AM
John Bray - CPChem	brayj@cpchem.com	4/28/2016 2:24:39 PM
Lance Weir	weirl@zachrygroup.com	7/22/2016 12:30:46 PM
Lance Weir	weirl@zachrygroup.com	4/27/2016 1:44:18 PM
Lance Weir	weirl@zachrygroup.com	4/28/2016 9:40:07 AM
Lance Weir	weirl@zachrygroup.com	4/28/2016 2:24:40 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Larry Kersey	kerseyl@zhi.com	4/27/2016 1:44:18 PM
Larry Kersey	kerseyl@zhi.com	4/28/2016 9:40:07 AM
Larry Kersey	kerseyl@zhi.com	4/28/2016 2:24:40 PM
Raul Soliz	solizr@zachrygroup.com	7/22/2016 12:30:47 PM
Raul Soliz	solizr@zachrygroup.com	4/27/2016 1:44:19 PM
Raul Soliz	solizr@zachrygroup.com	4/28/2016 9:40:08 AM
Raul Soliz	solizr@zachrygroup.com	4/28/2016 2:24:41 PM
Martin Cadoree	cadoreem@zachrygroup.com	7/22/2016 12:30:47 PM
Martin Cadoree	cadoreem@zachrygroup.com	4/27/2016 1:47:31 PM
Gene Green, CPCHEM	greege@cpchem.com	4/27/2016 1:44:17 PM
Gene Green, CPCHEM	greege@cpchem.com	4/28/2016 9:40:05 AM
Gene Green, CPCHEM	greege@cpchem.com	4/28/2016 2:24:38 PM
David Campbell	campbelld@zhi.com	4/27/2016 1:44:16 PM
David Campbell	campbelld@zhi.com	4/28/2016 9:40:04 AM
David Campbell	campbelld@zhi.com	4/28/2016 2:24:37 PM
Chris Sinclair	sinclairc@zachrygroup.com	7/22/2016 12:30:43 PM
Chris Sinclair	sinclairc@zachrygroup.com	4/27/2016 1:12:07 PM
Chris Sinclair	sinclairc@zachrygroup.com	4/27/2016 1:44:16 PM
Chris Sinclair	sinclairc@zachrygroup.com	4/28/2016 9:40:04 AM
Chris Sinclair	sinclairc@zachrygroup.com	4/28/2016 2:24:37 PM
Peter Rubin	rubinp@zhi.com	7/22/2016 12:30:47 PM
Christy Turner	turnercx@zhi.com	4/27/2016 1:12:08 PM
Christy Turner	turnercx@zhi.com	4/27/2016 1:44:16 PM
Christy Turner	turnercx@zhi.com	4/28/2016 9:40:04 AM
Christy Turner	turnercx@zhi.com	4/28/2016 2:24:37 PM
David Thomas, TECHNIP	DThomas@technip.com	4/27/2016 1:44:16 PM
David Thomas, TECHNIP	DThomas@technip.com	4/28/2016 9:40:04 AM
David Thomas, TECHNIP	DThomas@technip.com	4/28/2016 2:24:38 PM
Gary Pryor	pryorg@zhi.com	4/27/2016 1:44:17 PM
Gary Pryor	pryorg@zhi.com	4/28/2016 9:40:05 AM
Gary Pryor	pryorg@zhi.com	4/28/2016 2:24:38 PM
David Jackson	jacksonda@zhi.com	7/22/2016 12:30:44 PM
David Jackson	jacksonda@zhi.com	4/27/2016 1:44:16 PM
David Jackson	jacksonda@zhi.com	4/28/2016 9:40:04 AM
David Jackson	jacksonda@zhi.com	4/28/2016 2:24:37 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Zack Johnson	johnsonzt@zachrygroup.com	7/22/2016 12:30:49 PM
Zack Johnson	johnsonzt@zachrygroup.com	4/27/2016 1:44:22 PM
Zack Johnson	johnsonzt@zachrygroup.com	4/27/2016 1:47:31 PM
Zack Johnson	johnsonzt@zachrygroup.com	4/28/2016 9:40:09 AM
Zack Johnson	johnsonzt@zachrygroup.com	4/28/2016 2:24:43 PM
Mike Perkins, VP EPC Execution	perkinsm@zhi.com	4/27/2016 1:44:19 PM
Mike Perkins, VP EPC Execution	perkinsm@zhi.com	4/28/2016 9:40:07 AM
Mike Perkins, VP EPC Execution	perkinsm@zhi.com	4/28/2016 2:24:40 PM
Greg Martin	martingl@zhi.com	7/22/2016 12:30:45 PM
Cesar Rebolledo	rebolledoc@zhi.com	7/22/2016 12:30:43 PM
Cesar Rebolledo	rebolledoc@zhi.com	4/27/2016 1:12:02 PM
Cesar Rebolledo	rebolledoc@zhi.com	4/27/2016 1:44:15 PM
Cesar Rebolledo	rebolledoc@zhi.com	4/28/2016 9:40:04 AM
Cesar Rebolledo	rebolledoc@zhi.com	4/28/2016 2:24:37 PM
Valerie Sanchez	sanchezvm@zhi.com	4/27/2016 1:44:22 PM
Valerie Sanchez	sanchezvm@zhi.com	4/28/2016 9:40:09 AM
Valerie Sanchez	sanchezvm@zhi.com	4/28/2016 2:24:43 PM
Macro Garcia Duarte	garciam@zachrygroup.com	7/22/2016 12:30:46 PM
Nacho Tamayo	tamayogarciai@zhi.com	7/22/2016 12:30:47 PM
Nacho Tamayo	tamayogarciai@zhi.com	4/27/2016 1:44:19 PM
Nacho Tamayo	tamayogarciai@zhi.com	4/28/2016 9:40:07 AM
Nacho Tamayo	tamayogarciai@zhi.com	4/28/2016 2:24:41 PM
Ralph Biediger (President, Construction Group)	biedigerr@zhi.com	4/27/2016 1:44:19 PM
Ralph Biediger (President, Construction Group)	biedigerr@zhi.com	4/28/2016 9:40:08 AM
Ralph Biediger (President, Construction Group)	biedigerr@zhi.com	4/28/2016 2:24:41 PM
John Glasgow	glasgowjx@zhi.com	4/27/2016 1:44:17 PM
John Glasgow	glasgowjx@zhi.com	4/28/2016 9:40:06 AM
John Glasgow	glasgowjx@zhi.com	4/28/2016 2:24:39 PM
Rober Fuller	fullerre@zhi.com	7/22/2016 12:30:47 PM
Rober Fuller	fullerre@zhi.com	4/27/2016 1:44:20 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Rober Fuller	fullerre@zhi.com	4/28/2016 9:40:08 AM
Rober Fuller	fullerre@zhi.com	4/28/2016 2:24:41 PM
Matt Key	keym@zhi.com	4/27/2016 1:44:19 PM
Matt Key	keym@zhi.com	4/28/2016 9:40:07 AM
Matt Key	keym@zhi.com	4/28/2016 2:24:40 PM
Matt Blackburn	blackburnm@zhi.com	4/27/2016 1:44:19 PM
Matt Blackburn	blackburnm@zhi.com	4/28/2016 9:40:07 AM
Matt Blackburn	blackburnm@zhi.com	4/28/2016 2:24:40 PM
Ben Smith	smithbc@zachrygroup.com	7/22/2016 12:30:42 PM
Ben Smith	smithbc@zachrygroup.com	4/27/2016 1:10:48 PM
Ben Smith	smithbc@zachrygroup.com	4/27/2016 1:12:01 PM
Ben Smith	smithbc@zachrygroup.com	4/27/2016 1:44:15 PM
Ben Smith	smithbc@zachrygroup.com	4/28/2016 9:40:03 AM
Ben Smith	smithbc@zachrygroup.com	4/28/2016 2:24:36 PM
Mara Simmelkjaer	simmelkjaerm@zachrygroup.com	7/22/2016 12:30:46 PM
Mara Simmelkjaer	simmelkjaerm@zachrygroup.com	4/27/2016 1:44:19 PM
Mara Simmelkjaer	simmelkjaerm@zachrygroup.com	4/28/2016 9:40:07 AM
Mara Simmelkjaer	simmelkjaerm@zachrygroup.com	4/28/2016 2:24:40 PM
Joe Rendon	rendonj@zhi.com	4/27/2016 1:44:17 PM
Joe Rendon	rendonj@zhi.com	4/28/2016 9:40:05 AM
Joe Rendon	rendonj@zhi.com	4/28/2016 2:24:39 PM
David Moore	mooredt@zachrygroup.com	7/22/2016 12:30:44 PM
Larry Kersey	kerseyl@zachrygroup.com	7/22/2016 12:30:46 PM
Bruce Pennington	penningtons@zachrygroup.com	7/22/2016 12:30:43 PM
J.D. Priour	priourj@zhi.com	7/22/2016 12:30:45 PM
J.D. Priour	priourj@zhi.com	4/27/2016 1:44:17 PM
J.D. Priour	priourj@zhi.com	4/28/2016 9:40:05 AM
J.D. Priour	priourj@zhi.com	4/28/2016 2:24:38 PM
Timothy Woodard	woodardt@zachrygroup.com	4/27/2016 1:44:22 PM
Timothy Woodard	woodardt@zachrygroup.com	4/27/2016 1:47:31 PM
Timothy Woodard	woodardt@zachrygroup.com	4/28/2016 9:40:09 AM
Timothy Woodard	woodardt@zachrygroup.com	4/28/2016 2:24:43 PM
Daniel Philips	PHILDA@cpchem.com	7/22/2016 12:30:43 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

Daniel Philips	PHILDA@cpchem.com	4/27/2016 1:44:16 PM
Daniel Philips	PHILDA@cpchem.com	4/27/2016 1:47:30 PM
Daniel Philips	PHILDA@cpchem.com	4/28/2016 9:40:04 AM
Daniel Philips	PHILDA@cpchem.com	4/28/2016 2:24:37 PM
Mario Perez - CPChem	PEREMA@cpchem.com	4/27/2016 1:44:19 PM
Mario Perez - CPChem	PEREMA@cpchem.com	4/28/2016 9:40:07 AM
Mario Perez - CPChem	PEREMA@cpchem.com	4/28/2016 2:24:40 PM
Sam Trujillo	trujillos@zhi.com	4/27/2016 1:44:21 PM
Sam Trujillo	trujillos@zhi.com	4/28/2016 9:40:08 AM
Sam Trujillo	trujillos@zhi.com	4/28/2016 2:24:42 PM
Samuel J Wilson	wilsons@zachrygroup.com	7/22/2016 12:30:48 PM
Samuel J Wilson	wilsons@zachrygroup.com	4/27/2016 1:44:21 PM
Samuel J Wilson	wilsons@zachrygroup.com	4/28/2016 9:40:08 AM
Samuel J Wilson	wilsons@zachrygroup.com	4/28/2016 2:24:42 PM
Shawn O'quinn	oquinnm@zachrygroup.com	7/22/2016 12:30:48 PM
Shawn O'quinn	oquinnm@zachrygroup.com	4/27/2016 1:44:21 PM
Shawn O'quinn	oquinnm@zachrygroup.com	4/28/2016 9:40:09 AM
Shawn O'quinn	oquinnm@zachrygroup.com	4/28/2016 2:24:42 PM
Buddy Myers (Sr. VP Construction)	myersb@zhi.com	4/27/2016 1:12:02 PM
Buddy Myers (Sr. VP Construction)	myersb@zhi.com	4/27/2016 1:44:15 PM
Buddy Myers (Sr. VP Construction)	myersb@zhi.com	4/28/2016 9:40:03 AM
Buddy Myers (Sr. VP Construction)	myersb@zhi.com	4/28/2016 2:24:36 PM
Brian Lane	laneb@zachrygroup.com	7/22/2016 12:30:43 PM
Timothy Woodard	woodardt@zachrygroup.com	7/22/2016 12:30:49 PM
Kenneth Mcelwee	mcelweek@zachrygroup.com	7/22/2016 12:30:46 PM
Ryan Price CPChem	pricerl@cpchem.com	4/27/2016 1:44:21 PM
Ryan Price CPChem	pricerl@cpchem.com	4/28/2016 9:40:08 AM
Ryan Price CPChem	pricerl@cpchem.com	4/28/2016 2:24:41 PM
Shelley Winton	wintons@zachrygroup.com	4/27/2016 1:44:21 PM
Shelley Winton	wintons@zachrygroup.com	4/28/2016 9:40:09 AM
Shelley Winton	wintons@zachrygroup.com	4/28/2016 2:24:42 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Joe Miller	millerjc@zachrygroup.com	7/22/2016 12:30:45 PM
Joe Miller	millerjc@zachrygroup.com	4/27/2016 1:44:17 PM
Joe Miller	millerjc@zachrygroup.com	4/28/2016 9:40:05 AM
Joe Miller	millerjc@zachrygroup.com	4/28/2016 2:24:39 PM
Steve Dedman (Sr VP Director of Projects)	dedmans@zhi.com	4/27/2016 1:44:21 PM
Steve Dedman (Sr VP Director of Projects)	dedmans@zhi.com	4/28/2016 9:40:09 AM
Steve Dedman (Sr VP Director of Projects)	dedmans@zhi.com	4/28/2016 2:24:42 PM
Ryan Atteberry, MEDCOR	zachryprojectz4619ma@medcor.com	4/27/2016 1:44:21 PM
Ryan Atteberry, MEDCOR	zachryprojectz4619ma@medcor.com	4/28/2016 9:40:08 AM
Ryan Atteberry, MEDCOR	zachryprojectz4619ma@medcor.com	4/28/2016 2:24:41 PM
Gene Harrell	harrellg@zhi.com	7/22/2016 12:30:45 PM
Gene Harrell	harrellg@zhi.com	4/27/2016 1:44:17 PM
Gene Harrell	harrellg@zhi.com	4/28/2016 9:40:05 AM
Gene Harrell	harrellg@zhi.com	4/28/2016 2:24:38 PM
Carl Minor, CPCHEM	MINORC@cpchem.com	4/27/2016 1:12:02 PM
Carl Minor, CPCHEM	MINORC@cpchem.com	4/27/2016 1:44:15 PM
Carl Minor, CPCHEM	MINORC@cpchem.com	4/28/2016 9:40:03 AM
Carl Minor, CPCHEM	MINORC@cpchem.com	4/28/2016 2:24:36 PM
Phillip Elliot - CPChem	ELLIOP@cpchem.com	4/27/2016 1:44:19 PM
Phillip Elliot - CPChem	ELLIOP@cpchem.com	4/28/2016 9:40:08 AM
Phillip Elliot - CPChem	ELLIOP@cpchem.com	4/28/2016 2:24:41 PM
Bruce Waits	waitsb@zhi.com	7/22/2016 12:30:43 PM
Bruce Waits	waitsb@zhi.com	4/27/2016 1:12:02 PM
Bruce Waits	waitsb@zhi.com	4/27/2016 1:44:15 PM
Bruce Waits	waitsb@zhi.com	4/28/2016 9:40:03 AM
Bruce Waits	waitsb@zhi.com	4/28/2016 2:24:36 PM
Marco Garcia	garciam@zhi.com	4/27/2016 1:44:19 PM
Marco Garcia	garciam@zhi.com	4/28/2016 9:40:07 AM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Marco Garcia	garciam@zhi.com	4/28/2016 2:24:40 PM
Juliana Quintanilla	quintanillaj@zachrygroup.com	7/22/2016 12:30:46 PM
Juliana Quintanilla	quintanillaj@zachrygroup.com	4/27/2016 1:44:18 PM
Juliana Quintanilla	quintanillaj@zachrygroup.com	4/28/2016 9:40:06 AM
Juliana Quintanilla	quintanillaj@zachrygroup.com	4/28/2016 2:24:39 PM
Roland Daniels	danielsr@zachrygroup.com	7/22/2016 12:30:48 PM
Roland Daniels	danielsr@zachrygroup.com	4/27/2016 1:44:21 PM
Roland Daniels	danielsr@zachrygroup.com	4/28/2016 9:40:08 AM
Roland Daniels	danielsr@zachrygroup.com	4/28/2016 2:24:41 PM
Martin Cadoree	cadoreem@zachrygroup.com	4/27/2016 1:44:19 PM
Martin Cadoree	cadoreem@zachrygroup.com	4/28/2016 9:40:07 AM
Martin Cadoree	cadoreem@zachrygroup.com	4/28/2016 2:24:40 PM
Adam Rubin	rubina@zachrygroup.com	7/22/2016 12:30:42 PM
Rodney Sweat	sweatr@zachrygroup.com	7/22/2016 12:30:48 PM
Monica Haddock	haddockm@zhi.com	4/27/2016 1:44:19 PM
Monica Haddock	haddockm@zhi.com	4/28/2016 9:40:07 AM
Monica Haddock	haddockm@zhi.com	4/28/2016 2:24:41 PM
Dan Pratt	prattd@zhi.com	4/27/2016 1:44:16 PM
Dan Pratt	prattd@zhi.com	4/28/2016 9:40:04 AM
Dan Pratt	prattd@zhi.com	4/28/2016 2:24:37 PM
Aaron Mosley	mosleya@zhi.com	7/22/2016 12:30:42 PM
David Cogswell	cogswelld@zhi.com	7/22/2016 12:30:44 PM
Cole Wilson	wilsonco@zhi.com	4/27/2016 1:47:30 PM
David Owens	owensd@zhi.com	4/27/2016 1:44:16 PM
David Owens	owensd@zhi.com	4/28/2016 9:40:04 AM
David Owens	owensd@zhi.com	4/28/2016 2:24:37 PM
Gene Green, CPCHEM	GREEGE@cpchem.com	7/22/2016 12:30:45 PM
Gene Green, CPCHEM	GREEGE@cpchem.com	4/27/2016 1:47:30 PM
Chris Higgins	higginsc@zhi.com	7/22/2016 12:30:43 PM
Chris Higgins	higginsc@zhi.com	4/27/2016 1:12:03 PM
Chris Higgins	higginsc@zhi.com	4/27/2016 1:44:16 PM
Chris Higgins	higginsc@zhi.com	4/28/2016 9:40:04 AM
Chris Higgins	higginsc@zhi.com	4/28/2016 2:24:37 PM
Jimmy Vinson, CPCHEM	vinsoj@cpchem.com	4/27/2016 1:44:17 PM

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON **Created On:4/27/2016 10:51 AM PDT**

Jimmy Vinson, CPCHEM	vinsoj@cpchem.com	4/27/2016 1:47:30 PM
Jimmy Vinson, CPCHEM	vinsoj@cpchem.com	4/28/2016 9:40:05 AM
Jimmy Vinson, CPCHEM	vinsoj@cpchem.com	4/28/2016 2:24:39 PM
Gregory Martin	martingl@zachrygroup.com	7/22/2016 12:30:45 PM
Gregory Martin	martingl@zachrygroup.com	4/27/2016 1:44:17 PM
Gregory Martin	martingl@zachrygroup.com	4/28/2016 9:40:05 AM
Gregory Martin	martingl@zachrygroup.com	4/28/2016 2:24:38 PM
Domingo Gonzales, CPCHEM	gonzad@cpchem.com	4/27/2016 1:44:16 PM
Domingo Gonzales, CPCHEM	gonzad@cpchem.com	4/28/2016 9:40:04 AM
Domingo Gonzales, CPCHEM	gonzad@cpchem.com	4/28/2016 2:24:38 PM
Rich Vanderkarr	vanderkarrr@zachrygroup.com	7/22/2016 12:30:47 PM
Rich Vanderkarr	vanderkarrr@zachrygroup.com	4/27/2016 1:44:19 PM
Rich Vanderkarr	vanderkarrr@zachrygroup.com	4/28/2016 9:40:08 AM
Rich Vanderkarr	vanderkarrr@zachrygroup.com	4/28/2016 2:24:41 PM
Curtis Martin	martinc@zachrygroup.com	4/27/2016 1:12:08 PM
Curtis Martin	martinc@zachrygroup.com	4/27/2016 1:44:16 PM
Curtis Martin	martinc@zachrygroup.com	4/28/2016 9:40:04 AM
Curtis Martin	martinc@zachrygroup.com	4/28/2016 2:24:37 PM
Sam Trujillo	trujillos@zhi.com	7/22/2016 12:30:48 PM
Mike Kahl	KAHLMW@cpchem.com	4/27/2016 1:44:19 PM
Mike Kahl	KAHLMW@cpchem.com	4/28/2016 9:40:07 AM
Mike Kahl	KAHLMW@cpchem.com	4/28/2016 2:24:40 PM
Ron Albarado	albarador@zachrygroup.com	4/27/2016 1:44:21 PM
Ron Albarado	albarador@zachrygroup.com	4/28/2016 9:40:08 AM
Ron Albarado	albarador@zachrygroup.com	4/28/2016 2:24:41 PM

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified
Tenorio Vazquez, Martin	*Employees will use better body positioning and hand placement to prevent placing hands and body in the prevent line of fire.	4/28/2016	4/28/2016	Low		No

Injury and Illness (Recordable or Non Recordable) Incident Report

4619.01 - CPCHEM POLYETHYLENE PROJECT

Case Number:2016-0689

Created By:CHARLES DICKSON

Created On:4/27/2016 10:51 AM PDT

*The use of beam sliders and other equipment in congested areas.
*Survey work area to identify hazards prior to the beginning of work.

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?
5/27/2020	2020-0040	Information Only	OH Case	AUSTIN, CORINNE	No
9/17/2019	2019-0114	Near Miss	Employee tying bolts on a beam at the southwest corner of unit 20 on the 173 el...	TABOR, CARL	Yes

Injured Employee Signature **Date**

Safety Personnel Signature **Date**

~~Employee Report of Injury Incident~~

Gulf Coast Partners
A Partnership Between Technip

Employee Name: Juan Adame Sanaz
Employee's Job Title: Iron worker
EIN: MARTIN TENORIO
Badge # 4397
Supervisors Name: MARTIN TENORIO
Department: Iron
Time Shift Started: 7:00
Specific Location: NE - N24 Elevation 335
Date of Injury: 4-27-16
Time of Injury: 9:30 Am
Date Reported: 4-27-16
Time Reported: 9:30 Am
Months/ Years of Experience in this or similar position 3 years
Name of person first reported to: Francisco Calderon
Assigned task: hang a Pipe
Names of any other employees you were working with. Joque Pagano, Francisco Calderon
Names of any witnesses: Salvador Seirra, " , "

Was the task, hazards, and resources needed clearly communicated in the toolbox talk or MPW? Did you sign on the MPW? If so, please explain specifically what your instructions were. yes, yes.

Did the task, hazards, or resources that were needed change or become evident while performing the task? ☐ Yes ☑ No

If yes, did you stop and regroup to discuss the changes or the new hazards and resources that were needed? ☐ Yes ☐ No

What was the action/movement did you take/make just directly before you felt discomfort? was lowering the chain fall ~~[illegible]~~ that was caring a 12" pipe

What happened to cause the discomfort? Pipe slid off pinching finger between life line and 12" pipe

What did you do immediately after feeling the discomfort? Asked co-workers to help lift the pipe off his fingers.

Did you continue to work after feeling the initial discomfort? ☐ Yes ☑ No

Were you performing the task in accordance with safety expectations? ☑ Yes ☐ No

If not, please explain how it should have been performed

What do you believe could be done differently by you or someone else to prevent this from occurring in the future? That the lifeline could be removed to eliminate the hazard.

Did you report this incident to your supervisor immediately? ☑ Yes ☐ No If not, why?

Have you completed all training, certifications, and proficiencies for this position? ☑ Yes ☐ No ☐ N/A

Please provide a detailed statement of what, how, when, where this incident happened. Include tools, equipment, material, people, PPE, etc. that were involved.

Employee was working on N-24 north east side of elevation 335 Rigging 8" pipe 40' 12" into place. Earlier that morning Ivhe had removed the Cifelline Because it was in the way of the pipe they were trying to hang. After the pipe got passed the lifeline it was installed back. The employees and his/her Co-workers were rigging the pipe in a Iron Beam that was at a 45° to try and get it into position. As they were lowering the pipe it slid on the 45° about 6" trapping my left ring and pinkey fingers on the life line. My finger was traped for about 30 to 45 seconds till my co-workers helped me lift the pipe and get my hand out.

_____ I received first aid medical treatment and am satisfied with the treatment.

_____ First Aid Treatment was offered, but I am refusing to get first aid. Describe reason _____

_____ I have been offered to be evaluated by a medical doctor but am refusing treatment. Describe reason. _____

Employee Signature

Witness Name

FIRST AID INCIDENT INVESTIGATION REPORT

Name of Employee: Juan Adame Senor
EIN Number:
Date of Incident: 4-27-16
Time of Incident: 9:30
Date Reported: 4-27-16
Time Reported: 9:30
Date of Hire: 2-26-16
Department: Iron
Position: I.W.
Foreman:
Date of Birth: 9-28-75
Date of last day off: 4-24-16
Time shift started: 7:00 Am
Time employee woke up: 5:30 Am
Specific Location: North East N-24 Elev. 335
Completed by: Dell Rodz.
Years with employer: 2 months
Years in current job: 3 1/2
Names of all witnesses: Francisco Calderon, Salvador Sierra

What body part was injured? Ring & Pinky fingers ☐ Right ☑ Left ☐ Both ☐ N/A

What treatment was provided? Yes

Who was it provided by? ☑ Medcor ☐ USHW ☐ Ambulance ☐ Other

If employee is being treated off-site please complete the following information

Address:

Phone #: Social Security #:

Sex: ☐ Male ☐ Female Language Spoken:

Race: ☐ White ☐ Black ☐ Asian Ethnicity: ☐ Hispanic ☐ Native American ☐ Other

Spouse's Name (if married): Number of dependent children:

EMPLOYEE WAS RIGGING A PIPE, THE GO WHEN MOVED CAUSED THE PIPE TO SWING. THE EMPLOYEE TRIED TO CATCH THE PIPE AND THEIR FINGER WAS CAUGHT BETWEEN THE PIPE AND THE LIFE LINE

Accident Type Caught in or Between Object handled Accident Source _____

Unsafe Action _____ Unsafe Condition _____

What was the task _____ How often is it performed? _____

What tool, equipment, material, or object, was being used? _____

What were the environmental and work conditions ☐Sunny ☐Clear ☑Cloudy ☐Raining ☐Windy ☑Wet ☐ Muddy ☐Hot ☐Cool ☐Sufficient Lighting ☐Insufficient Lighting ☐High Noise ☐Dusty ☐Congested area ☐Good Housekeeping ☐Poor Housekeeping

If an occupational certification is required for the task being performed, is it current and verified? ☐Yes ☑No

Date certification expires _____

If a company specific training, certification, and / or proficiency is required, is it current and verified? ☐ Yes ☐No

Date completed _____

Was an MPW completed for this task and did the employee attend? ☑Yes ☐No ☐N/A

If multiple crews were working together, was a Mission Planning Meeting held between crews to increase communication? ☐Yes ☑No ☐N/A

Causal Factor 1 EMPLOYEE PLACED THEIR HANDS IN THE LINE OF FIRE

Corrective Action 1 USE Better Body Posiion ~~and Safety~~

Assigned to: Martin Tenaro Due by: 4-28-16

Causal Factor 2 CONGESTIVE WORK AREA

Corrective Action 2 Beam Sliders and Yo Yos

Assigned to: Martin Tenaro Due by: 4-28-16

Causal Factor 3 DID NOT IDENTIFY THE HAZARD, THE PIPE COULD SHIFT

Corrective Action 3 Survey the area Prior to doing work

Assigned to: Martin Tenaro Due by: 4-28-16

Causal Factor 4 _____

Corrective Action 4 _____

Assigned to: _____ Due by: _____

Was accountability reviewed with management? ☑Yes ☐No ☑No infractions occurred

Supervision's name(s) Accountability Program was reviewed with MARTIN TENERO

Was accountability measure taken? ☐Yes ☐No ☑No infractions occurred

ZACHRY

MISSION PLANNING WORKSHEET (HOJA DE PLANIFICACIÓN DE MISIÓN)

AFTERBURNER
Accelerating Performance Through Flawless Execution

MISSION OBJECTIVE *(OBJETIVO DE MISIÓN)*: Bull rig spools

THREATS / HAZARDS *(AMENAZAS / PELIGROS)*

- over head Hazards
- Smash points
- Pinch points
- Slips
- trips
- falls
- no planning
- no communication
- no P.P.E.
- improper use of tools not properly inspecting rigging

RESOURCES *(RECURSOS)*

- Rigging
- chain falls
- come-alongs
- crane
- tugger
- spools
- other craft
- radios
- communication
- Planning
- mission
- P.P.E.'s

LESSONS LEARNED: WHAT HAS WORKED IN THE PAST, WHAT HASN'T?
(LECCIONES APRENDIDAS. ¿QUÉ HA FUNCIONADO ANTERIORMENTE? ¿QUÉ NO HA FUNCIONADO?)

☑ Go *(Proceder)* ☐ No-Go *(No Proceder)*

ACTION — ACCIÓN

	WHAT (¿Qué?)	WHO (¿Quién?)	WHEN (¿Cuando?)	
☐	Put up Baricade	Javier	7:20	+/-
☐				+/-
☐	Re discuss mission so that	Francisco	7:25	+/-
☐	All knows their TASK			+/-
☐				+/-
☐	Inspect rigging & tugger	Jose	7:30	+/-
☐	and hang rigging and	Juan C.		+/-
☐	Begin to Bull rigg spools			+/-
☐				+/-
☐	TAKE down rigging	Juan.	5:00	+/-
☐				+/-
☐				+/-
☐	TAKE down baricade	Javier		+/-
☐				+/-

CONTINGENCY *(CONTINGENCIA)*	ACTION *(ACCIÓN)*

BRIEF *(INFORMAR)*

1. Brief the big picture and mandatory items. *(Informar sobre panorama global y temas obligatorios de discusión.)*
2. Restate the Mission Objective. *(Reiterar objetivo de misión.)*
3. Identify key Threats and Resources. *(Identificar amenazas clave y recursos.)*
4. Review the action plan. Who, Does What, by When. *(Revisar plan de acción: ¿quién hace qué, para cuándo?)*
5. Contingencies. What ifs? *(Contingencias. ¿Posibles escenarios?)*

MANDATORY ITEMS *(TEMAS OBLIGATORIOS DE DISCUSIÓN)*

- ☑ Personal Protective Equipment *(Equipo de protección personal)*
- ☑ Nearest Eye Wash/Shower Station *(Puesto de lavado de ojos/ducha más cercana)*
- ☑ Assembly Point Location *(Ubicación de punto de reunión)*
- ☑ Employee Certification Requirements *(Requisitos de certificación del empleado)*
- ☑ Procedure/Program Requirements *(Requisitos de certificación del empleado)*
- ☑ Permits *(Permisos)*
- ☑ Tool/Equipment Inspections *(Inspecciones de herramientas/equipo)*
- ☑ Wingman/Mutual Support *(Compañero de trabajo/apoyo mutuo)*
- ☑ Dumb/Dangerous/Different *(Cualquier cosa tonta, peligrosa, diferente)* → STOP
- ☐ QTA Subject QA1 - 401 *(Tema de tarea de calidad)*

☑ Worksheet shall be completed for all missions. *(Hoja será completada para cada misión.)*

☑ Each crewmember involved in mission must initial this worksheet. *(Cada miembro de equipo involucrado en la misión debe firmar esta hoja.)*

☑ Worksheet shall be readily available for review throughout the mission. *(Hoja estará disponible para revisar durante misión.)*

☑ Upon completion of mission, give worksheet to management. *(Después de completar misión se debe entregar hoja a gerencia del proyecto.)*

☑ STOP WORK for any deviation from safe work practices or procedures. *(PARE EL TRABAJO si hay incumplimiento de prácticas de trabajo seguro.)*

Team Leader *(Jefe de equipo)*: Francisco

Supervisor: Dario Montes

Job# *(Núm. de trabajo)*: 41619 Date *(Fecha)*: 4-27-16

Mission Location *(Ubicación de misión)*: N-24 - N-55

MISSION TEAM *(EQUIPO DE MISIÓN)*

Name (Nombre)	Badge # (Núm. de gafete)	Initials (Iniciales)
Francisco Calderon	3411	FC
Juan Polanco	4397	JA
JAVIER ALFARO	2029	JA
Josué Pacheco	5786	JP
Juan C. Ramirez	4268	J.R
Jose Zavala	3949	J.Z

Afterburner ©2015

Gulf Coast Partners

A Partnership Between

Technip

Investigation Sign in Sheet

Date 4-27-16

PLEASE PRINT CLEARLY!

	Employee Name	Badge #	Company	Division/ Department
1	Gene Green		CPCHen	SAFETY
2	Brandon Harper	340	ZHI	safety
3	~~IVAN~~ Adame	4397	ZHI	FW
4	Marlon Tenorio	913	ZHI	I.W
5	salvador Sierra	2927	ZHI	I.W
6	Dario Montes	2302	ZHI	I/W
7	Francisco Calderon	3411	ZHI	I-W
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Gulf Coast Partners
A Partnership Between
Technip

Supervisor's Report of Incident

Employee Name: Juan Adame
Employee's Job Title: I/w
Supervisor Name: Dario Montes
Supervisor's Title: I/w
Date of Injury 4-27-16
Time of Incident: 9:30
Date Reported: 4-27-16
Time Reported: 9:31
Assigned Task Bull rig spools

Did you witness the incident? ☐ Yes ☑ No

The information being provided below is due to ☐ what I witnessed ☑ what was reported by the employee ☑ what was reported by another employee.

Was the task, hazards, and resources clearly communicated in the toolbox talk? If so, please explain specifically what instructions were given. Yes, watch out for pinch points, smash point over head hazards

Who was the employee working with? Francisco, Josue

Was anyone else working in close proximity to the area where the incident occurred? If yes, list names. Yes dont know the name

What was the employee doing prior to beginning the task? Getting rigging ready for Bull rigging

What tool(s) / Equipment was/were being used? Chain-falls, rigging, come-alongs

What specific action/movement did the employee or coworker take/make directly before the incident? Contacted me

What happened? while Bull rigging spool the spools slid down and causing the employee to get finger to get smashed

What did the employee do/say immediately after the incident occurred? Came with me to go to safety

Do you feel the ☑ **Employee** ☐ **Coworker was performing the task safely, properly, and in accordance with policy/procedure?** ☑ Yes ☐ No Explain the correct way to perform the task

Was the employee wearing all of the required PPE? ☑ Yes ☐ No ☐ Unknown

What was different this time from every other time the task has been completed safely? Complacency

What do you think could be done differently to prevent the incident from occurring again? have All life line removed of possable

Did the employee immediately report it after the incident? ☑ Yes ☐ No To whom? _____

Did the employee continue to work after the incident? ☐ Yes ☑ No

Was the employee immediately taken to safety / medic after first reporting the incident? ☑ Yes ☐ No If no, why? ____

Please list any other information you feel is important to the investigation of this case _____

Does the task being performed require Occupational Certification? ☐ Yes ☑ No ☐ N/A If yes, please provide a copy.

Does the task being performed require Zachry specific training and/or proficiency? ☐ Yes ☑ No

If yes, have these requirements been met? ☐ Yes ☐ No If no, why not? _____

Please provide a detailed summary of what, how, when, and where this based on the information available to you at this time.

Im trying to get all the facts .But From what i understood the employees where Bull ragging spools and the spool slid down and got his finger pinched up against the life line and spools

Signature _____

Witness _____

Ce Drug Testing

Test Report



Name: JUAN ADAME SAENZ #5969401185
DOB: [redacted]
Site: 00461901
Donor Pool: 00461901

Test Date: 4/27/2016
Collector: Ryan Atteberry
Test Status: Completed
Test Outcome: Negative

Timeline

4/27/2016 10:53 AM	Donor selected manually for Post Accident/Incident by Ryan Atteberry with a due date of 4/27/2016.
4/27/2016 10:54 AM	The donor was checked in by Ryan Atteberry. The donor's identification was verified. The donor signed the Acknowledgement and Consent form.
4/27/2016 10:54 AM	The following test device was selected: ***E-Z Split Key - 10 Panel, Lot #: doa5070246, Expiration Date: 6/30/2017***
4/27/2016 10:54 AM	The following was determined during Specimen Verification: Direct Observation: ***No*** Able to Produce: ***Yes*** Sufficient Quantity: ***Yes*** Temperature within 90 - 100 degrees: ***Yes*** Comment:

Printed 4/27/2016 10:55 AM

4/27/2016 10:55 AM	The results were read after 43 seconds (recommended wait time is 3 minutes).

Drugs marked detected: ***None***

Drugs marked negative: ***AMP, BAR, BZO, COC, M-AMP, MDMA, MTD, OPI, PCP, THC***

Drugs marked inconclusive: ***None***

Validities marked abnormal: ***None***

Test Result: ***Negative, Specimen ID:***

Refer to MRO: **No**

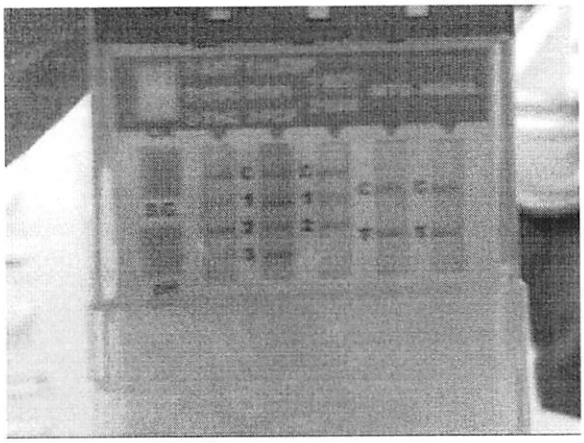
Comment:

Acknowledgement & Consent

At request of ZACHRY INDUSTRIAL INC., I voluntarily consent to a drug screen test to determine the presence of prohibited drugs or substances in my body. I further consent to the release of any test results to Zachry Industrial, Inc. for whatever use or action it may deem appropriate, including possible further investigation by law enforcement agencies and release of test results to the project owner. I understand that any positive result or refusal to submit to testing may preclude or terminate any employment with Zachry Industrial, Inc. I also understand that I may be tested at any time during my employment.

Signature:

Image of Testing Device



Captured: 4/27/2016 10:55 AM

Captured by: Ryan Atteberry

Gulf Coast Partners

A Collaboration Between

Technip | ENGIE

General or Witness Statement

I was tied off at the End of the lifeline when Juan was working the chain fall. Aand I saw the pipe slide down a little Bit and out of reaction Juan Put his hands up trying to stop the pipe and in that action he got his hand caught in between the life line and Dice of pipe and that when he said to help him and Notice his hand was pinched in between the lifeline and pipe and we went to help him by moving the spool up.

Name: Salvador Sierra Badge: 2927

EIN: Job Title: I/W

Witness Signature: Salvador Sierra

Gulf Coast Partners

A Partnership Between

Technip

General or Witness Statement

yo francisco estava con el
compañero Trabalando en la pipa
Jalando los chemfos Cuando
paso una Breysa y se movio
la pipa anpoco Abajo y alo
mejor el penso en ese
momento que le iba apegar
ikreo que el metio sus manos
ji lo Agara la pipa
con el layflon

Name: Francisco Calderon Badge: 3411

EIN: _____ Job Title: _____

Witness Signature: _____

Gulf Coast Partners

A Partnership Between

Technip

General or Witness Statement

Name: _____ Badge: _____

EIN: _____ Job Title: _____

Witness Signature: _____ Date: _____

FIRST AID INCIDENT INVESTIGATION REPORT

Name of Employee: Juan Adame Sanchez
EIN Number: 596940185
Date of Incident: 4-27-16
Time of Incident: 9:30
Date Reported: 4-27-16
Time Reported: 9:30
Date of Hire: 2-26-16
Department: Iron
Position: I.W.
Foreman: Dario Montes
Date of Birth: 9-28-75
Date of last day off: 4-24-16
Time shift started: 7:00 Am
Time employee woke up: 5:30 Am
Specific Location: North East N-24 Elev. 335
Completed by: Dell Rodz.
Years with employer: 2 months
Years in current job: 3 1/2
Names of all witnesses: Francisco Calderon, Salvador Sierra

What body part was injured? Ring & Pinky fingers ☐Right ☑Left ☐Both ☐N/A
What treatment was provided? Yes
Who was it provided by? ☑Medcor ☐USHW ☐Ambulance ☐Other

If employee is being treated off-site please complete the following information

Address
Phone #
Social Security #
Sex ☑Male ☐Female
Language Spoken: Spanish
Race ☑White ☐Black ☐Asian
Ethnicity ☑Hispanic ☐Native American ☐Other
Spouse's Name (if married)
Number of dependent children

EMPLOYEE WAS RIGGING A PIPE, THE GO WHEN MOVED CAUSED THE PIPE TO SWING. THE EMPLOYEE TRIED TO CATCH THE PIPE AND THEIR FINGER WAS CAUGHT BETWEEN THE PIPE AND THE LIFE LINE

DWC FORM-001
(Employer's First Report of Injury or Illness)

The **employer** is required to file an **Employer's First Report of Injury or Illness** [DWC FORM-001 Rev. 10/05] with the injured worker's insurance carrier, and the injured claimant or the claimant's representative within 8 days after the employee's absence from work or receipt of notice of occupational disease.

The **Employer's First Report of Injury or Illness** provides information on the claimant, employer, insurance carrier and medical practitioner necessary to begin the claims process. Details of the claimant's employment and circumstances surrounding the injury or illness are also requested.

Send the specified copies to your **Workers' Compensation Insurance Carrier** and the injured employee. ***Employers - Do not send this form to the Texas Department of Insurance, Division of Workers' Compensation, unless the Division specifically requests a direct filing.**

[Workers' Compensation Rule 120.2]

INSTRUCTIONS FOR EMPLOYERS FIRST REPORT OF INJURY OR ILLNESS (DWC FORM-001)

Type (or print in black ink) each item on this form. Failure to complete each item may delay the processing of the injury claim.

Section 409.005, Texas Workers' Compensation Act, requires an Employer's First Report of Injury or Illness (DWC FORM-001 Rev. 10/05 to be filed with the Workers' Compensation Insurance Carrier not later than the eighth day after the receipt of notice of occupational disease, or the employee's first day of absence from work due to injury or death. A copy of this report must be sent to the employee or the employee's representative. For purposes of this section, a report is filed when personally delivered, or postmarked. Send the specified copies to your **Workers' Compensation Insurance Carrier** and the injured employee. ***Employers - Do not send this form to the Texas Department of Insurance, Division of Workers' Compensation, unless the Division specifically requests a direct filing.**

If a report has not been received by the carrier, the employer has the burden of proving that the report was filed within the required time frame. The employer has the burden of proving that good cause existed if the employer failed to file the report on time.

An employer who fails to file the report without good cause may be assessed an administrative penalty. An employer who fails to file the report without good cause waives the right to reimbursement of voluntary benefits even if no administrative penalty is assessed.

Once the employer has completed all information pertaining to the injury the employer should maintain the copy of this report to serve as the Employer's Record of Injury required by Section 409.006. Send the specified copies to your **Workers' Compensation Insurance Carrier** and the injured employee. ***Employers - Do not send this form to the Texas Department of Insurance, Division of Workers' Compensation, unless the Division specifically requests a direct filing.** The Division's Health and Safety will use data from this report for the Job Safety Information System established in Section 411.032 of the Texas Workers' Compensation Act.

This report may not be considered admission or evidence against the employer or the insurance carrier in any proceeding before the Division or a court in which facts set out in the report are contradicted by the employer or insurance carrier.

"SPECIAL INSTRUCTIONS FOR CERTAIN ITEMS"

Items 2,7,8:	Section 402.082, Texas Workers' Compensation Act requires the Division to maintain information as to the race, ethnicity and sex on every compensable injury. This information will be maintained for non-discriminatory statistical use.
Item 4:	If no home phone, please provide a phone number where the employee can be reached.
Items 5,15,17, 26,29,30:	Enter data in month, day, year format. Example: 08-13-54.
Item 18:	List nature of accident or exposure, e.g., fall from scaffold, contact with radiation, etc. If occupational disease, so state.
Item 19:	List specific body part, e.g., chin, right leg, forehead, left upper arm, etc. If more than one body part is affected, list each part.
Item 20:	Describe in detail (1) the events leading up to the injury/illness, (2) the actual injury, e.g., cut left forearm, broken right foot, etc., and (3) the reason(s) why accident/injury occurred. Use an additional sheet of paper if necessary.
Item 22:	State the exact work-site location of the injury, e.g., construction site, office area, storage area, etc.
Item 24:	List object, substance, or exposure that directly inflicted the injury or illness, e.g., floor, hammer, chemicals, etc.
Items 32,33:	Enter date in month-year format. Example: 02-56.
Item 37:	Enter the number of days or hours that make up a full work week for your employees.
Item 45:	Enter the 6-digit North American Industry Classification System (NAICS) Code of the employer. The primary code is the code which appears in block 5 of Form C-3, "Employer's Quarterly Report" to the Texas Workforce Commission.
Item 46:	For companies with a single NAICS code, the specific code is the same as the primary code. For companies with multiple NAICS codes, enter the code that identifies the specific business, activity, or work-site location the employee was working in at the time of the injury. This may or may not be the same as the primary code.

Send the specified copies to your Workers' Compensation Insurance Carrier and the injured employee.

*Employers - Do not send this form to the Texas Department of Insurance, Division of Workers' Compensation, Unless the Division specifically requests a direct filling.

CLAIM # _____

CARRIER'S CLAIM # _____

EMPLOYERS FIRST REPORT OF INJURY OR ILLNESS

1. Name (Last, First, M.I.): Adame Juan Saenz
2. Sex: F ☐ M ☑
3. Social Security Number: [redacted]
4. Home Phone: [redacted]
5. Date of Birth (m-d-y): [redacted]
6. Does the Employee Speak English? YES ☐ NO ☑ If No, Specify Language: Spanish
7. Race: White ☐ Black ☐ Asian ☐
8. Ethnicity: Hispanic ☑ Native American ☐ Other ☐
9. Mailing Address Street or P.O. Box: 20 Bost Avenue
City: Concord State: NC Zip Code: 28027 County: Cawbarros
10. Marital Status: Married ☑ Widowed ☐ Separated ☐ Single ☐ Divorced ☐
11. Number of Dependent Children: 03
12. Spouse's Name: Felepa Adame
13. Doctor's Name: US Health Works
14. Doctor's Mailing Address (Street or P.O.Box): 1002 ABC Avenue
City: Freeport State: TX Zip Code: 77541

15. Date of Injury (m-d-y): 4 - 27 - 16
16. Time of Injury: 9 : 30 am ☑ pm ☑
17. Date Lost Time Began (m-d-y): N/A - -
18. Nature of Injury*: Contusion/Abrasion
19. Part of Body Injured or Exposed*: Left ring finger and small finger
20. How and Why Injury/Illness Occurred*: Caught between pipe and lifeline
21. Was employee doing his regular job? YES ☑ NO ☐
22. Worksite Location of Injury (stairs, dock, etc.)*: N-24
23. Address Where Injury or Exposure Occurred Name of business if incident occurred on a business site: Gulf Coast Partners #4619
Street or P.O. Box: 6525 FM 524 County: Brazoria
City: Sweeny State: TX Zip Code: 77480
24. Cause of Injury(fall, tool, machine, etc.)*: Caught between pipe and lifeline
25. List Witnesses: Salvador Sierra & Francisco Calderon
26. Return to work date/or expected (m-d-y): 4 - 27 - 16
27. Did employee die? YES ☐ NO ☑
28. Supervisor's Name: Dario Montes
29. Date Reported (m-d-y): 4 - 27 - 16

30. Date of Hire (m-d-y): 02 - 26 - 2016
31. Was employee hired or recruited in Texas? YES ☑ NO ☐
32. Length of Service in Current Position: Months 2 Years _____
33. Length of Service in Occupation: Months ? Years ?
34. Employee Payroll Classification Code: 3719
35. Occupation of Injured Worker: IRONWORKER IV
36. Rate of Pay at this Job: $27.50 Hourly $_____ Weekly
37. Full Work Week is: 50 Hours _____ Days
38. Last Paycheck was: $1975.63 for 48.5 Hours or _____ Days
39. Is employee an Owner, Partner, or Corporate Officer? YES ☐ NO ☑

40. Name and Title of Person Completing Form: Cole Wilson, Safety Manager
41. Name of Business: Zachry Industrial Inc.
42. Business Mailing Address and Telephone Number
Street or P.O. Box: P.O. Box 868 Telephone: (979) 709-2186
City: Sweeny State: TX Zip Code: 77480
43. Business Location (If different from mailing address)
Number and Street: 527 Logwood Avenue
City: San Antonio State: TX Zip Code: 78221
44. Federal Tax Identification Number: [redacted]
45. Primary North American Industry Classification System Code: (6 digit)
46. Specific NAICS Code (6 digit)
47. Texas Comptroller Taxpayer No.
48. Workers' Compensation Insurance Company: ESIS
49. Policy Number
50. Did you request accident prevention services in past 12 months? YES ☐ NO ☑ If yes, did you receive them? YES ☐ NO ☐
51. Signature and Title (READ INSTRUCTIONS ON INSTRUCTION SHEET BEFORE SIGNING)
X _____ Date _____



Encounter Addendum Notes

U.S. HealthWorks MEDICAL GROUP

VISIT SUMMARY

04-28-2016 14:20:26

USHW of Texas - Freeport
1002 ABC Avenue, Suite 600
Freeport, TX 77541 - 0000
979 233-6571

ZACHRY CONST CORP/4619
21678 LOOP 419
Shelley Winton
SWEENY, TX 77480 - 0000
Attn:
Phone: (979)709-2186 Fax:

ADAME, JUAN

(402614402)

20 BOST AVE
CONCORD NC 28022
DOB: [redacted] SSN: [redacted]
Home Phone: [redacted]

Date of Visit: 04-28-2016
Check-In Time: 01:00 pm
Discharge Time: 01:36 pm

Date of Injury: 04-27-2016 09:30

EXAMINING PHYSICIAN
Latimer, Lonniejay, M.D.

MEDICAL DIRECTOR
Seefeldt Steven

DIAGNOSIS
Closed displaced fracture of proximal phalanx of left ring finger, initial encounter (S62.615A)

TREATMENT
X-Ray

Splint Application

WORK STATUS

The injured employee's medical condition resulting from the worker's compensation injury will allow the employee to return to work as of 04-28-2016 with the restrictions identified in PART III, which are expected to last through 05-05-2016.

FOLLOW-UP

Next Appointment with Seefeldt Steven on 05-12-2016 09:30 am.

Referral to/Consult with Hand Surgery on at .

Special studies (list): on at .

Consult / Referral: A Hand Surgery evaluation has been ordered.

RESTRICTIONS

Posture restrictions:
Pushing/Pulling, max hours per day 0
Restrictions specific to:
L Hand/Wrist

Motion restrictions:
Climb stairs/ladders, max hours per day 0 Other: ,
Lift/Carry restrictions:
May not perform any lifting/carrying

Misc. restrictions:
Must wear splint/cast at work

Medication restrictions:
Advised to take over-the-counter meds

MEDICAL AUTHORIZATION

DOCTOR'S EXAM AND DISPOSITION

Patient's name: Juan Adame

Has been treated for _____
Injury/Illness

Proximal Phalanx Fracture of the Left Ring Finger

Treatment was Splint, Ice; Refer to Hand Specialist

☒ Occupational ☐ Non-Occupational ☐ Undetermined

And is

☐ Able to resume regular duties without restrictions

☒ Able to return to limited duty with the following restrictions

Limited use left Hand - no Climbing ladders, must wear splint

☐ Unable to return to work until _____

☒ To return for retreatment on 2 wks; He is also referred to Rheumatology Specialist
Date

By: _____ M.D.

Date: 4/28/16

Arrival Time: _____ Departure Time: _____

Employee Information

To Dr.: Wehmer - US Healthworks

Address: 1002 ABC Avenue, Suite 600, Freeport Texas, 77541

From: Job Number 4619

Job Location Sweeny, TX

Please render treatment to:

Employee: Juan Adame Saenz

Social Security # [redacted] Badge #: 4397

Address: 20 Bost Ave. Concord NC. 28027

Date of injury: 4.27.16

Nature of injury: contusion / Abrasion to Left ring and small finger

How injury occurred: caught in between pipe and life-line

Issued by: Brandon Harper

Date: 4.28.16 Time: 11:20

Timothy Woodard (979) 709-2606

Employee - You are required to report work injuries to your employer within 30 days or your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Usted debe reportar cualquier lesión de trabajo a su empleador dentro de 30 días a partir de la fecha en que su empleador tiene seguro de compensación para trabajadores. Usted tiene el derecho a recibir asistencia gratuita de la División de Compensación para trabajadores del Departamento de Seguros de Texas, División de Compensación para trabajadores. Usted puede tener derecho a ciertos beneficios médicos y monetarios. Para más información llame a su oficina local de la División al teléfono 1-800-252-7031.

ADAME SAENZ JUAN 04/29/2016

TEXAS WORKERS' COMPENSATION WC

* 4115505w256 Single Page E-ImagDoc

PART I: GENERAL INFORMATION

1. Injured Employee's Name: JUAN ADAME SAENZ	5. Doctor's Name and Degree: GERARD T. GABEL, MD	(for transmission purposes only)	Date Being Sent: 04292016
2. Date of Injury: 04272016	3. Social Security Number (last [redacted]	6. Clinic/Facility Name: MEDICAL CTR - SCUR 10	9. Employer's Name: ZACHRY CONSTRUCTION
4. Employee's Description of Injury/Accident		7. Clinic/Facility/Doctor Phone & Fax: 713 6104260 / 713 6104261	10. Employer's Fax # or Email Address (if known): 800 3735156
		8. Clinic/Facility/Doctor Address (street address): 6560 FANNIN	11. Insurance Carrier: ESIS CLAIMS SERVICE
		City: HOUSTON State: TX Zip: 77030-2761	12. Carrier's Fax # or Email Address (if known): 800 3735156

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

- [x] (a) will allow the employee **to return to work** as of 4/2016 (date) **without restrictions**.
- [ ] (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).
- [ ] (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any):	Max Hours per day: 0 2 4 6 8	Other	17. MOTION RESTRICTIONS (if any):	Max Hours per day: 0 2 4 6 8	Other
Standing	☐☐☐☐☐		Walking	☐☐☐☐☐	
Sitting	☐☐☐☐☐		Climbing stairs/ladders	☐☐☐☐☐	
Kneeling/Squatting	☐☐☐☐☐		Grasping/Squeezing	☐☐☐☐☐	
Bending/Stooping	☐☐☐☐☐		Wrist flexion/extension	☐☐☐☐☐	
Pushing/Pulling	☐☐☐☐☐		Reaching	☐☐☐☐☐	
Twisting	☐☐☐☐☐		Overhead Reaching	☐☐☐☐☐	
Other:	☐☐☐☐☐		Keyboarding	☐☐☐☐☐	

15. RESTRICTIONS SPECIFIC TO (if applicable):

- ☐ Left Hand/Wrist
- ☐ Right Hand/Wrist
- ☐ Left Arm
- ☐ Right Arm
- ☐ Neck
- ☐ Left Leg
- ☐ Right Leg
- ☐ Back
- ☐ Left Foot/Ankle
- ☐ Right Foot/Ankle

Other:

16. OTHER RESTRICTIONS (if any):

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

- ☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day
- ☐ May not perform any lifting/carrying

Other:

19. MISC. RESTRICTIONS (if any):

- ☐ Max hours per day of work: _____
- ☐ Sit/Stretch breaks of _____ per _____
- ☐ Must wear splint/cast at work
- ☐ Must use crutches at all times
- ☐ No driving/operating heavy equipment
- ☐ Can only drive automatic transmission
- ☐ No work / _____ hours/day work:
  - ☐ in extreme hot/cold environments
  - ☐ at heights or on scaffolding
- ☐ Must keep _____ ☐ elevated ☐ clean & dry
- ☐ No skin contact with: _____
- ☐ Dressing changes necessary at work
- ☐ No running

20. MEDICATION RESTRICTIONS (if any):

- ☐ Must take prescription medication(s)
- ☐ Advised to take over-the-counter meds
- ☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:

22. Expected Follow-up Services Include:

- ☐ Evaluation by the treating doctor on 5-23-16 (date) at 11 : 40 (am/pm)
- ☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
- ☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
- ☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
- ☐ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
042916/09:40			☐ Initial	☐ Designated doctor	☐ Carrier-selected RME
Discharge Time: 1155PM			☐ Follow-up	☐ Treating doctor	☐ DWC-selected RME
				☐ Referral doctor	☐ Other doctor
				☐ Consulting doctor	

DIVISION OF WORKERS' COMPENSATION

Approved Prescription

Date Ordered: 04/29/2016

Pharmacy	Prescriber
WAL-MART PHARMACY 1405 4600 7TH STREET BAY CITY TX Phone: (979) 245-0095 Fax: (979) 245-1347	Gerard T. Gabel, M.D. 6560 Fannin Street, Suite 1016 HOUSTON, TX 77030-2716 Phone: (713) 610-4263 Fax: (713) 610-4264

Patient Information

Patient Name	ADAME SAENZ, JUAN
Sex - DOB - Age	M [redacted]
Address	20 BOST AVE CONCORD, NC 28027
Phone	H: (704) 699-7915 M: (704) 792-2401
Primary Insurance	ESIS CLAIMS SERVICE Policy Holder: ZACHRY CONSTRUCTION PO BOX 6563 SCRANTON PA 18505-6563
Secondary Insurance	

Prescription Information

Medication	Naprosyn 500 mg tablet
Quantity	45 (forty-five) tablet(s)
SIG	Take 1 tablet twice a day by mouth with food as needed
Refills Allowed	No Refills
DAW?	N
Note to Pharmacy	WORKERS COMPENSATION

Electronically Signed by: GERARD T. GABEL, MD

Electronically ordered/documented by: GERARD T. GABEL, MD
DEA#AG2681383 DPS#H0056384

Prescription is void if more than one (1) prescription is written per blank.

Appointment Information

The following appointments have been successfully scheduled:

Date/Time	Monday, May 23, 2016 11:40 AM
Patient	ADAME SAENZ, JUAN [redacted] #240999
Department	MEDICAL CTR - SCUR 10
Appointment Type	Work Comp1-Follow Up 20
Provider	GERARD GABEL

700 -

730- Gather crush FALL
Hook up
Start moving

930- Field

ZACHRY

AFTER HOURS CARE CONTACTS
EMPLOYEE EXPECTATION AND ACKNOWLEDGEMENT

CONTACTOS Y CUIDADOS DESPUES DE HORAS
RECONOCIMIENTO Y EXPECTATIVA DEL EMPLEADO

AFTER HOURS CARE CONTACTS EXPECTATION
EXPECTATIVA DE CONTACTOS Y CUIDADOS DESPUES DE HORAS

IF YOU HAVE ANY QUESTIONS, CONCERNS AND/OR NEED MEDICAL ATTENTION AFTER HOURS, IT IS THE EXPECTATION EMPLOYEES CALL THE "AFTER HOURS CARE CONTACTS" GIVEN TO YOU TODAY AND AS SHOWN BELOW.

IF AFTER CALLING ALL 4 CONTACTS YOU'RE STILL UNABLE TO REACH ANYONE, PLEASE LEAVE A MESSAGE AND YOUR CALL WILL BE PROMPTLY RETURNED.

SI TIENE PREGUNTAS, PREOCUPACIONES O SI NECESITA ATENCION MÉDICA DESPUÉS DE HORAS DE TRABAJO. ES LA EXPECTATIVA DEL EMPLEADO LLAMAR A EL SIGUIENTE NUMERO DE LOS CONTACTOS DESPUES DE HORAS LABORALES QUE SE LES ESTARA PROVEVIENDO PARA LLAMAR.

SI DESPUÉS DE LLAMAR a TODOS LOS 4 CONTACTOS, NADIEN LE CONTESTA DEJE POR FAVOR SU MENSAJE Y SU LLAMADA SERÁ DEVUELTA IMEDIATAMENTE.

AFTER HOURS CARE CONTACTS
CONTACTOS DE CUIDADOS PARA DESPUES DE HORAS LABORALES

Tim Woodard	Safety Manager	Cell Phone	(979)709-2606
Valerie Sanchez	Safety Manager	Cell Phone	(979) 922-9631
Brian Lane	Safety Manager (SIT YARD)	Cell Phone	(580) 916-2008
Cole Wilson	Sr. Project Safety Manager	Cell Phone	(979) 709-2186

Acknowledgment of After Hours Care Contact Employee Expectation
Reconocimiento de la Expectativa del empleado de contactos y cuidados después de horas laborales.

By signing this form, you confirm that you understand the information for the After Hours Care Contacts Employee Expectation. You also confirm that you agree to utilize the "After Hours Care Contact" card given you today.

Al firmar este formulario, usted confirma que usted entiende la información para la Expectativa del Empleado de contactos y cuidados después de horas laborales. También confirma que usted se compromete a utilizar la tarjeta de, "Contactos y Cuidados después de horas laborales "que le será entregado hoy.

JUAN Adame — 4397

Employee Name (Print) — Badge # — EIN #

Employee Name (Signature) — 4/27/16 — Date

Ryan Anchey

Safety/Medic Representative (Print)

Safety/Medic Representative (Signature)

U.S. HealthWorks MEDICAL GROUP

VISIT SUMMARY

05-12-2016 10:52:29

USHW of Texas - Freeport
1002 ABC Avenue, Suite 600
Freeport, TX 77541 - 0000
979 233-6571

ZACHRY CONST CORP/4619
21678 LOOP 419
Shelley Winton
SWEENY, TX 77480 - 0000

Attn:
Phone: (979)709-2186 Fax:

ADAME, JUAN

(402614402)

20 BOST AVE
CONCORD NC 28022
DOB: [redacted] SSN: [redacted]
Home Phone: [redacted]

Date of Visit: 05-12-2016
Check-In Time: 09:18 am
Discharge Time: 10:50 am

Date of Injury: 04-27-2016 09:30

EXAMINING PHYSICIAN
Seefeldt, Steven, M.D.

MEDICAL DIRECTOR
Seefeldt Steven

DIAGNOSIS
Closed displaced fracture of proximal phalanx of left ring finger with routine healing, subsequent encounter (S62.615D)

TREATMENT

WORK STATUS

The injured employee's medical condition resulting from the worker's compensation injury will allow the employee to return to work as of 05-12-2016 without restrictions.

FOLLOW-UP

Next Appointment with Seefeldt Steven on 06-09-2016 09:00 am.

Referral to/Consult with on at .

Special studies (list): on at .

RESTRICTIONS

Posture restrictions:
Restrictions specific to:

Motion restrictions:
Other: ,
Lift/Carry restrictions:

Misc. restrictions:

Medication restrictions:

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que reporte su lesión a su empleador dentro de 30 días a partir de la fecha en que se lesionó si es que su empleador cuenta con un seguro de compensación para trabajadores. Usted tiene derecho a recibir asistencia gratuita por parte de la División de Compensación para Trabajadores, y también puede tener derecho a ciertos beneficios médicos y monetarios. Para mayor información comuníquese con la oficina local de la División al teléfono 1-800-252-7031.

TEXAS WORKERS' COMPENSATION WORK STATUS REPORT

PART I: GENERAL INFORMATION

1. Injured Employee's Name: JUAN ADAME	5. Doctor's Name and Degree: Seefeldt, Steven , M.D.	(for transmission purposes only)	Date Being Sent: 05-12-2016
2. Date of Injury: 04/27/2016	3. Social Security Number (last [redacted]	6. Clinic/Facility Name: USHW of Texas - Freeport	9. Employer's Name: ZACHRY CONST CORP/4619
4. Employee's Description of Injury/Accident: PIPE FELL ON HAND		7. Clinic/Facility/Doctor Phone & Fax: 979 233-6571 / 979 233-4365	10. Employer's Fax # or Email Address (if known): /
		8. Clinic/Facility/Doctor Address (street address): 1002 ABC Avenue, Suite 600	11. Insurance Carrier: ESIS
		City: Freeport State: TX Zip: 77541 - 0000	12. Carrier's Fax # or Email Address (if known): (800)373-5156 /

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

☒ (a) will allow the employee **to return to work** as of 05-12-2016 (date) **without restrictions**.

☐ (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).

☐ (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any):

Max Hours per day: 0 2 4 6 8	Other
Standing ☐☐☐☐☐	
Sitting ☐☐☐☐☐	
Kneeling/Squatting ☐☐☐☐☐	
Bending/Stooping ☐☐☐☐☐	
Pushing/Pulling ☐☐☐☐☐	
Twisting ☐☐☐☐☐	
Other: ☐☐☐☐☐	

15. RESTRICTIONS SPECIFIC TO (if applicable):

☐ Left Hand/Wrist ☐ Left Leg
☐ Right Hand/Wrist ☐ Right Leg
☐ Left Arm ☐ Back
☐ Right Arm ☐ Left Foot/Ankle
☐ Neck ☐ Right Foot/Ankle

Other:

16. OTHER RESTRICTIONS (if any):

17. MOTION RESTRICTIONS (if any):

Max Hours per day: 0 2 4 6 8	Other
Walking ☐☐☐☐☐	
Climbing stairs/ladders ☐☐☐☐☐	
Grasping/Squeezing ☐☐☐☐☐	
Wrist flexion/extension ☐☐☐☐☐	
Reaching ☐☐☐☐☐	
Overhead Reaching ☐☐☐☐☐	
Keyboarding ☐☐☐☐☐	

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day
☐ May not perform any lifting/carrying

Other:

19. MISC. RESTRICTIONS (if any):

☐ Max hours per day of work: _____
☐ Sit/Stretch breaks of _____ per _____
☐ Must wear splint/cast at work
☐ Must use crutches at all times
☐ No driving/operating heavy equipment
☐ Can only drive automatic transmission
☐ No work / _____ hours/day work:
☐ in extreme hot/cold environments
☐ at heights or on scaffolding
☐ Must keep _____ ☐ elevated ☐ clean & dry
☐ No skin contact with: _____
☐ Dressing changes necessary at work
☐ No running

20. MEDICATION RESTRICTIONS (if any):

☐ Must take prescription medication(s)
☐ Advised to take over-the-counter meds
☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:
S62.615D Closed displaced f

22. Expected Follow-up Services Include:

☒ Evaluation by the treating doctor on 06-09-2016 (date) at 09:00 am/pm
☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
☐ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
05-12-2016 09:30			☐ Initial	☐ Designated doctor	☐ Carrier-selected RME
Discharge Time			☒ Follow-up	☒ Treating doctor	☐ DWC-selected RME
10:50				☐ Referral doctor	☐ Other doctor
				☐ Consulting doctor	

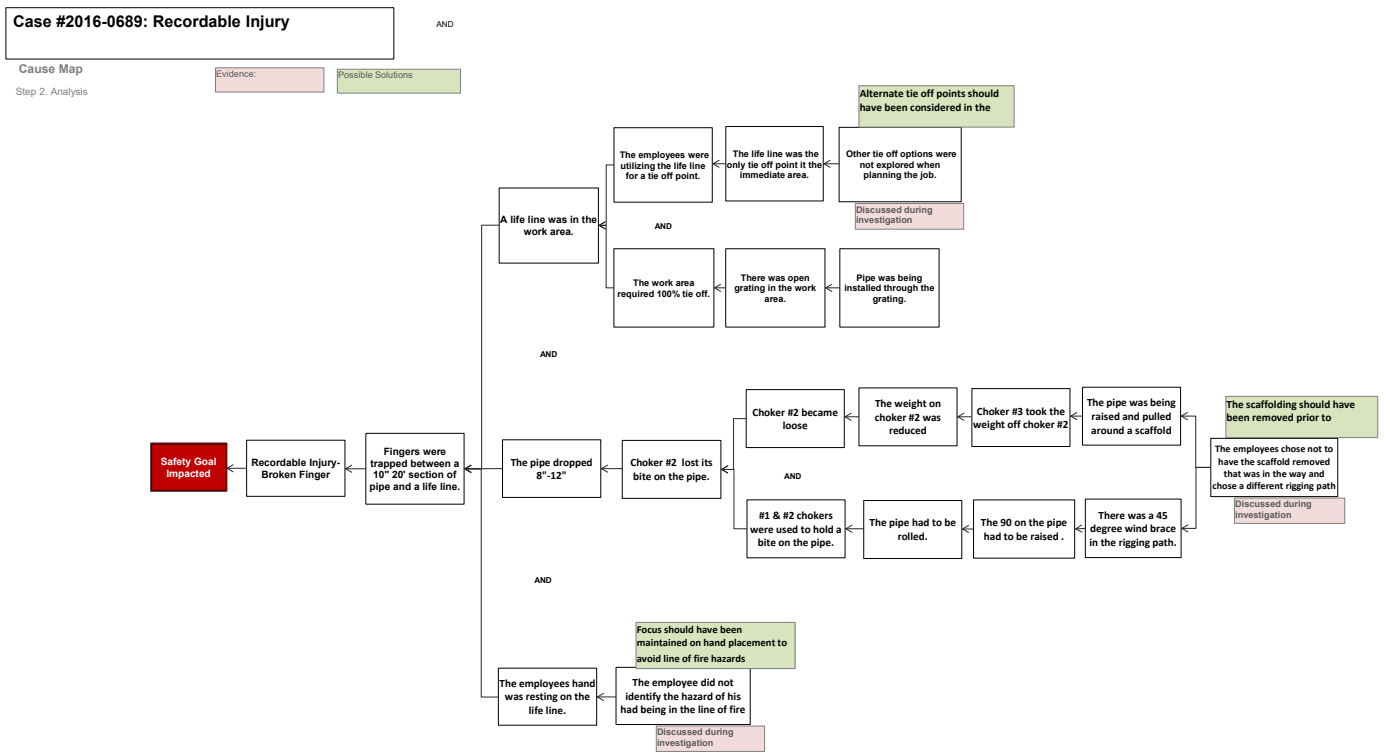
DIVISION OF WORKERS' COMPENSATION

Step 1. Define the Problem

What	Problem(s)	Recordable Injury
When	Date	April 29, 2016
	Time	9:30 AM
	Different, unusual, unique	Bull rigging a pipe around a scaffold.
Where	Facility, site	Gulf Coast Partners
	Unit, area, equipment	N-24
	Task being performed	Bull rigging a pipe into position

Impact to the Goals

Safety	Recordable Injury-Broken Finger



Incident Category : Recordable
Date: 04/29/2016 **Time:** 9:30 AM
Location of Incident: N 24 **JOB #** 4619
Job Classification: Iron Worker-Bull Rigger
Description of Incident: An employee was working with his crew on the north east side of N-24 at elevation 335 bull rigging a 20 ft. 12 inch pipe. Earlier that morning they had the a lifeline removed in the area because it was blocking the path of the pipe that they were planning on bull rigging. After the pipe moved passed the lifeline it was reinstalled so they could utilize it for tie off. The employees were rigging the pipe over a 45 degree wind brace in order to get around a scaffold that was in the area. They were utilizing 3 chain falls for this operation. Two chain falls were attached to endless chokers that had a bite on the pipe to hold a 90 degree section of the pipe up so it could move past the wind brace. One chain fall was attached to a an endless and was being use to lift and pulling the pipe . This lifting pulling motion caused the choker closest to it to lose its bite and this caused the pipe to drop approximately 8-12 inches. One employee had his had resting on the lifeline that was under the pipe when it dropped which trapped the employees left ring and pinky finger between the pipe and the lifeline. This resulted in a fracture to the left ring finger.

Investigation Team notes:

- The pipe to be moved was laying next to a scaffold at the beginning of the shift.
- The pipe had been put there weeks prior.
- A scaffold was between the pipe and the path it had to take to get to its connection point.
- The scaffold was erected for insulation installation.
- No employees were working on the scaffold.
- The bull rigging crew decided to go around the scaffold rather than wait on a scaffold crew to remove the scaffold.
- The only tie off point in the middle of the deck was a life line.
- The life line had to be lowered and re-raised because it was also in the rigging path.

Corrective Measures:

- ✓ Remove scaffolding instead of trying to bull rig around it.
- ✓ Alternate tie off points should be considered when current tie off locations are restricting the work space.
- ✓ Additional MPW training preformed to cover hazard recognition for line of fire hazards.
- ✓ The incident was communicated to the structural department via stand down the next morning.
- ✓ The incident was communicated to the job site via radio announcements the next morning.
- ✓ A weekly safety topic covering bull rigging, line of fire and pinch points was distributed to all foreman to cover with their crews.

Step 3. Solutions

Corrective Actions to be implemented

Since solutions control specific causes, every action item (solution) should correspond to a cause from the Cause Map. This provides continuity from the analysis to the action items. Only those causes with action items (solutions) are listed in this table.

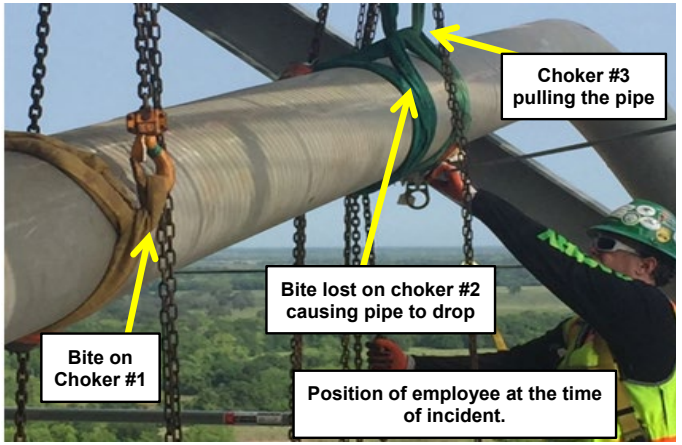
No.	Action Item	Cause	Owner(s) (Names)	Date Due	Status-Completed	Notes
1	Discuss with bull rigging crews the importance of surveying their work areas for hazards before the job is started.	**Focus was not maintained on hand placement to avoid line of fire hazards**	Cesar Rebolledo	April 30, 2016	Completed	
2	Discuss with bull rigging crews the importance of proper job planning to identify the safest way to complete the task before the job starts.	**The scaffolding should have been removed prior to performing the task**	Cesar Rebolledo	April 30, 2016	Completed	
3	Discuss with bull rigging crews the importance of proper job planning to identify tie off points in their work area and how these tie off points may affect the task being preformed.	**Alternate tie off points should have been considered in the work area.**	Cesar Rebolledo	April 30, 2016	Completed	
5	Additional MPW training is being schedule to cover hazard recognition for line of fire hazards.	**Inadequate hazard identification of "line of fire" hazards**	Joe Miller	May 18, 2016		Joe Miller will be reviewing this at the supervisors meeting.
6	The incident was communicated to the structural department via stand down the next morning.	Incident Review	Cesar Rebolledo	April 30, 2016	Completed	
7	The incident was communicated to the job site via radio announcements the next morning	Incident Review	Larry Kersey	April 30, 2016	Completed	
8	A weekly safety topic covering bull rigging, line of fire and pinch points was distributed to all foreman to cover with their crews	Additional Training	Brian Lane	May 16, 2016		Brian Lane will email out the weekly safety topic on 6/15/16 which will be covered by all crews the following week.
9						
10						

Photos




Position of pipe once installed.


Pipe was being bull rigged out and around the scaffold.


Choker #3 pulling the pipe
Bite lost on choker #2 causing pipe to drop
Bite on Choker #1
Position of employee at the time of incident.

Organization	Name	Role
GCP	David Moore	Safety
GCP	Cole Wilson	Safety
GCP	Shelley Winton	Safety
GCP	Rodney Sweat	Project Manager
GCP	Cesar Rebelledo	Superintendent
GCP	Juan Adame Saenz	Iron Worker
CSM	Daniel Phillips	Safety

U.S HealthWorks
THERAPY SERVICES DIVISION

☐ HCOM
1414 S. Loop West, Suite 200
Houston, TX 77054
(713) 797-6106 Fax (713) 490-1208

Therapy Referral

Patient: Juan Adame Saenz Date 5/25/16

Diagnosis / Procedure: ICD-9

Precautions / Remarks: S62,609D

Date of Patient's Recheck Appointment:

Instructions: ☐ Evaluate and Treat Report by: ☐ Phone ☐ Letter

Treatment Plan: ☐ Therapist's Discretion ☐ And /or specify treatment below

Frequency / Duration: 1 2 3 4 5 Times / Week for 4 Weeks

Modalities:
- ☐ Heat / Paraffin
- ☐ Cold
- ☐ Contrast
- ☐ Electrical Stim.
- ☐ Ultrasound / Phonophoresis
- ☐ Iontophoresis
- ☐ TENS Instruction
- ☐ Manual / Mechanical Traction
- ☐ Whirlpool

Procedures:
- ☐ Manual Therapy / Soft Tissue Mobilization
- ☐ Joint Mobilization
- ☐ Gait Training
- ☐ ROM / Flexibility
- ☐ Therapeutic Exercise
- ☐ Functional Activities / Individual Instruction
- ☐ Lumbar rehab program
- ☐ Thoracic /ribcage rehab program
- ☐ Hip rehab program
- ☐ Cervical rehab program
- ☐ Shoulder rehab program
- ☐ Knee rehab program
- ☐ Elbow rehab program
- ☐ Ankle / Foot rehab program
- ☐ Wrist / Hand rehab program

Miscellaneous Services:
- ☐ Ergonomic Evaluation
- ☐ Functional Capacity / Physical Abilities Testing
- ☐ Work Site Assessment
- ☐ Work Simulation / Conditioning
- ☐ Wound Care

Additional Comments: 1. AROM / PROM Digits
2. Buddy Tape Left long / Ring

Physician's Signature:

Physician's Printed Name: Phone: 7136104267

Thank you for this referral.

Appointment Information

The following appointments have been successfully scheduled:

Date/Time	Wednesday, June 15, 2016 01:40 PM
Patient	ADAME SAENZ, JUAN [redacted] #240999
Department	MEDICAL CTR - SCUR 10
Appointment Type	Work Comp1-Follow Up 20
Provider	GERARD GABEL

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que rep... fecha en que se lesionó si es que ... trabajadores. Usted tiene derech... Compensación para Trabajadores ... monetarios. Para mayor informac... 1-800-252-7031.

ADAME SAENZ, JUAN, #240999, DWC Form ... le la ... ara ... dicos y ... fono

* 6126070w256 Single Page E-ImagDoc

TEXAS WORKERS' COMPENSATION WORK STATI...

(for trar... 05252016

PART I: GENERAL INFORMATION

1. Injured Employee's Name JUAN ADAME SAENZ	5. Doctor's Name and Degree GERARD T. GABEL, MD	9. Employer's Name ZACHRY CONSTRUCTION
2. Date of Injury 04272016	3. Social Security Number (last ... [redacted]	6. Clinic/Facility Name MEDICAL CTR - SCUR 10
		7. Clinic/Facility/Doctor Phone & Fax 713 6104260 / 713 6104261
		10. Employer's Fax # or Email Address (if known) 800 3735156
4. Employee's Description of Injury/Accident	8. Clinic/Facility/Doctor Address (street address) 6560 FANNIN	11. Insurance Carrier ESIS CLAIMS SERVICE
	City State Zip HOUSTON TX 77030-2761	12. Carrier's Fax # or Email Address (if known) 800 3735156

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

☒ (a) will allow the employee **to return to work** as of 5/25/16 (date) **without restrictions**.

☐ (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).

☐ (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any):		17. MOTION RESTRICTIONS (if any):		19. MISC. RESTRICTIONS (if any):
Max Hours per day: 0 2 4 6 8	Other	Max Hours per day: 0 2 4 6 8	Other	☐ Max hours per day of work: _____
Standing ☐☐☐☐☐		Walking ☐☐☐☐☐		☐ Sit/Stretch breaks of _____ per _____
Sitting ☐☐☐☐☐		Climbing stairs/ladders ☐☐☐☐☐		☐ Must wear splint/cast at work
Kneeling/Squatting ☐☐☐☐☐		Grasping/Squeezing ☐☐☐☐☐		☐ Must use crutches at all times
Bending/Stooping ☐☐☐☐☐		Wrist flexion/extension ☐☐☐☐☐		☐ No driving/operating heavy equipment
Pushing/Pulling ☐☐☐☐☐		Reaching ☐☐☐☐☐		☐ Can only drive automatic transmission
Twisting ☐☐☐☐☐		Overhead Reaching ☐☐☐☐☐		☐ No work / _____ hours/day work: ☐ in extreme hot/cold environments ☐ at heights or on scaffolding
Other: ☐☐☐☐☐		Keyboarding ☐☐☐☐☐		☐ Must keep _____ ☐ elevated ☐ clean & dry

15. RESTRICTIONS SPECIFIC TO (if applicable):

☐ Left Hand/Wrist ☐ Left Leg
☐ Right Hand/Wrist ☐ Right Leg
☐ Left Arm ☐ Back
☐ Right Arm ☐ Left Foot/Ankle
☐ Neck ☐ Right Foot/Ankle

Other:

16. OTHER RESTRICTIONS (if any):

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day
☐ May not perform any lifting/carrying

Other:

☐ No skin contact with: _____
☐ Dressing changes necessary at work
☐ No running

20. MEDICATION RESTRICTIONS (if any):

☐ Must take prescription medication(s)
☐ Advised to take over-the-counter meds
☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:

R/G

22. Expected Follow-up Services Include:

☐ Evaluation by the treating doctor on 6/15/16 (date) at 1 : 40 am/pm
☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
☐ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
052516/12:20			☐ Initial	☐ Designated doctor	☐ Carrier-selected RME
Discharge Time			☒ Follow-up	☒ Treating doctor	☐ DWC-selected RME
2:50PM				☐ Referral doctor	☐ Other doctor
				☐ Consulting doctor	

DIVISION OF WORKERS' COMPENSATION

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que reporte su lesión a su empleador dentro de 30 días a partir de la fecha en que se lesionó si es que su empleador cuenta con un seguro de compensación para trabajadores. Usted tiene derecho a recibir asistencia gratuita por parte de la División de Compensación para Trabajadores, y también puede tener derecho a ciertos beneficios médicos y monetarios. Para mayor información comuníquese con la oficina local de la División al teléfono 1-800-252-7031.

TEXAS WORKERS' COMPENSATION WORK STATUS REPORT

PART I: GENERAL INFORMATION

1. Injured Employee's Name: JUAN ADAME	5. Doctor's Name and Degree: Seefeldt, Steven , M.D.	(for transmission purposes only)	Date Being Sent: 06-09-2016
2. Date of Injury: 04/27/2016 — 3. Social Security Number (last [redacted]	6. Clinic/Facility Name: USHW of Texas - Freeport	9. Employer's Name: ZACHRY CONST CORP/4619	
4. Employee's Description of Injury/Accident: PIPE FELL ON HAND	7. Clinic/Facility/Doctor Phone & Fax: 979 233-6571 / 979 233-4365	10. Employer's Fax # or Email Address (if known): /	
	8. Clinic/Facility/Doctor Address (street address): 1002 ABC Avenue, Suite 600	11. Insurance Carrier: ESIS	
	City: Freeport State: TX Zip: 77541 - 0000	12. Carrier's Fax # or Email Address (if known): (800)373-5156 /	

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

☒ (a) will allow the employee **to return to work** as of 06-09-2016 (date) **without restrictions**.

☐ (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).

☐ (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any): Max Hours per day: 0 2 4 6 8	Other	17. MOTION RESTRICTIONS (if any): Max Hours per day: 0 2 4 6 8	Other
Standing ☐☐☐☐☐		Walking ☐☐☐☐☐	
Sitting ☐☐☐☐☐		Climbing stairs/ladders ☐☐☐☐☐	
Kneeling/Squatting ☐☐☐☐☐		Grasping/Squeezing ☐☐☐☐☐	
Bending/Stooping ☐☐☐☐☐		Wrist flexion/extension ☐☐☐☐☐	
Pushing/Pulling ☐☐☐☐☐		Reaching ☐☐☐☐☐	
Twisting ☐☐☐☐☐		Overhead Reaching ☐☐☐☐☐	
Other: ☐☐☐☐☐		Keyboarding ☐☐☐☐☐	

15. RESTRICTIONS SPECIFIC TO (if applicable):

☐ Left Hand/Wrist ☐ Left Leg
☐ Right Hand/Wrist ☐ Right Leg
☐ Left Arm ☐ Back
☐ Right Arm ☐ Left Foot/Ankle
☐ Neck ☐ Right Foot/Ankle

Other:

16. OTHER RESTRICTIONS (if any):

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day

☐ May not perform any lifting/carrying

Other:

19. MISC. RESTRICTIONS (if any):

☐ Max hours per day of work: _____
☐ Sit/Stretch breaks of _____ per _____
☐ Must wear splint/cast at work
☐ Must use crutches at all times
☐ No driving/operating heavy equipment
☐ Can only drive automatic transmission
☐ No work / _____ hours/day work:
☐ in extreme hot/cold environments
☐ at heights or on scaffolding
☐ Must keep _____ ☐ elevated ☐ clean & dry
☐ No skin contact with: _____
☐ Dressing changes necessary at work
☐ No running

20. MEDICATION RESTRICTIONS (if any):

☐ Must take prescription medication(s)
☐ Advised to take over-the-counter meds
☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:
S62.615D Displaced fracture

22. Expected Follow-up Services Include:

☒ Evaluation by the treating doctor on 07-07-2016 (date) at 09:30 am/pm
☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
☐ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type	Role of Doctor	
06-09-2016 09:00		[signature]	☐ Initial ☒ Follow-up	☐ Designated doctor ☒ Treating doctor ☐ Referral doctor ☐ Consulting doctor	☐ Carrier-selected RME ☐ DWC-selected RME ☐ Other doctor
Discharge Time: 09:27					

DIVISION OF WORKERS' COMPENSATION

Encounter Addendum Notes

U.S. HealthWorks MEDICAL GROUP

VISIT SUMMARY

06-09-2016 09:28:11

USHW of Texas - Freeport
1002 ABC Avenue, Suite 600
Freeport, TX 77541 - 0000
979 233-6571

ZACHRY CONST CORP/4619
21678 LOOP 419
Shelley Winton
SWEENY, TX 77480 - 0000
Attn:
Phone: (979)709-2186 Fax:

ADAME, JUAN

(402614402)

20 BOST AVE
CONCORD NC 28022
DOB: [redacted] SSN: [redacted]
Home Phone: ([redacted]

Date of Visit: 06-09-2016
Check-In Time: 09:00 am
Discharge Time: 09:27 am

Date of Injury: 04-27-2016 09:30

EXAMINING PHYSICIAN
Seefeldt, Steven, M.D.

MEDICAL DIRECTOR
Seefeldt Steven

DIAGNOSIS
Displaced fracture of proximal phalanx of left ring finger, subsequent encounter for fracture with routine healing (S62.615D)

TREATMENT

WORK STATUS

The injured employee's medical condition resulting from the worker's compensation injury will allow the employee to return to work as of 06-09-2016 without restrictions.

FOLLOW-UP

Next Appointment with Seefeldt Steven on 07-07-2016 09:30 am.

Referral to/Consult with on at .

Special studies (list): on at .

RESTRICTIONS

Posture restrictions:
Restrictions specific to:

Motion restrictions:
Other: ,
Lift/Carry restrictions:

Misc. restrictions:

Medication restrictions:

ADAME SAENZ, JUAN, #240999, DWC Form
• 9134659w256 Single Page E-ImagDoc

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que reporte s fecha en que se lesionó si es que su e trabajadores. Usted tiene derecho a re Compensación para Trabajadores, y ta monetarios. Para mayor información c 1-800-252-7031.

TEXAS WORKERS' COMPENSATION WORK STATUS

PART I: GENERAL INFORMATION

1. Injured Employee's Name: JUAN ADAME SAENZ	5. Doctor's Name and Degree: GERARD T. GABEL, MD	(for transmission purposes only)	Date Being Sent: 06152016
2. Date of Injury: 04272016	3. Social Security Number (last [redacted]	6. Clinic/Facility Name: MEDICAL CTR - SCUR 10	9. Employer's Name: ZACHRY CONSTRUCTION
4. Employee's Description of Injury/Accident	7. Clinic/Facility/Doctor Phone & Fax: 713 6104260 / 713 6104261	10. Employer's Fax # or Email Address (if known): 800 3735156	
	8. Clinic/Facility/Doctor Address (street address): 6560 FANNIN	11. Insurance Carrier: ESIS CLAIMS SERVICE	
	City State Zip: HOUSTON TX 77030-2761	12. Carrier's Fax # or Email Address (if known): 800 3735156	

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

☒ (a) will allow the employee **to return to work** as of 6/15/16 (date) **without restrictions**.

☐ (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).

☐ (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any): Max Hours per day: 0 2 4 6 8	Other	17. MOTION RESTRICTIONS (if any): Max Hours per day: 0 2 4 6 8	Other
Standing ☐☐☐☐☐		Walking ☐☐☐☐☐	
Sitting ☐☐☐☐☐		Climbing stairs/ladders ☐☐☐☐☐	
Kneeling/Squatting ☐☐☐☐☐		Grasping/Squeezing ☐☐☐☐☐	
Bending/Stooping ☐☐☐☐☐		Wrist flexion/extension ☐☐☐☐☐	
Pushing/Pulling ☐☐☐☐☐		Reaching ☐☐☐☐☐	
Twisting ☐☐☐☐☐		Overhead Reaching ☐☐☐☐☐	
Other: ☐☐☐☐☐		Keyboarding ☐☐☐☐☐	

15. RESTRICTIONS SPECIFIC TO (if applicable):

☐ Left Hand/Wrist ☐ Left Leg
☐ Right Hand/Wrist ☐ Right Leg
☐ Left Arm ☐ Back
☐ Right Arm ☐ Left Foot/Ankle
☐ Neck ☐ Right Foot/Ankle

Other:

16. OTHER RESTRICTIONS (if any):

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day

☐ May not perform any lifting/carrying

Other:

19. MISC. RESTRICTIONS (if any):

☐ Max hours per day of work: _____
☐ Sit/Stretch breaks of _____ per _____
☐ Must wear splint/cast at work
☐ Must use crutches at all times
☐ No driving/operating heavy equipment
☐ Can only drive automatic transmission
☐ No work / _____ hours/day work:
☐ in extreme hot/cold environments
☐ at heights or on scaffolding
☐ Must keep _____ ☐ elevated ☐ clean & dry
☐ No skin contact with: _____
☐ Dressing changes necessary at work
☐ No running

20. MEDICATION RESTRICTIONS (if any):

☐ Must take prescription medication(s)
☐ Advised to take over-the-counter meds
☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:

Fx hip and arm

22. Expected Follow-up Services Include:

☐ Evaluation by the treating doctor on 7/21/16 (date) at 8 : 20 am/pm
☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
☐ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
061516/13:40	Juan C Adame		☐ Initial ☒ Follow-up	☐ Designated doctor ☐ Treating doctor ☐ Referral doctor ☐ Consulting doctor	☐ Carrier-selected RME ☐ DWC-selected RME ☐ Other doctor
Discharge Time: 313PM					

DIVISION OF WORKERS' COMPENSATION

DWC069

Texas Department of Insurance
Division of Workers' Compensation
7551 Metro Center Drive, Suite 100 • MS-94
Austin, TX 78744-1645
(800) 252-7031 phone • (512) 490-1047 fax

Complete if known:
DWC Claim #
Carrier Claim #

Report of Medical Evaluation

I. GENERAL INFORMATION

1. Workers' Compensation Insurance Carrier ESIS CLAIMS SERVICE	4. Injured Employee's Name (First, Middle, Last) JUAN ADAME SAENZ	9. Certifying Doctor's Name and License Type GERARD T. GABEL, MD
2. Employer's Name ZACHRY CONSTRUCTION	5. Date of Injury 04272016 / 6. Social Security Number [redacted]	10. Certifying Doctor's License Number and Jurisdiction G6718
3. Employer's Address (Street or PO Box, City State Zip) 21678 LOOP 419 SWEENY TX 77480	7. Employee's Phone Number [redacted]	11. Certifying Doctor's Phone and Fax Numbers (Ph) 2812074000 (Fax) 2812074001
	8. Employee's Address (Street or PO Box, City State Zip) 20 BOST AVE CONCORD NC 28027	12. Certifying Doctor's Address (Street or PO Box, City State Zip) 1350 CREEK WAY DRIVE SUGAR LAND TX 77478-3827

II. DOCTOR'S ROLE

13. Indicate which role you are serving in the claim in performing this evaluation. Only a doctor serving in one of the following roles is authorized to evaluate MMI/impairment and file this report [28 Texas Administrative Code (TAC) §130.1 governs such authorization]:

☐ Treating Doctor ☒ Doctor selected by Treating Doctor acting in place of the Treating Doctor ☐ Designated Doctor selected by TDI-DWC
☐ Insurance Carrier-selected RME Doctor approved by TDI-DWC to evaluate MMI and/or permanent impairment after a Designated Doctor examination

NOTE: If you are not authorized by 28 TAC §130.1 to file this report, you will not be paid for this report or the MMI/impairment examination.

III. MEDICAL STATUS INFORMATION

14. Date of Exam	15. Diagnosis (ICD-9 Codes) 1)	2)	3)	4)
07/14/2016	S62609D			

16. Indicate whether the employee has reached Clinical or Statutory MMI based upon the following definitions:

Clinical Maximum Medical Improvement (Clinical MMI) is the earliest date after which, based upon reasonable medical probability, further material recovery from or lasting improvement to an injury can no longer reasonably be anticipated.

Statutory MMI is the later of: (1) the end of the 104th week after the date that temporary income benefits (TIBs) began to accrue; or (2) the date to which MMI was extended by TDI-DWC pursuant to Texas Labor Code §408.104.

a) ☒ Yes, I certify that the employee reached ☐ STATUTORY / ☒ CLINICAL **(mark one)** MMI on 7/14/16 **(may not be a prospective date)** and have included documentation relating to this certification in **the attached narrative.** - OR -

b) ☐ No, I certify that the employee has **NOT** reached MMI but is expected to reach MMI on or about ____/____/_____ The reason the employee has not reached MMI is documented in **the attached narrative.**

NOTE: The fact that an employee reaches either Clinical MMI or Statutory MMI does not signify that the employee is no longer entitled to medical benefits.

IV. PERMANENT IMPAIRMENT

17. If the employee has reached MMI, indicate whether the employee has permanent impairment as a result of the compensable injury.

"Impairment" means any anatomic or functional abnormality or loss existing after MMI that results from a compensable injury and is reasonably presumed to be permanent. The finding that impairment exists must be made based upon objective clinical or laboratory findings meaning a medical finding of impairment resulting from a compensable injury, based upon competent objective medical evidence that is independently confirmable by a doctor, including a designated doctor, without reliance on the subjective symptoms perceived by the employee.

a) ☐ I certify that the employee does not have any permanent impairment as a result of the compensable injury. - OR -

b) ☒ I certify that the employee has permanent impairment as a result of the compensable injury. The amount of permanent impairment is 0 %, which was determined in accordance with the requirements of the Texas Labor Code and Texas Administrative Code. **The attached narrative** provides explanation and documentation used for the calculation of the impairment rating assigned using the appropriate tables, figures, or worksheets from the following edition of the *Guides to the Evaluation of Permanent Impairment* published by the American Medical Association (AMA):

☐ third edition, second printing, February 1989 - OR -
☒ fourth edition, 1st, 2nd, 3rd, or 4th printing, including corrections and changes issued by the AMA prior to May 16, 2000.

NOTE: A finding of no impairment is not equivalent to a 0% impairment rating. A doctor can only assign an impairment rating, including a 0% rating, if the doctor performed the examination and testing required by the AMA Guides.

V. DOCTOR'S CERTIFICATION

18. I HEREBY CERTIFY THAT THIS REPORT OF MEDICAL EVALUATION is complete and accurate and complies with the Texas Labor Code and applicable rules. If an impairment rating has been assigned, I certify that I have completed the required training and testing and have a current certification by TDI-DWC to assign impairment ratings in the Texas workers' compensation system or have received specific permission by TDI-DWC to certify MMI and assign an impairment rating. I understand that making a misrepresentation about a workers' compensation claim or myself is a crime that can result in fines and/or imprisonment and nullification of this report.

Signature of Certifying Doctor: [signature] *Date of Certification:* 7-14-16

VI. TREATING DOCTOR'S AGREEMENT OR DISAGREEMENT WITH ANOTHER DOCTOR'S CERTIFICATION

19. Treating Doctor's Name and License Type	22. ☐ I AGREE / ☐ I DISAGREE with the certifying doctor's certification of MMI.
20. Treating Doctor's License Number and Jurisdiction	23. ☐ I AGREE / ☐ I DISAGREE with the certifying doctor's finding of no impairment. - OR - ☐ I AGREE / ☐ I DISAGREE with the impairment rating assigned by the certifying doctor.
21. Treating Doctor's Phone and Fax Numbers (Ph) (Fax)	

24. I understand that making a misrepresentation about a workers' compensation claim is a crime that can result in fines and/or imprisonment.

Signature of Treating Doctor: *Date:*

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que reporte su fecha en que se lesionó si es que su em trabajadores. Usted tiene derecho a rec Compensación para Trabajadores, y tam monetarios. Para mayor información co 1-800-252-7031.

TEXAS WORKERS' COMPENSATION WORK STATUS

* 5145915w256 Single Page E-ImagDoc

PART I: GENERAL INFORMATION

1. Injured Employee's Name: JUAN ADAME SAENZ	5. Doctor's Name and Degree: GERARD T. GABEL, MD	(for transmission purposes only)	Date Being Sent: 07142016
2. Date of Injury: 04272016 / 3. Social Security Number (last [redacted]	6. Clinic/Facility Name: SUGAR LAND/CREEKWAY	9. Employer's Name: ZACHRY CONSTRUCTION	
4. Employee's Description of Injury/Accident	7. Clinic/Facility/Doctor Phone & Fax: 281 2074000 / 281 2074001	10. Employer's Fax # or Email Address (if known): 800 3735156	
	8. Clinic/Facility/Doctor Address (street address): 1350 CREEK WAY DRIVE	11. Insurance Carrier: ESIS CLAIMS SERVICE	
	City: SUGAR LAND / State: TX / Zip: 77478-3827	12. Carrier's Fax # or Email Address (if known): 800 3735156	

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

- [X] (a) will allow the employee **to return to work** as of 7/14/16 (date) **without restrictions**.
- [ ] (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).
- [ ] (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any):	Max Hours per day: 0 2 4 6 8	Other	17. MOTION RESTRICTIONS (if any):	Max Hours per day: 0 2 4 6 8	Other
Standing	☐☐☐☐☐		Walking	☐☐☐☐☐	
Sitting	☐☐☐☐☐		Climbing stairs/ladders	☐☐☐☐☐	
Kneeling/Squatting	☐☐☐☐☐		Grasping/Squeezing	☐☐☐☐☐	
Bending/Stooping	☐☐☐☐☐		Wrist flexion/extension	☐☐☐☐☐	
Pushing/Pulling	☐☐☐☐☐		Reaching	☐☐☐☐☐	
Twisting	☐☐☐☐☐		Overhead Reaching	☐☐☐☐☐	
Other:	☐☐☐☐☐		Keyboarding	☐☐☐☐☐	

15. RESTRICTIONS SPECIFIC TO (if applicable):

- ☐ Left Hand/Wrist
- ☐ Right Hand/Wrist
- ☐ Left Arm
- ☐ Right Arm
- ☐ Neck
- ☐ Left Leg
- ☐ Right Leg
- ☐ Back
- ☐ Left Foot/Ankle
- ☐ Right Foot/Ankle

Other:

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

- ☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day
- ☐ May not perform any lifting/carrying

Other:

16. OTHER RESTRICTIONS (if any):

19. MISC. RESTRICTIONS (if any):

- ☐ Max hours per day of work: _____
- ☐ Sit/Stretch breaks of _____ per _____
- ☐ Must wear splint/cast at work
- ☐ Must use crutches at all times
- ☐ No driving/operating heavy equipment
- ☐ Can only drive automatic transmission
- ☐ No work / _____ hours/day work:
  - ☐ in extreme hot/cold environments
  - ☐ at heights or on scaffolding
- ☐ Must keep _____ ☐ elevated ☐ clean & dry
- ☐ No skin contact with: _____
- ☐ Dressing changes necessary at work
- ☐ No running

20. MEDICATION RESTRICTIONS (if any):

- ☐ Must take prescription medication(s)
- ☐ Advised to take over-the-counter meds
- ☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:

22. Expected Follow-up Services Include:

- ☐ Evaluation by the treating doctor on PRN (date) at _____ : _____ am/pm
- ☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm
- ☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm
- ☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm
- ☒ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
071416/10:00			☐ Initial	☐ Designated doctor	☐ Carrier-selected RME
Discharge Time: 10:21 AM			☑ Follow-up	☑ Treating doctor	☐ DWC-selected RME
				☑ Referral doctor	☐ Other doctor
				☐ Consulting doctor	

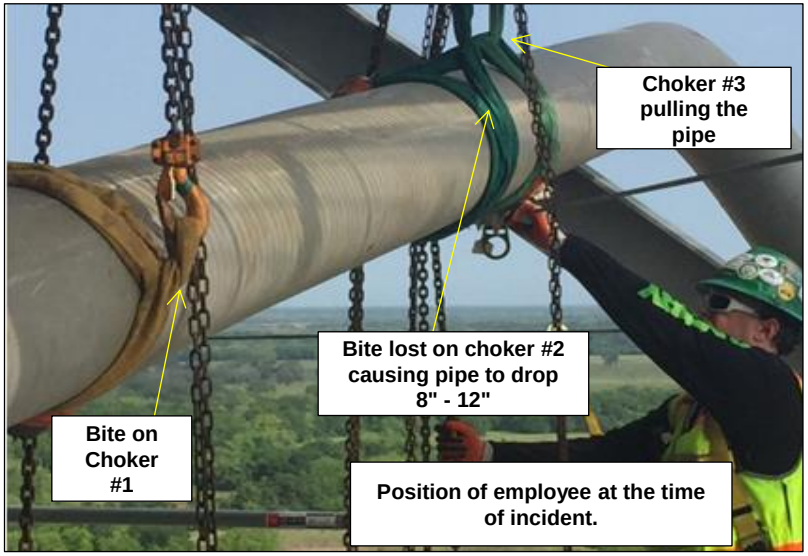
DIVISION OF WORKERS' COMPENSATION

Gulf Coast Partners
A Partnership Between
Technip | ZACHRY

Case #: 2016-0689 **Date**: 4/29/2016
Classification: Recordable Incident **Time**: 9:30 a.m.

Description:

A crew was on the north east side of N-24 at elevation 335 bull rigging a 20 ft. 12 inch pipe. Earlier that morning the crew had a lifeline removed in the area because it was blocking the path of the pipe that they were planning on bull rigging. After the pipe was delivered the lifeline was reinstalled so it could be utilize for tie off. The employees were rigging the pipe over a 45 degree wind brace in order to get around a scaffold that was also in the area. They were utilizing 3 chain falls and endless chokers for rigging during this operation. Two of the chain falls and chokers were positioned to bite on the pipe in order to hold a 90 degree section in a position that would allow it to move passed the wind brace. The third set of rigging was being use to lift and pull the pipe into position. This lifting/pulling motion caused the second choker to it to lose its bite allowing the pipe to drop approximately 8-12 inches. One of the crew members had their had resting on the lifeline directly under the pipe when it dropped which trapped the employees left ring and pinky finger between the pipe and the lifeline. This resulted in a fracture to the left ring finger.



Causal Factor(s):

- Focus was not maintained on hand placement to avoid line of fire hazards.
- The scaffolding was not removed prior to performing the task.
- Alternate tie off points that would not restrict the work area were not explored.
- The task was not adequately assessed in the planning process to identify the hazards and explore options for mitigating the hazards.

Corrective Measures:

- ✓ Remove scaffolding instead of trying to bull-rig around it.
- ✓ Alternate tie off points should be considered when current tie off locations are restricting the work space.
- ✓ Additional MPW training is being schedule to cover hazard recognition for line of fire hazards.
- ✓ The incident was communicated to the structural department via stand down the next morning.
- ✓ The incident was communicated to the job site via radio announcements the next morning.
- ✓ A weekly safety topic covering bull rigging, line of fire and pinch points was distributed to all foreman to cover with their crews.

Employee - You are required to report your injury to your employer within 30 days if your employer has workers' compensation insurance. You have the right to free assistance from the Texas Department of Insurance, Division of Workers' Compensation and may be entitled to certain medical and income benefits. For further information call your local Division field office or 1(800)-252-7031.

Empleado - Es necesario que reporte su lesión a su empleador dentro de 30 días a partir de la fecha en que se lesionó si es que su empleador cuenta con un seguro de compensación para trabajadores. Usted tiene derecho a recibir asistencia gratuita por parte de la División de Compensación para Trabajadores, y también puede tener derecho a ciertos beneficios médicos y monetarios. Para mayor información comuníquese con la oficina local de la División al teléfono 1-800-252-7031.

TEXAS WORKERS' COMPENSATION WORK STATUS REPORT

PART I: GENERAL INFORMATION

5. Doctor's Name and Degree: Seefeldt, Steven , M.D.	(for transmission purposes only)	Date Being Sent: 07-20-2016	
1. Injured Employee's Name: JUAN ADAME	6. Clinic/Facility Name: USHW of Texas - Freeport	9. Employer's Name: ZACHRY CONST CORP/4619	
2. Date of Injury: 04/27/2016	3. Social Security Number (last [redacted]	7. Clinic/Facility/Doctor Phone & Fax: 979 233-6571 / 979 233-4365	10. Employer's Fax # or Email Address (if known): /
4. Employee's Description of Injury/Accident: PIPE FELL ON HAND	8. Clinic/Facility/Doctor Address (street address): 1002 ABC Avenue, Suite 600	11. Insurance Carrier: ESIS	
	City: Freeport State: TX Zip: 77541 - 0000	12. Carrier's Fax # or Email Address (if known): (800)373-5156 /	

PART II: WORK STATUS INFORMATION (FULLY COMPLETE ONE INCLUDING ESTIMATED DATES AND DESCRIPTION IN 13(c) AS APPLICABLE)

13. The injured employee's medical condition resulting from the workers' compensation injury:

☒ (a) will allow the employee **to return to work** as of 07-20-2016 (date) **without restrictions**.

☐ (b) will allow the employee **to return to work** as of _____ (date) **with the restrictions identified in PART III**, which are expected to last through _____ (date).

☐ (c) has prevented and still prevents the employee **from returning to work** as of _____ (date) and is expected to continue through _____ (date).

The following describes how this injury **prevents the employee from returning to work:**

PART III: ACTIVITY RESTRICTIONS* (ONLY COMPLETE IF BOX 13(b) IS CHECKED)

14. POSTURE RESTRICTIONS (if any):		17. MOTION RESTRICTIONS (if any):		19. MISC. RESTRICTIONS (if any):
Max Hours per day: 0 2 4 6 8	Other	Max Hours per day: 0 2 4 6 8	Other	☐ Max hours per day of work: _____
Standing ☐☐☐☐☐		Walking ☐☐☐☐☐		☐ Sit/Stretch breaks of _____ per _____
Sitting ☐☐☐☐☐		Climbing stairs/ladders ☐☐☐☐☐		☐ Must wear splint/cast at work
Kneeling/Squatting ☐☐☐☐☐		Grasping/Squeezing ☐☐☐☐☐		☐ Must use crutches at all times
Bending/Stooping ☐☐☐☐☐		Wrist flexion/extension ☐☐☐☐☐		☐ No driving/operating heavy equipment
Pushing/Pulling ☐☐☐☐☐		Reaching ☐☐☐☐☐		☐ Can only drive automatic transmission
Twisting ☐☐☐☐☐		Overhead Reaching ☐☐☐☐☐		☐ No work / _____ hours/day work: ☐ in extreme hot/cold environments ☐ at heights or on scaffolding
Other: ☐☐☐☐☐		Keyboarding ☐☐☐☐☐		☐ Must keep _____ ☐ elevated ☐ clean & dry

15. RESTRICTIONS SPECIFIC TO (if applicable):

☐ Left Hand/Wrist ☐ Left Leg
☐ Right Hand/Wrist ☐ Right Leg
☐ Left Arm ☐ Back
☐ Right Arm ☐ Left Foot/Ankle
☐ Neck ☐ Right Foot/Ankle

Other:

Other:

18. LIFT/CARRY RESTRICTIONS (if any):

☐ May not lift/carry objects more than _____ lbs. for more than _____ hours per day

☐ May not perform any lifting/carrying

Other:

☐ No skin contact with: _____

☐ Dressing changes necessary at work

☐ No running

16. OTHER RESTRICTIONS (if any):

20. MEDICATION RESTRICTIONS (if any):

☐ Must take prescription medication(s)

☐ Advised to take over-the-counter meds

☐ Medication may make drowsy (possible safety/driving issues)

* These restrictions are based on the doctor's best understanding of the employee's essential job functions. If a particular restriction does not apply, it should be disregarded. If modified duty that meets these restrictions is not available, the patient should be considered to be off work. Note - these restrictions should be followed outside of work as well as at work.

PART IV: TREATMENT/FOLLOW-UP APPOINTMENT INFORMATION

21. Work Injury Diagnosis Information:
S62.615D Displaced fracture

22. Expected Follow-up Services Include:

☒ Evaluation by the treating doctor on 07-21-2016 (date) at 10:30 am/pm

☐ Referral to/Consult with _____ on _____ (date) at _____ : _____ am/pm

☐ Physical medicine _____ X per week for _____ weeks starting on _____ (date) at _____ : _____ am/pm

☐ Special studies (list): _____ on _____ (date) at _____ : _____ am/pm

☒ None. This is the last scheduled visit for this problem. At this time, no further medical care is anticipated.

Date / Time of Visit	EMPLOYEE'S SIGNATURE	DOCTOR'S SIGNATURE	Visit Type:	Role of Doctor:	
07-20-2016 09:00			☐ Initial	☐ Designated doctor	☐ Carrier-selected RME
Discharge Time			☒ Follow-up	☒ Treating doctor	☐ DWC-selected RME
09:51				☐ Referral doctor	☐ Other doctor
				☐ Consulting doctor	

DIVISION OF WORKERS' COMPENSATION

Encounter Addendum Notes

U.S. HealthWorks MEDICAL GROUP

VISIT SUMMARY

07-20-2016 09:52:02

USHW of Texas - Freeport
1002 ABC Avenue, Suite 600
Freeport, TX 77541 - 0000
979 233-6571

ZACHRY CONST CORP/4619
21678 LOOP 419
Shelley Winton
SWEENY, TX 77480 - 0000

Attn:
Phone: (979)709-2186 Fax:

ADAME, JUAN

(402614402)

20 BOST AVE
CONCORD NC 28022
DOB: [redacted] SSN: [redacted]
Home Phone: [redacted]

Date of Visit: 07-20-2016
Check-In Time: 09:19 am
Discharge Time: 09:51 am

Date of Injury: 04-27-2016 09:30

EXAMINING PHYSICIAN
Seefeldt, Steven, M.D.

MEDICAL DIRECTOR
Seefeldt Steven

DIAGNOSIS
Displaced fracture of proximal phalanx of left ring finger, subsequent encounter for fracture with routine healing (S62.615D)

TREATMENT

WORK STATUS

The injured employee's medical condition resulting from the worker's compensation injury will allow the employee to return to work as of 07-20-2016 without restrictions.

Discharged as of 07-20-2016 without permanent work restrictions

FOLLOW-UP

Next Appointment with Seefeldt Steven on 07-21-2016 10:30 am.

Referral to/Consult with on at .

Special studies (list): on at .

RESTRICTIONS

Posture restrictions:
Restrictions specific to:

Motion restrictions:
Other: ,
Lift/Carry restrictions:

Misc. restrictions:

Medication restrictions:

EXHIBIT

92

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR **Created On:9/17/2019 2:13 PM PDT**

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: I

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 1385 DUKEVILLE RD

Address 2:

City: SALISBURY

County: ROWAN

Country: USA

State/Prov: North Carolina

Postal/Zip code: 28202-

Was this incident preventable? ☑ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 9/17/2019

Incident Time: 2:00 PM

Date Reported to Employer: 9/17/2019

Time Reported to Employer: 2:00 PM

Work Shift: First/Days

Part of Shift: During

Preparer Name: CARL TABOR

Preparer Phone: (979) 248-1957

Preparer Title: PROJECT SAFETY FACILITATOR

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

General Details

Work Station/Area: AREA 20

Specific Location (Loading dock, Warehouse, etc.): 173 Elevation

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

Employee tying bolts on a beam at the southwest corner of unit 20 on the 173 elevation. As he was standing on the bottom of the beam and was

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR

Created On:9/17/2019 2:13 PM PDT

in the process of moving grating the employee lost his footing and his left foot fell approximately 1' to the flange of the 30" pipe.

Employee and/or Contractor description of what happened:

Causal Factors

Immediate and Underlying Causes

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

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

JSA/Procedures

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

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:

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR

Created On:9/17/2019 2:13 PM PDT

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

7th Why Statement

Answer

8th Why Statement

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR

Created On:9/17/2019 2:13 PM PDT

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Slip/Trip/Fall Near Miss

Employee Details

First Name:	JUAN	**Last Name:**	ADAME SAENZ	**Middle Initial:**	C
Employee Number:	[redacted]1185	**SSN:**		**Hired Date:**	9/4/2019
Job Title:	IRONWORKER I	**Department:**	INDUS REG-MAINT	**Supervisor:**	KEITH JUNE Jr
Birth Date:	[redacted]				

Drivers License Details

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

Work Details

Time Employee Began Work:

What was the task being performed?

Time at this Location

How often does Employee perform this task?

Working with what tool/equipment?

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR **Created On:9/17/2019 2:13 PM PDT**

Employee Hobbies:

What Happened

Employee tying bolts on a beam at the southwest corner of unit 20 on the 173 elevation. As he was standing on the bottom of the beam and was in the process of moving grating the employee lost his footing and his left foot fell approximately 1' to the flange of the 30" pipe. The employee was 100% tied off to a lifeline 5' overhead and no lanyards were deployed.

** A stand down will be held at the Ironworkers morning toolbox meeting tomorrow (9/18/2019) discussing the importance of being tied off overhead when possible to mitigate the hazard of falls.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified
TABOR, CARL	I will visit the morning toolbox talk with the ironworkers tomorrow morning for a brief stand down discussing the importance of tying off overhead where possible to mitigate the hazards associated with falling from elevations.	9/18/2019	9/20/2019	High		Yes

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time
Safety Statement	General	safety statement.pdf	324,294	CARL TABOR	9/18/2019 1:09:26 PM
Grating Removal Permit	General	grating removal permit.pdf	567,368	CARL TABOR	9/18/2019 12:34:23 PM
MPW	General	mpw.pdf	488,535	CARL TABOR	9/17/2019 2:36:29 PM
Statement	General	statement.pdf	311,009	CARL TABOR	9/17/2019 2:36:06 PM
Area of slip	General	Area.jpg	127,494	CARL TABOR	9/17/2019 2:34:57 PM

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR

Created On:9/17/2019 2:13 PM PDT

Communication

Recipient	E-mail Address	Last Sent
Mark Lohmeyer	lohmeyerm@zachrygroup.com	9/17/2019 2:42:20 PM
Roger Crowder	Roger.Crowder@duke-energy.com	9/17/2019 2:42:20 PM
Don Hurley	hurleyd@zhi.com	9/17/2019 2:42:20 PM
Wayne Smith	smithm@zachrygroup.com	9/17/2019 2:42:20 PM
Chris Sinclair	sinclairc@zachrygroup.com	9/17/2019 2:42:20 PM
Randall Blackmon	blackmonj@zachrygroup.com	9/17/2019 2:42:20 PM
Moore, Bob	moorerc@zachrygroup.com	9/17/2019 2:42:20 PM
Felix Martinez	martinezf@zachrygroup.com	9/17/2019 2:42:20 PM
Ben Olivares	olivaresb@zhi.com	9/17/2019 2:42:19 PM
Buddy Wondra	wondram@zhi.com	9/17/2019 2:42:19 PM
Bart Kneip	kneipb@zachrygroup.com	9/17/2019 2:42:19 PM
Nataly Ortiz	ortizalejon@zachrygroup.com	9/17/2019 2:42:20 PM
Russell Boldt	Boldtrn@zachrygroup.com	9/17/2019 2:42:20 PM
Kenneth Cable (Duke)	kenneth.cable@duke-energy.com	9/17/2019 2:42:20 PM
Russ Horton	hortonw@zachrygroup.com	9/17/2019 2:42:20 PM
Benjamin Landers	landersb@zachrygroup.com	9/17/2019 2:42:19 PM
John Behrens	behrensj@zachrygroup.com	9/17/2019 2:42:20 PM
William Melton	meltonw@zachrygroup.com	9/17/2019 2:42:20 PM
James Lowry	lowryj@zachrygroup.com	9/17/2019 2:42:20 PM
Steven Windham (Duke)	steven.windham@duke-energy.com	9/17/2019 2:42:20 PM
Chris Irwin	irwinc@zachrygroup.com	9/17/2019 2:42:19 PM
Chris Herbold	herboldc@zhi.com	9/17/2019 2:42:19 PM
Peter Quist	quistp@zachrygroup.com	9/17/2019 2:42:20 PM
Eddie Carter	cartere@zachrygroup.com	9/17/2019 2:42:20 PM

Near Miss Incident Report

7836.01 - Duke Buck Ash Const Target Price

Case Number:2019-0114

Created By:CARL TABOR

Created On:9/17/2019 2:13 PM PDT

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

INCIDENT STATEMENT

Name (PRINT) MATT TABOR Position Safety Facilitator

Date Incident Occurred 9/17/19 / Time of Incident 2:00 pm

☐ Involved in Incident

☐ Witness to Incident

INJURY/ILLNESS (Describe) _____

PROPERTY DAMAGE (Item, Description) _____

WEATHER CONDITIONS (Dry, Rain, Snow, Sunny, etc.) _____

WHAT WERE YOU DOING PRIOR TO THE INCIDENT? _____

WHAT HAPPENED? (Provide as many details as possible, exactly what occurred, etc.)

On the afternoon of 9/11/2019 I signed off on a grating removal permit for Pipe general foreman Daniel Twente which would be good for one week. At the time of the permit, there was a complete hard barricade protecting the area where the penetration was.

9/18/19

WHO ELSE WAS PRESENT? _____

Grating/Hole Cover/Handrail Removal Form

ATTENTION: Only Structural Iron Workers Can Remove Grating

Date Requested: 9-11-19

Check ALL that apply:

Handrail Removal	Grating Removal	Grating Penetration	Decking Penetration	Hole Cover
☐	☒	☐	☐	☒

It is the responsibility of the Craft Supervisor to have the area hard barricaded (If larger than 12" in its least dimension), proper signs put up, and permit filled out before any grating/decking will be removed. After task is complete, it is also the Craft Supervisors responsibility to notify the iron crew to replace the grating/decking. It is the responsibility of the Iron Supervisor to ensure that the grating/decking is properly replaced and secured before notifying the Craft Supervisor to remove hard barricade. Anyone removing grating /decking and creating an open hole/ fall hazard without a permit is in Strict Violation and subject to disciplinary action up to termination. **This form must be completed and turned in 24 hours prior to grating removal.**

Area: 20 SW/corner 129 Elv

Duration: 1 week

Reason for removal: Install 32" Pipe w/Flange

Penetration Size: _____

Spool # :(If for pipe) Com-2001-03

Hole Cover # _____

List means used to prevent falls through open hole: (Signature required when complete)

☒ Hard barricade installed? _____ ☐ Under 12" not required _____

☒ Posted fall protection signs in area? _____

☒ Safety Verified? _____

Foreman Requesting (Print): Daniel Twente

Structural Supervisor/Designee (Print): Mike Keeton

General Field Supt (Print): Wayne Smith

Expected Replaced Date: 9-19-19

Return a copy of this form to the safety department when work has begun and keep original

Grating replaced or Task Completed:

Supervisor sign: _____ Date _____

(By signing above, the supervisor agrees that the grating has been replaced and it is safe to resume normal work in the area)

Structural Iron Supervisor: _____ Safety: _____

Quality Control: _____

(Structural Dept. ONLY) ***Date Completed:*** _____

Return original to the safety department when grating is replaced.

See Back for Open Hole Procedures

Rev 4- May 10, 2018

ZACHRY

MISSION PLANNING WORKSHEET *(HOJA DE PLANIFICACIÓN DE MISIÓN)*

5:30 pm

MISSION OBJECTIVE *(OBJETIVO DE MISIÓN)* Set grating @ 173 elevation of Reactor Structure by

THREATS / HAZARDS *(AMENAZAS / PELIGROS)*

Trips / Slips
Falls
Cuts
Strains
falling material
overhead work
Weather
pinch points
line of fire
mis communication

RESOURCES *(RECURSOS)*

hand tools
grating hooks
ppe

LESSONS LEARNED: WHAT HAS WORKED IN THE PAST, WHAT HASN'T?
(LECCIONES APRENDIDAS: ¿QUÉ HA FUNCIONADO ANTERIORMENTE? ¿QUÉ NO HA FUNCIONADO?)

☒ GO *(Proceder)* ☐ NO GO *(No Proceder)*

BRIEF *(INFORMAR)*

1. Brief the big picture and mandatory items *(Informar sobre panorama global y temas obligatorios de discusión)*
2. Restate the Mission Objective *(Reiterar objetivo de misión)*
3. Identify key Threats and Resources. *(Identificar amenazas clave y recursos)*
4. Review the action plan: Who Does What, by When. *(Revisar plan de acción: ¿quién hace qué, para cuándo?)*
5. Contingencies. What ifs? *(Contingencias. ¿Posibles escenarios?)*

MANDATORY ITEMS *(TEMAS OBLIGATORIOS DE DISCUSIÓN)*

- ✓ Personal Protective Equipment *(Equipo de protección personal)*
- ✓ Nearest Eye Wash/Shower Station *(Puesto de lavado de ojos/ducha más cercana)*
- ✓ Assembly Point Location *(Ubicación de punto de reunión)*
- ○ Certification Requirements *(Requisitos de certificación)*
- ○ Lock Out/ Tag Out Required? *(¿Cierre y Etiqueta necesario?)*
- ○ Permits *(Permisos)*
- ✓ Tool/Equipment Inspections *(Inspecciones de herramientas/equipo)*
- ✓ Wingman/Mutual Support *(Compañero de trabajo/apoyo mutuo)*
- ✓ Dumb/Dangerous/Different *(Cualquier cosa tonta, peligrosa, diferente)*
- ○ CQI Subject _____ *(Tema de tarea de calidad)*

STOP

ACTION / ACCIÓN

WHAT (¿QUÉ?)	WHO (¿QUIÉN?)	WHEN (¿CUANDO?)	
inspect work area	Juan	8:45	+/-
			+/-
gather materials	Jose	9:00	+/-
			+/-
Set up work area	Juan	9:10	+/-
			+/-
shake out grating	Jose	12:00	+/-
			+/-
set grating	Juan	4:30	+/-
			+/-
shoot down grating	Jose	5:00	+/-
			+/-
Housekeeping	~~Jose~~ Juan	5:10	+/-
			+/-
			+/-
			+/-

CREW *(EQUIPO)*

NAME (Nombre)	BADGE (num de gafete)	INITIALS (Iniciales)
Juan C Adame	872	
Jose A Vargas	880	

WHAT IF? *(¿EN CASO DE?)*
lightning

PLAN B?
Stand down procedures
or
start new task

TEAM LEADER (Jefe de equipo) Juan Adame
FOREMAN Keith Jira
DATE (Fecha) 9/17/19 JOB 7836
WORK PACKAGE (Paquete de trabajo) Reactor Grating

Zachry Group June 2017

INCIDENT STATEMENT

Name (PRINT) JUAN C Adame Position T/M

Date Incident Occurred 9/17/19 / Time of Incident 2:00 PM

☑ Involved in Incident

☐ Witness to Incident

INJURY/ILLNESS (Describe) N/A

PROPERTY DAMAGE (Item, Description) N/A

WEATHER CONDITIONS (Dry, Rain, Snow, Sunny, etc.)

WHAT WERE YOU DOING PRIOR TO THE INCIDENT? tning baits with nockie wrench

WHAT HAPPENED? (Provide as many details as possible, exactly what occurred, etc.)

my + my Parner were ting baits with a nockie wrench Im Last my balance + Fell one Foot down bat everithin was good Im was Tie OFF Properly and we was use: life line The life Line was aboute 5 FOOT UP From the elelevation we was working

WHO ELSE WAS PRESENT? only us 2



EXHIBIT

93

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 MORRIS,WILLIAM D JOB & BADGE NO. 114680 01 09427

OCCUPATION HELPER 5 485405 S.S. NO. [redacted]

LAST DAY WORKED 5-6-24 HOURS WORKED 9.5 E.I.N. [redacted]4298

* 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** TT

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

*EXPLAIN: Employee has been absent numerous days during outage. Attached is days missed

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) Jacqueline Scifres

FOREMAN NO. 3114

DATE FORM COMPLETED 5/8/24

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 responsibilities 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.*

Date: 5-8-24

Employee Name: William Morris Badge# 9427

Clearance Office Ray Booker

Department Superintendent: [signature]

Safety Department: [signature]

Tool Room: Rosa Jamison

(***Outstanding Items***) none

Radio Turned in: ✓ (Yes) _____(No)

Tool Box Inspected By: None

QA/QC Department (For Welders Only) _____ (Stencils Turned In) _____ (Yes) _____(No)_____

Any Remaining Paychecks will Be Handled As Follows:

All hardcopy checks will be sent via PRIORITY MAIL. Please list address and phone number for PRIORITY MAIL delivery.

ADDRESS:

PHONE:

FOREMAN NUMBER & NAME: Jacqueline Lujan 3114

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 of 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 _____

MORRIS, WILLIAM D [redacted]4298

Previous Pay Period **1 Employee(s) Selected**

Date	Schedule	In	Out	Transfer	Pay Code	Amount	Shift	Daily	Period
Mon 4/29	6:30AM-5:00PM	6:07AM	5:35PM				10:30	10:30	10:30
Tue 4/30	6:30AM-5:00PM	6:16AM	5:32PM				10:30	10:30	21:00
Wed 5/01	6:30AM-5:00PM	6:17AM	5:07PM				10:00	10:00	31:00
Thu 5/02	6:30AM-5:00PM								31:00
Fri 5/03	6:30AM-5:00PM	6:11AM	5:02PM				10:00	10:00	41:00
Sat 5/04	6:30AM-5:00PM	6:14AM	5:02PM				10:00	10:00	51:00
Sun 5/05	6:30AM-5:00PM								51:00

MORRIS, WILLIAM D [redacted]4298

Current Pay Period **1 Employee(s) Selected**

Date	Schedule	In	Out	Transfer	Pay Code	Amount	Shift	Daily	Period
Mon 5/06	6:30AM-5:00PM	6:47AM	5:10PM				9:30	9:30	9:30
Tue 5/07	6:30AM-5:00PM								9:30
Wed 5/08	6:30AM-5:00PM								9:30
Thu 5/09	6:30AM-5:00PM								9:30
Fri 5/10	6:30AM-5:00PM								9:30
Sat 5/11	6:30AM-5:00PM								9:30
Sun 5/12	6:30AM-5:00PM								9:30

EXHIBIT

94

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 MORRIS,WILLIAM JOB & BADGE NO. 8945 01 02518

OCCUPATION HELPER 2 S.S. NO. [redacted]

LAST DAY WORKED 3/27/20 HOURS WORKED _____ E.I.N. [redacted]4298

* 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: COVID 19

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 ☐ Not Recommended for rehire at this job	☑ Recommended for rehire	☐ Highly recommended for rehire

SUPERVISOR Lisa Young
(PRINT NAME)

FOREMAN NO. _____

DATE FORM COMPLETED 4/3/20

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

95

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: Incident

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Was this incident preventable? ☐ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

Dates, Times and Preparer Information

Date of Incident: 2/19/2018

Incident Time: 8:00 AM

Date Reported to Employer: 2/19/2018

Time Reported to Employer: 8:00 AM

Work Shift: First/Days

Part of Shift: During

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area:

Specific Location (Loading dock, Warehouse, etc.): Tractor Shop

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

Employee found some broken rigging and took it out of service.

Employee and/or Contractor description of what happened:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

Safe Catch-Employee found two Yo-Yo's that had been sprung with red showing. One of them with the housing was busted. Employee took them out of service.

Causal Factors

Immediate and Underlying Causes

Guidance Supervision/Monitoring

D302 D302 - Safety review LTA

Risk Analysis Understanding/Follow-up

E204 E204 - Risk acceptance level LTA

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

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

Safe Catch-Employee found two Yo-Yo's that had been sprung with red showing. One of them with the housing was busted. Employee took them out of service.

JSA/Procedures

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

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:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

7th Why Statement

Answer

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Safe Catch

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	HELPER 4	**Department:**	ISG ENERGY	**Supervisor:**	Russell Pike
Birth Date:	[redacted]				

Drivers License Details

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

Work Details

Time Employee Began Work:

What was the task being performed? **Time at this Location**

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

How often does Employee perform this task?

Working with what tool/equipment?

Employee Hobbies:

What Happened

Safe Catch-Employee found two Yo-Yo's that had been sprung with red showing. One of them with the housing was busted. Employee took them out of service.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0004

Created By:Danny Kilgore

Created On:3/1/2018 11:05 AM PST

Injured Employee Signature

Date

Safety Personnel Signature

Date

EXHIBIT

96

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

Location Details

Claim Number

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event (If applicable):

Claim Submission Location Code: 000ZHZ8945

Severity Level : Incident

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

Address 1: LIBERTY CHURCH RD

Address 2:

City: CARROLTON

County: CARROLL

Country: USA

State/Prov: Georgia

Postal/Zip code: 30117-

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 3/6/2015

Time of Incident: 10:30 AM

Date Reported to Employer: 3/6/2015

Time Reported to Employer: 10:35 AM

Work Shift : First/Days

Part of Shift: During

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area : Boiler House

Specific Location (Loading dock, Warehouse, etc.) : Unit 1 Baseslab

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

Give a Brief Description of the Incident:

Employee was fueling a heater with Kerosene, as he was doing so the can touched a scaffold ladder and sparks flew from where the can touched the scaffold. It is believed that leads left on the scaffold from night shift with the welders left on was the cause of the scaffold being energized.The welders were turned off and the leads moved, no more electricity was found.

Employee and/or Contractor description of what happened :

See witness statement in Files tab

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	HELPER 6	**Department:**	ISG ENERGY	**Supervisor:**	William Morris
Birth Date:	[redacted]				

Drivers License Details

Type:	Country:	State/Prov:	Number:

Work Details

Time Employee Began Work: 6:30 AM

What was the task being performed?

Time at this Location

1-2 Years

How often does Employee perform this task?

Daily

Working with what tool/equipment?

Kerosene Can

Employee Hobbies:

Time in the Industry?:

Short Service Worker (SSW):

What-How

Was injured treated in an emergency room? ☐ Yes ☐ No ☑ N/A

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

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 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

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)

Fueling heater

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

Employee was fueling a heater with Kerosene, as he was doing so the can touched a scaffold ladder and sparks flew from where the can touched the scaffold. It is believed that leads left on the scaffold from night shift with the welders left on was the cause of the scaffold being energized.The welders were turned off and the leads moved, no more electricity was found.

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

No injury

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.)

No injury

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore

Created On:3/6/2015 1:18 PM PST

Key Factors

Agency/Source of Injury

Electrical

Accident Type

Contact Electric Current

Specify the primary body part for reporting purposes

Body Part	Side of Body	Nature of Injury
	N/A	No Physical Injury

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.**

☑ **Near Miss - Near misses describe incidents where no property was damaged and no personal injury sustained, but where, given a slight shift in time or position, damage and/or injury easily could have occurred.**

☐ **First Aid**

Recordable Incidents

☐ **Injury**

☐ **Illness**

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

☐ **Privacy Case**

☐ **Sharps/Needlestick Injury**

☐ **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

Guidance Supervision/Monitoring

D302 D302 - Safety review LTA

Human Factors

F200 F200 - Work created hazards

Was the task rework?:

Did the plan or conditions change during the task?:

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

Employee was fueling a heater with Kerosene, as he was doing so the can touched a scaffold ladder and sparks flew from where the can touched the scaffold. It is believed that leads left on the scaffold from night shift with the welders left on was the cause of the scaffold being energized.The

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

welders were turned off and the leads moved, no more electricity was found.

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

Employee was fueling a heater with Kerosene, as he was doing so the can touched a scaffold ladder and sparks flew from where the can touched the scaffold. It is believed that leads left on the scaffold from night shift with the welders left on was the cause of the scaffold being energized.The welders were turned off and the leads moved, no more electricity was found.

JSA/Procedures

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

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

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

$13.00	$.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

Carrier **Administrator**

Agent **Adjuster**

FROI Details - Georgia

Initial Treatment

Employer Email

Board Claim Number

Job Classified Code No.

SBWC ID # (five digit no.)

For Use By Insurer/Self Insurer

Weekly Benefit **Compensation Paid** **Date Salary Paid** **Penalty Paid** **First Payment Date**

Previously medical only? ☐**Yes** ☐**No**

Type of Disability

☐**Total/Temporary Total Disability**

☐**Temporary Partial Disability**

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

☐ **Permanent Partial Disability**

Disability Percentage **Disability Weeks**

Benefits Payable From

Benefits will not be paid because

☐ **No disability paid or controverted**

Insurer/Self-Insurer email

Insurer Type Code

What Happened

Employee was fueling a heater with Kerosene, as he was doing so the can touched a scaffold ladder and sparks flew from where the can touched the scaffold. It is believed that leads left on the scaffold from night shift with the welders left on was the cause of the scaffold being energized.The welders were turned off and the leads moved, no more electricity was found.

Files

File Name	Description	Size
3-6-15 Near Miss Energized Scaffold 005.JPG		2822552
3-6-15 Near Miss Energized Scaffold 006.JPG		3185344
3-6-15 Near Miss Energized Scaffold 007.JPG		3048881
3-6-15 Near Miss Energized Scaffold 008.JPG		3211376
3-6-15 Near Miss Report20150306.pdf		223618
3-6-15 Witness Statement20150		224399

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

306.pdf

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent
Chris Kilgore	x2dckilg@southernco.com	3/6/2015 1:52:44 PM

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified
Kilgore, Danny	Turn off welders when not in use and store welding lead where end does not come in contact with metal components.	3/6/2015	3/6/2015	High		Yes

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?
7/28/2014	2014-0007	First Aid	Employee was moving a refrigerator in the breakroom, when he got it close to th...	KILGORE, DANNY	No
4/11/2018	2018-0008	First Aid	Employee was in the process of completing his task of trimming the hedges aroun...	MILLER, KIRK	No
4/12/2017	2017-0001	Near Miss	Safe Catch - rigging needed to be	MILLER, KIRK	

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.22 - GEORGIA POWER-WANSLEY OUTAGE

Case Number:2015-0030

Created By:Danny Kilgore **Created On:3/6/2015 1:18 PM PST**

			replaced on boat which lowered it into the water.	
5/16/2017	2017-0008	Near Miss	An employee reported to work and noticed a 4' x 8' piece of sheet metal lying o...	KILGORE, DANNY
8/9/2017	2017-0014	Near Miss	Employee was mowing grass at the foot of a hill and got stuck in a place where ...	KILGORE, DANNY
2/19/2018	2018-0004	Near Miss	Employee found some broken rigging and took it out of service.	KILGORE, DANNY
4/3/2018	2018-0016	Near Miss	Grating not secured properly behind cable trey panel. employee put caution tap...	KILGORE, DANNY

Injured Employee Signature **Date**

Safety Personnel Signature **Date**

ZACHRY

NEAR MISS REPORT

A near miss is a potential hazard or incident that has not resulted in any personal injury. Please complete this form as a means to report near-miss situations.

Department/Location Utility / Freeze Protection Date: 3/6/15

Time 10:30 am pm

Please check all appropriate conditions:

- ☐ Unsafe Act
- ☐ Unsafe equipment
- ☒ Unsafe Condition
- ☐ Unsafe use of equipment

Description of incident or potential hazard: Scaffold platform Was Energized with electricity believed to be Fed From ~~of~~ Welding Leads Left draped.

Employee Signature William Morris Date 3-6-15

Optional: Depends on severity of Near Miss

NEAR MISS INVESTIGATION

Description of the near-miss condition: Welding leads and heat treat Leads Strung across Scaffold.

Causes (primary & contributing) Welding Machine Left on and Leads unattended in contact with the Scaffold. From Night Shift.

Corrective action taken (Remove the hazard, replace, repair, or retrain in the proper procedures for the task)

Welding Machines Turned off and Night Shift instructed To Turn Machine off at the end off shift

Signed: Marc [illegible] Date Completed 3-10-15

Not completed for the following reason: _____

Management _____ Date _____

ZACHRY

Accident/Incident Witness Statement

Date of Incident: 3-6-15 Time of Incident: 10:30A

Location of Incident: South East of Base Slab Unit 1

Type of Incident: Near Miss

Describe in your own words what occurred, be specific and relate only what you saw or observed. DO NOT relate what you heard happened or speculate on the event.

I was filling up a heater and when I pulled the fuel can Back Away from heater The can hit a Scaffold ladder and Arced out on it and sparks went every where.

Signed: William Morris Supervisor / Employee circle one

Date: 3-6-15

Witness:




KER




SAFE-T-WAY
KEROSENE
Oyo-Gas
FLUX
PROFESSIONAL GRADE
400,000 BTU's

EXHIBIT

97

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 AM PDT

Location Details

Claim Number

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event (If applicable):

Claim Submission Location Code:

Severity Level : I

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

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 4/11/2018

Time of Incident: 10:43 AM

Date Reported to Employer: 4/11/2018

Time Reported to Employer: 10:48 AM

Work Shift : First/Days

Part of Shift: During

Preparer Name: KIRK MILLER

Preparer Phone: (563) 262-7444

Preparer Title: AREA SAFETY MANAGER

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

General Details

Work Station/Area : Site Wide

Specific Location (Loading dock, Warehouse, etc.) : Rec area on other side of HWY 16

Give a Brief Description of the Incident:

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER **Created On:4/12/2018 7:29 AM PDT**

Employee was in the process of completing his task of trimming the hedges around the parking area of the rec center with a gas powered hedge trimmer. As he finished his last pass the handle of the trimmer caught on the loose jean material of his right pant leg and caused the blade section of the trimmer to flip back, while the blade was in motion, towards his left knee and caused 4 small lacerations.

Employee and/or Contractor description of what happened :

Employee was in the process of completing his task of trimming the hedges around the parking area of the rec center with a gas powered hedge trimmer. As he finished his last pass the handle of the trimmer caught on the loose jean material of his right pant leg and caused the blade section of the trimmer to flip back, while the blade was in motion, towards his right knee and caused 4 small lacerations. Employee states that he realized he had injured himself and lifted his pant leg and saw the cuts so he reported to safety and called his general foreman.

Employee Details

First Name: WILLIAM **Last Name:** MORRIS **Middle Initial:**

Employee Number: [redacted]4298 **SSN:** **Hired Date:** 11/12/2013

Job Title: FOREMAN, LABOR **Department:** ISG ENERGY **Supervisor:** William Morris

Birth Date: [redacted]

Drivers License Details

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

Work Details

Time Employee Began Work: 6:30 AM

What was the task being performed?

Lawn / Yard Tasks

Time at this Location

3-5 Years

How often does Employee perform this task?

Daily

Working with what tool/equipment?

Employee Hobbies:

Time in the Industry?:

Short Service Worker (SSW):

What-How

Was injured treated in an emergency room? ☐ Yes ☐ No ☑ N/A

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER **Created On:4/12/2018 7:29 AM PDT**

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 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

Irrigation, cleaned, bandaged and wrapped.

Provided By

Kirk Miller

Hospital/Treatment Facility

Physician/Health Care Professional

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)

Trimming hedges at the rec area Flag pole.

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

Employees left knee came in contact with the teeth of the gas powered hedge trimmers.

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

Teeth of the hedge trimmers

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.)

4 small lacerations to the left knee cap area.

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 AM PDT

Key Factors

Agency/Source of Injury

Equipment - Other

Accident Type

Caught In Or Between-Machine / Equipment

Specify the primary body part for reporting purposes

Body Part	Side of Body	Nature of Injury
Knee	Left	Laceration

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**

It must be one of the following 14 descriptions to be considered First Aid.

None Selected

Recordable Incidents

☐ **Injury**

☐ **Illness**

☐ **Privacy Case**

☐ **Sharps/Needlestick Injury**

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 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

Human Factors

F507 F507 - Improper use of PPE

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:

Employee lost control of the trimmer and came in contact with the moving blade.

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

Employee had completed his task and was moving with tool still running.

JSA/Procedures

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

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M | Case Number:2018-0008

Created By:KIRK MILLER | **Created On:4/12/2018 7:29 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

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 AM PDT

Carrier

Administrator

Agent

Adjuster

FROI Details - Georgia

Initial Treatment

Employer Email

Board Claim Number

Job Classified Code No.

SBWC ID # (five digit no.)

For Use By Insurer/Self Insurer

Weekly Benefit **Compensation Paid** **Date Salary Paid** **Penalty Paid** **First Payment Date**

Previously medical only? ☐**Yes** ☐**No**

Type of Disability

☐**Total/Temporary Total Disability**

☐**Temporary Partial Disability**

☐**Permanent Partial Disability**

Disability Percentage **Disability Weeks**

Benefits Payable From

Benefits will not be paid because

☐**No disability paid or controverted**

Insurer/Self-Insurer email

Insurer Type Code

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 AM PDT

What Happened

Employee was in the process of completing his task of trimming the hedges around the parking area of the rec center with a gas powered hedge trimmer. As he finished his last pass the handle of the trimmer caught on the loose jean material of his right pant leg and caused the blade section of the trimmer to flip back, while the blade was in motion, towards his right knee and caused 4 small lacerations. Employee states that he realized he had injured himself and lifted his pant leg and saw the cuts so he reported to safety and called his general foreman. Safety irrigated, cleared surface debris, cleaned the wounds and noted that 2 lacerations were approx.: 1 cm in length and just at dermis depth with one of these 1 cm lacerations had an approx.: 1cm x 1 cm incision with penetration not reaching the subcutaneous layer, there was an approx.: 2cm laceration at dermis level and a 4th laceration approx.: .5 cm in length also at dermis level. Used steri-strips and tincture of benzene to close the wounds and covered all injuries with anti-biotic ointment and dressed with a sterile dressing held in place by curlex wrap. Employee instructed to report back to safety prior to end of shift for re-evaluation and if there were any issue before hand to report back immediately. Employee also instructed that he could not bend the at the knee as it would reopen the wounds, employee being a foreman was assigned a crew that would be working in the same area and level to reduce the need for walking.

Files

File Name	Description	Size
Addendum - 4-11-18.pdf	Addendum 4-11-18	887016
Left knee photo.jpeg	Photo of left knee.	546386
Pic of hedge employee was working on.JPG	Work area - the hedge.	177702
Trimmer used.JPG	Gas powered trimmer being used.	755039

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent
Chris Kilgore	x2dckilg@southernco.com	4/17/2018 11:54:08 AM

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER **Created On:4/12/2018 7:29 AM PDT**

Update

Comments	Person	Date/Time
4-20-18 Employee rechecked and wounds look healed. Employee states no issues and able to walk without complications.	KIRK MILLER	5/7/2018 7:31:20 AM
4-16-18 - Employee reported to safety for follow up and dressing change. Wounds look really good with no infection noted. No drainage noted and skin looked like it was mending well. Dressing changed and employee allowed to go back to work area. Dressing change in the afternoon.	KIRK MILLER	4/17/2018 11:52:39 AM
4-13-18 - Employee reported for dressing change - no infections noted minor redness noted. Employee states minor discomfort of a 1 on the pain scale. 4-13-18 - 2:45 PM employee reported back of dressing change and no infection noted with very minor drainage with still some minor redness. Wound redressed and employee given supplies and directions for weekend.	KIRK MILLER	4/17/2018 11:50:34 AM
4-12-18 - 1415 - employee returned to safety for follow up exam - wounds looked clean and dry with slight bloodying of dressing (.1 cm in size). anti-biotic cream applied with sterile dressing and wrapped in crulex bandage. Employee given supplies and directions for re-dressing after evening shower and instructed to report back to safety in am of 4-13-18.	KIRK MILLER	4/12/2018 11:22:06 AM
4-12-18 - 0800 - Employee reported to safety for follow up - wounds looked clean and steri-strips were intake. Anti-biotic cream applied and wound dressed with sterile dressing and curlex wrap.	KIRK MILLER	4/12/2018 11:18:22 AM

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?
3/6/2015	2015-0030	Near Miss	Employee was fueling a heater with Kerosene, as he was doing so the can touched...	KILGORE, DANNY	
7/28/2014	2014-0007	First Aid	Employee was moving a refrigerator in the breakroom, when he got it close to th...	KILGORE, DANNY	No
4/12/2017	2017-0001	Near Miss	Safe Catch - rigging needed to be replaced on boat which lowered it into the water.	MILLER, KIRK	
5/16/2017	2017-0008	Near Miss	An employee reported to work and noticed a 4' x 8' piece of sheet metal lying o...	KILGORE, DANNY	
8/9/2017	2017-0014	Near Miss	Employee was mowing grass at the foot of a hill and got stuck in a place where ...	KILGORE, DANNY	
2/19/2018	2018-0004	Near Miss	Employee found some broken rigging	KILGORE, DANNY	

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0008

Created By:KIRK MILLER

Created On:4/12/2018 7:29 AM PDT

			and took it out of service.	
4/3/2018	2018-0016	Near Miss	Grating not secured properly behind cable trey panel. employee put caution tap...	KILGORE, DANNY

Injured Employee Signature **Date**

Safety Personnel Signature **Date**



Case 24-90591 Document 193-23 Filed in TXSB on 09/04/25 Page 11 of 15


HC-153


$500.00

ZACHRY

Zachry Industrial, Inc. DAILY ADDENDUM

Job# 8945 Description of work to be performed: Rec Center Grounds Clean up		Date: 4-11-18	Time Work Started: 7:00
Title of Standing TSA's being used: Unit Clean up		Where are the nearest Safety Showers/ Eyewash Stations/Fire Extinguishers Located? Water Bottle	
Unit: N/A	Permit #: N/A	What are the Two Closest Remote Assembly Areas? 1. Assembly Ram	2. Helicopter Pad
Is there a Formal JSA, Variance Form, Critical Lift, Ventilation or Abatement Plan required for this job? Y☑ N☐ If Yes a copy must be on Job Site.			Heat Stress Plan: Y☐ N☑
Client Contact: David Arrington		LOTO/Clearance Box # N/A	Who Verified Energy Isolation/Zero Pressure? N/A

Area Hazards to Consider

List any area hazards that your crew observes in your work area. How can you be injured by them? (What, Where, and How do the hazards affect you?)		Hazards	What precautions will you take to mitigate these Hazards or Conditions?
Elevated W. Scaffold/H.G./Fall Protection Anchor Points?	Yes☐ No☐ N/A☑		
Other workers above, below, nearby. How do they affect you?	Yes☑ No☐ N/A☐	Hitting workers with debris	Space out where this does not occur.
Travel Path obstructions? Access for Equipment/Spotters?	Yes☐ No☑ N/A☐		
Have lines been cleaned and cleared?	Yes☐ No☐ N/A☑		
Has zero energy been achieved?	Yes☐ No☐ N/A☑		
(Has Flare or Line/Equipment Checklist been completed.)	Yes☐ No☐ N/A☑		
Special PPE Needed? Caustic area/Double Hearing Protection?	Yes☑ No☐ N/A☐	Rocks Flying in face	Wear Faceshield when weed eating Always
Cut-Puncture? Torn Insulation/Cover/Wire/Sharp edges?	Yes☑ No☐ N/A☐	Cuts by Sharp objects	Wear Proper PPE Always
Body Positioning? Close quarters/Tool Use/Strike Zone?	Yes☑ No☐ N/A☐	Sprains / Strains	Don't reach to far while weed eating Use good body positioning when working
Condition of Travel Paths? Grating/Ladders/Algae/ Barricades?	Yes☐ No☑ N/A☐		
Head-Body Knockers? Valves (Stems)/Pipes/Beams/etc	Yes☑ No☐ N/A☐	Head + Neck injuries	Watch for low limbs
Confined Space Entry? Lighting/Ventilation/Respiratory Protection?	Yes☐ No☑ N/A☐		
Hot Surfaces? Steam Tracers/Pipes/Motors?	Yes☑ No☐ N/A☐	Burns by motor	Keep body parts away from hot surface
Potential Falling Objects? Buckets/Orange Netting/Plywood?	Yes☑ No☐ N/A☐	Flying Debris Rocks, limbs	PAY attention when working under trees

Hand Safety

☑ Hand Positioning / Hand Placement	☑ Crushing Injury Caused By Pinch Points	☑ Burns Caused by Extreme Heat / Cold	☐ Shock by Electricity
☑ Contusion by Falling Object	☑ Abrasion by Friction Moving Parts	☑ Punctures by Sharp Pointed Objects	☐ Jewelry
☑ Cuts by Sharp Edges / Cutting Implements		☐ Irritation Caused by Chemicals / Flammables	

REMINDER: UPDATE/REVISE THIS DAILY ADDENDUM IF HAZARDS CHANGE REV. 08-15-2017

UPDATE FOR ADDITIONAL TASK STEPS, TOOLS, & HAZARDS

Task Hazards To Consider

- Tool Hazards pinch, cuts, burns, strike, Etc
- Tight Spots? Will you be able to use Tools listed on Standing TSA?
- Rigging? Type and Size Determined? Softeners?
- Leaks / Spills? Environmental protection Systems in Place?
- Electric Shock? LO/TO in Place? Other Protection Systems in place?
- Use of Motorized Equipment? Spotters?
- Flying Debris, Sparks, Airborne Particles
- Inhalation – Fumes? Respiratory
- Heavy Lifting – Machine or Muscle?
- Fire/Hole/Hazard Watch Required? Understands Duties?
- Crane Loads? Path Cleared? Tag lines in Place? Plan? Rigging?

LIST ANY ADDITONAL TASK, STEPS OR TOOLS TO BE USED FOR TASK.	HOW CAN YOU BE INJURED?	WHAT ARE YOU GOING TO DO ABOUT IT?
Pressure WASHER	Cuts by high pressure water	Do not spray near body
Weed Eater	Slinging Rocks & Debris	Stay away from other workers
Lawn mowers	Hitting Co workers OR objects	Pay Close attention when operating mowers
Heavy Machinery	Not seeing other workers OR objects	Get a spotter when needed
Shovels and RAKES	Tripping Hazard	Put tools up when not using
Hogger	sharp edges	Be Aware of Sharp edges
Lesson's Learned:		

I have READ and UNDERSTAND the Standing TSA, this Addendum to it, and the Permit and agree to all Safety Precautions and procedures to complete my job safely. In addition, I will sign this document prior to starting work and initial this document upon completion of the task acknowledging that I have completed this task incident and injury free or, that if I have experienced an incident/injury during the work task, I have reported it to my supervisor and/or the Safety Department.

ALL EMPLOYEES MUST SIGN PRIOR TO STARTING TASK

Employee Name	Employee Signature	Initial	Employee Name	Employee Signature	Initial
Kenn Lloyd	Kenn Lloyd		Daren Goodwin	Daren Goodwin	
DAVID WARREN					
Anna Wilson					

As Crew Leader / Foreman of the above signed employees I acknowledge by my signature below that I have conveyed my expectations to the employees assigned to me and have verified to the best of my ability that each are Fit For Duty.

Foreman Print Name:	William Morris	Foreman Signature:	William Morris

REMINDER: UPDATE / REVISE THIS DAILY ADDENDUM IF HAZARDS CHANGE REV 08-15-2017

EXHIBIT

98

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER

Created On:4/17/2017 11:57 AM PDT

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: Incident

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Was this incident preventable? ☐ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

Dates, Times and Preparer Information

Date of Incident: 4/12/2017

Incident Time: 9:20 AM

Date Reported to Employer: 4/12/2017

Time Reported to Employer: 9:20 AM

Work Shift: First/Days

Part of Shift: During

Preparer Name: KIRK MILLER

Preparer Phone: (563) 262-7444

Preparer Title: AREA SAFETY MANAGER

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

General Details

Work Station/Area:

Specific Location (Loading dock, Warehouse, etc.): Boat access davit arm

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

Safe Catch - rigging needed to be replaced on boat which lowered it into the water.

Employee and/or Contractor description of what happened:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER **Created On:4/17/2017 11:57 AM PDT**

During area walk down for site access to water employee noted that the rigging on the boat was badly sun faded and was not rigged at correct angles. This was discussed with safety manager and site superintendent was contacted. Site superintendent noted the issues and immediately set about correcting the issue.

Causal Factors

Immediate and Underlying Causes

Engineering

I206 I206 - Exposure to health hazards

Risk Analysis Understanding/Follow-up

E204 E204 - Risk acceptance level LTA

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

Rigging attachment points were not at correct point of the boat. Webbed rigging slings left attached to the boat out in the weather.

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

Compliancy

JSA/Procedures

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

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:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER

Created On:4/17/2017 11:57 AM PDT

Completed By:

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

7th Why Statement

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER

Created On:4/17/2017 11:57 AM PDT

Answer

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Safe Catch

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	HELPER 4	**Department:**	ISG ENERGY	**Supervisor:**	Russell Pike
Birth Date:	[redacted]				

Drivers License Details

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

Work Details

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER

Created On:4/17/2017 11:57 AM PDT

Time Employee Began Work: 6:30 AM

What was the task being performed?

Time at this Location

3-5 Years

How often does Employee perform this task?

Daily

Working with what tool/equipment?

Employee Hobbies:

What Happened

During area walk down for site access to water employee noted that the rigging on the boat was badly sun faded and was not rigged at correct angles. This was discussed with safety manager and site superintendent was contacted. Site superintendent noted the issues and immediately set about correcting the issue.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0001

Created By:KIRK MILLER

Created On:4/17/2017 11:57 AM PDT

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

EXHIBIT

99

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore

Created On:4/23/2018 12:12 PM PDT

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: Incident

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Was this incident preventable? ☐ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

Dates, Times and Preparer Information

Date of Incident: 4/3/2018

Incident Time: 9:00 AM

Date Reported to Employer: 4/3/2018

Time Reported to Employer: 9:00 AM

Work Shift: First/Days

Part of Shift: During

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area: Yates Unit 7

Specific Location (Loading dock, Warehouse, etc.): 3rd Floor by water treatment

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

Grating not secured properly behind cable trey panel. employee put caution tape with a tag that list the hazard.

Employee and/or Contractor description of what happened:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore **Created On:4/23/2018 12:12 PM PDT**

Grating not secured properly behind cable trey panel. employee put caution tape with a tag that list the hazard.

Causal Factors

Immediate and Underlying Causes

Guidance Supervision/Monitoring

D302 D302 - Safety review LTA

Work Practices

C304 C304 - Inappropriate use of equipment

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

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

JSA/Procedures

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

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:

Immediate and Underlying Causes

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore

Created On:4/23/2018 12:12 PM PDT

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

7th Why Statement

Answer

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore

Created On:4/23/2018 12:12 PM PDT

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Safe Catch

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	FOREMAN, LABOR	**Department:**	ISG ENERGY	**Supervisor:**	William Morris
Birth Date:	[redacted]				

Drivers License Details

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

Work Details

Time Employee Began Work:

What was the task being performed?

Time at this Location

How often does Employee perform this task?

Working with what tool/equipment?

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore

Created On:4/23/2018 12:12 PM PDT

Employee Hobbies:

What Happened

Grating not secured properly behind cable trey panel. employee put caution tape with a tag that list the hazard.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2018-0016

Created By:Danny Kilgore

Created On:4/23/2018 12:12 PM PDT

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

EXHIBIT

100

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: Incident

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Was this incident preventable? ☐ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

Dates, Times and Preparer Information

Date of Incident: 5/16/2017

Incident Time: 4:00 AM

Date Reported to Employer: 5/17/2017

Time Reported to Employer: 6:45 AM

Work Shift: First/Days

Part of Shift: Before

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area: Mechanic Shop

Specific Location (Loading dock, Warehouse, etc.): Back roll up door

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

An employee reported to work and noticed a 4' x 8' piece of sheet metal lying on the ground behind the shop, while determining where it came from it was noticed that there was more sheeting above the roll up door that was loose. It was reported to the client and the decision was made to

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

remove all of the metal from over the door.

Employee and/or Contractor description of what happened:

An employee reported to work and noticed a 4' x 8' piece of sheet metal lying on the ground behind the shop, while determining where it came from it was noticed that there was more sheeting above the roll up door that was loose. It was reported to the client and the decision was made to remove all of the metal from over the door.

Causal Factors

Immediate and Underlying Causes

Equipment Reliability

H402 H402 - Corrective maintenance program LTA

Risk Analysis Understanding/Follow-up

E204 E204 - Risk acceptance level LTA

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

An employee reported to work and noticed a 4' x 8' piece of sheet metal lying on the ground behind the shop, while determining where it came from it was noticed that there was more sheeting above the roll up door that was loose. It was reported to the client and the decision was made to remove all of the metal from over the door.

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

The sheeting was held up by tack welds only and as time passed the wind moved the metal until the tacks broke.

JSA/Procedures

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

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

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

SIRC completed: ☐

Completed On:

Completed By:

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

The sheeting was held up by tack welds only and as time passed the wind moved the metal until the tacks broke.

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

7th Why Statement

Answer

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Mechanical Failure Near Miss

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	HELPER 4	**Department:**	ISG ENERGY	**Supervisor:**	Russell Pike
Birth Date:	[redacted]				

Drivers License Details

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

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

Work Details

Time Employee Began Work: 6:30 AM

What was the task being performed?

Time at this Location

1-2 Years

How often does Employee perform this task?

Daily

Working with what tool/equipment?

Mower

Employee Hobbies:

What Happened

An employee reported to work and noticed a 4' x 8' piece of sheet metal lying on the ground behind the shop, while determining where it came from it was noticed that there was more sheeting above the roll up door that was loose. It was reported to the client and the decision was made to remove all of the metal from over the door.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0008

Created By:Danny Kilgore

Created On:6/7/2017 7:58 AM PDT

Injured Employee Signature

Date

Safety Personnel Signature

Date

EXHIBIT

101

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore

Created On:7/28/2014 11:16 AM PDT

Location Details

Claim Number

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event (If applicable):

Claim Submission Location Code: 000ZHZ8945

Severity Level : I

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

Address 1: LIBERTY CHURCH RD

Address 2:

City: CARROLTON

County: CARROLL

Country: USA

State/Prov: Georgia

Postal/Zip code: 30117-

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 7/28/2014

Time of Incident: 9:20 AM

Date Reported to Employer: 7/28/2014

Time Reported to Employer: 9:25 AM

Work Shift : First/Days

Part of Shift: During

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area : Utility Breakroom

Specific Location (Loading dock, Warehouse, etc.) : Utility Breakroom

Give a Brief Description of the Incident:

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore

Created On:7/28/2014 11:16 AM PDT

Employee was moving a refrigerator in the breakroom, when he got it close to the wall he mashed his ring finger on his right hand between the refrigerator and the wall.

Employee and/or Contractor description of what happened :

Employee was moving a refrigerator in the breakroom, when he got it close to the wall he mashed his ring finger on his right hand between the refrigerator and the wall.

Employee Details

First Name: WILLIAM
Last Name: MORRIS
Middle Initial:
Employee Number: [redacted]4298
SSN:
Hired Date: 11/12/2013
Job Title: HELPER 6
Department: ISG ENERGY
Supervisor: Jonathan Williamson
Birth Date: [redacted]

Drivers License Details

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

Work Details

Time Employee Began Work: 6:30 AM

What was the task being performed?

Time at this Location

7-12 Months

How often does Employee perform this task?

One Time

Working with what tool/equipment?

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

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore **Created On:7/28/2014 11:16 AM PDT**

Was the employee sent off site for treatment?	☐ Yes	☐ No	☑ N/A
Was employee seen by a licensed health care 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

Cleaned and covered

Provided By

Chris Kilgore

Hospital/Treatment Facility

Physician/Health Care Professional

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)

Moving Refrigerator

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

Employee was moving a refrigerator in the breakroom, when he got it close to the wall he mashed his ring finger on his right hand between the refrigerator and the wall.

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

Refrigerator

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.)

Contusion on tip of right ring finger.

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore

Created On:7/28/2014 11:16 AM PDT

Key Factors

Agency/Source of Injury

Materials on Floor

Accident Type

Caught In Or Between-Object Handled

Specify the primary body part for reporting purposes

Body Part	Side of Body	Nature of Injury
Finger	Right	Contusion

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**

It must be one of the following 14 descriptions to be considered First Aid.

Using wound coverings, such as bandages, Band-Aid, gauze pads, etc.; or using butterfly bandages or Steri-Strips

Recordable Incidents

☐ **Injury**

☐ **Illness**

☐ **Privacy Case**

☐ **Sharps/Needlestick Injury**

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M Case Number:2014-0007

Created By:Danny Kilgore **Created On:7/28/2014 11:16 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

Work Performance

F602 Inadequate PPE used.

Guidance Supervision/Monitoring

D302 D302 - Safety review LTA

Was the task rework?:

Did the plan or conditions change during the task?:

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

Employee was moving a refrigerator in the breakroom, when he got it close to the wall he mashed his ring finger on his right hand between the refrigerator and the wall.

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

Improper Hand Placement.

JSA/Procedures

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

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M Case Number:2014-0007

Created By:Danny Kilgore **Created On:7/28/2014 11:16 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
$13.00	$.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

8945.20 - GEORGIA POWER-WANSLEY O&M Case Number:2014-0007

Created By:Danny Kilgore **Created On:7/28/2014 11:16 AM PDT**

Carrier **Administrator**

Agent **Adjuster**

FROI Details - Georgia

Initial Treatment

Employer Email

Board Claim Number

Job Classified Code No.

SBWC ID # (five digit no.)

For Use By Insurer/Self Insurer

Weekly Benefit **Compensation Paid** **Date Salary Paid** **Penalty Paid** **First Payment Date**

Previously medical only? ☐**Yes** ☐**No**

Type of Disability

☐**Total/Temporary Total Disability**

☐**Temporary Partial Disability**

☐**Permanent Partial Disability**

Disability Percentage **Disability Weeks**

Benefits Payable From

Benefits will not be paid because

☐**No disability paid or controverted**

Insurer/Self-Insurer email

Insurer Type Code

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore

Created On:7/28/2014 11:16 AM PDT

What Happened

Employee was moving a refrigerator in the breakroom, when he got it close to the wall he mashed his ring finger on his right hand between the refrigerator and the wall.

Files

File Name	Description	Size
Incident Report 7-28-14_1617.pdf		314861
JSA 7-28-14_1620.pdf		459955
STA 7-28-14_1619.pdf		659993
Witness Statement 7-28-14_1618.pdf		204464

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Communication

Recipient	E-mail Address	Last Sent
Chris Kilgore	x2dckilg@southernco.com	7/28/2014 11:55:48 AM

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

Injury and Illness (Recordable or Non Recordable) Incident Report

8945.20 - GEORGIA POWER-WANSLEY O&M

Case Number:2014-0007

Created By:Danny Kilgore

Created On:7/28/2014 11:16 AM PDT

History

Date	Case Number	Type	Brief Description	Prepared By	Was this incident preventable?
3/6/2015	2015-0030	Near Miss	Employee was fueling a heater with Kerosene, as he was doing so the can touched...	KILGORE, DANNY	No
4/11/2018	2018-0008	First Aid	Employee was in the process of completing his task of trimming the hedges aroun...	MILLER, KIRK	No
4/12/2017	2017-0001	Near Miss	Safe Catch - rigging needed to be replaced on boat which lowered it into the water.	MILLER, KIRK	
5/16/2017	2017-0008	Near Miss	An employee reported to work and noticed a 4' x 8' piece of sheet metal lying o...	KILGORE, DANNY	
8/9/2017	2017-0014	Near Miss	Employee was mowing grass at the foot of a hill and got stuck in a place where ...	KILGORE, DANNY	
2/19/2018	2018-0004	Near Miss	Employee found some broken rigging and took it out of service.	KILGORE, DANNY	
4/3/2018	2018-0016	Near Miss	Grating not secured properly behind cable trey panel. employee put caution tap...	KILGORE, DANNY	

Injured Employee Signature **Date**

Safety Personnel Signature **Date**

Georgia Power Plant Wansley- ZachryAccident/Incident Investigation Report

ZACHRY

Project Case # _____

1. (a) Date Occurred: 7/28/14	2. Time 920 ☑ AM ☐ PM
(b) Date Reported:	4. (a) Occupation: Utility (b) Hire Date
3. Job#: 8945 Project Name: Wansley	(c) Length of Service (d) Normal Job ☑ YES ☐ NO
5. Location (Near or In What Building) Utility Shack	6. Supervisor Johnathan Williamson
7. Nature of Illness/Injury (Description) Contusion	8. Body Part Affected (Description) Right Ring finger
9. Type of Treatment Cleaned & covered	10. Treatment Administered Date: 7-28-14 ☑ AM Time: 9:30 ☐ PM
11. Check All That Apply: ☐ Incident ☑ First Aid ☐ Doctor's Case ☐ Recordable ☐ Restricted Duty ☐ Injury ☐ Near Miss ☐ Lost Time ☐ Illness	12. Signature of Attendant Chris Kyles

13. Description of Accident (Include Cause of Injury)
Employee was moving A refrigerator in the breakroom. When he was getting it close to the wall he got the end of his ring finger on his right hand caught between the wall and the refrigerator.

14	Witness _____	SSN#
	Witness _____	Telephone Number
	Witness _____	SSN#
	Witness _____	Telephone No.

15. Employee Instructed About Hazards of Job ☑ YES ☐ NO	16. JSA/STA Included w/Report ☑ YES ☐ NO
17. Procedure for Assigned Task ☐ YES ☑ NO	Procedure Utilized ☐ YES ☐ NO
18. Work Being Performed: ~~Install~~ Move refrigerator	19. PPE Used: Standard ☑ YES ☐ NO

20. Conditions/Actions Contributing to Accident:
Improper hand placement.

21. Recommendations Made By Review Person (Committee) Note: Include Responsible Person & Abatement Date
Counciled employee about proper hand placement. If you can't see the orange tips you got your hand in the wrong place.

22. Supervisor's Signature (Upon Review of Recommendations) Scott Williams Date: 7-28-14

23. Authorized Signature (Project Manager) Date: _____

24. CYBORG Accident Data codes (See Reverse)

OSHA Code	Body Part Right Finger	Nature of Illness/Injury Contusion	
Cause of Injury Pinch Point	Unsafe Condition _____	Unsafe Act Improper hand Placement	

Disabling Injury ☑ YES ☐ NO

Name: William Morris EIN# 321634298 Badge#: 2518 D.O.B.: _____ Date of Injury: 7-28-14

ZACHRY

Zachry Industrial Inc.

Job Safety Analysis

Location: Base Slab units 1 + 2 (various locations) (specific)

Task: Wash down + Clean up (Vaccum Coal Dust) (specific)

SEQUENCE OF BASIC JOB STEPS	POTENTIAL ACCIDENTS OR HAZARDS	ELIMINATE OR ADDRESS HAZARDS
Preform STAs / Fall Assessments forms	Inattention to Discussion	Ensure all are involved
Loto / 0200 site program if needed Vaccum Coal Dust	Severe Injury / Death Electrical Shock Coal Dust Fly Ash	Follow site Loto/0200 program Ensure systems are checked for energy isolation (use GFCI) wear Dust Mask were Needed
Job Task / Work Scope	Fall Trip / Slip Pinch Points Heat Hot pipes Hand placement	100% tie off / Tie off points Drink Fluids Proper PPE's for task. Watch Hand / Foot placement Were long sleeve around hot pipes.
Site Housekeeping	Injury from: lifting falling Handling materials / Debris Material dropped Trip / Slip Heavy Lifting	Use help Control objects from falling Proper PPE's Watch where you're walking
Tools / materials needed	Straining Dropped materials Slip / Trip / Falls Pinch Points Sharp edges Housekeeping	Keep area clean Proper Hand Placement Proper PPE's Clean your work and tools needed Walk down area before starting
Equipment / Forklift / manlifts if needed	Overloaded Pinch Points Dropped loads Miscommunications Straining / Sprains Body position Slip / Trip Blind Spots	Inspect Equ before using need Proper PPE's Housekeeping Communications Parking Spotter Hand placement.

The JSA is to be used during critical job tasks to communicate the basic steps, hazards, and elimination/mitigation of hazards. For handle and guard removal on grinders this is to be done only when necessary.

ZACHRY

Zachry Industrial Inc.

Job Safety Analysis

Location: _____ **(specific)**

Task: _____ **(specific)**

Post Housekeeping	Lifting Pulling Handling Materials Trip Slip/Footing Pinch Points	Use buddy Communication Hand placement PPE's for task at hand.
Loto per	Jeremy Smith.	Sign off Print name/date/time of job is complete.

Safety Manager Chris Kyle Date 5-29-14

Craft Superviser Justin Allen Date 5-29-14

The JSA is to be used during critical job tasks to communicate the basic steps, hazards, and elimination/mitigation of hazards.
For handle and guard removal on grinders this is to be done only when necessary.

ZACHRY

ZACHRY
STA - Safety Task Assessment
Job# 8945

Task Description: Hooth "move in"

Location of Task: Utility Hooch "Break area"

EVERY TASK

Supervisor: Jonathan Williamson Date/ Time: 7-28-14 7:00 AM PM

EVERY DAY

S.T.A. STEPS
1. Receive job task & S.T.A. Form From Foreman
2. Communicate with Operator about HAZ-COM.
3. Complete S.T.A. with Crew at Job Site. Any Change in Job Conditions, S.T.A. Will be Updated.
4. If Conditions Arise that are Unfamiliar Contact Appropriate Personnel, Foreman, Operator, Shift Supervisor, or Safety.
5. Begin the Job.

DOES TASK REQUIRE SPECIFIC TRAINING AND/OR PROCEDURE?: NO IF YES, WHAT TYPE

EMERGENCY ACTION PLAN:
Evacuation Routes Identified: Yes
Area or Unit: Zachry Building
Nearest Safe Shelter/Assembly Area Identified
Primary Flag Pole Secondary Dog Shack
Fire Extinguisher Location: Zachry Building

RIGGING:
- ___ Has all rigging been inspected before use?
- ___ Using the proper rigging for job task?
- ___ Using shackles appropriately? N/A
- ___ Any and all damaged rigging tagged out of service

NOTE: Check all that apply (are applicable)

HAZARD AWARENESS
- ✓ Hazards in Associated Area Have been Discussed with Employees
- ✓ MSDS Reviewed if Applicable
- ✓ MSDS Location Identified
- ___ Sensitive Equipment Identified
- ___ Rotating Equipment Identified

HAZARD SPECIFIC TRAINING
- ✓ Employees trained on known potential hazards related to task

HAZARDS (ENVIRONMENTAL)
- ✓ Weather
- ___ Airborne Particulates
- ✓ Electrical Shock
- ✓ Heat Stress
- ✓ Heavy Objects (Proper Lifting)
- ___ Hot/Cold Surfaces
- ___ Restricted Lighting
- ✓ Noise
- ✓ Restricted Access/Egress
- ✓ Sharp Objects
- ✓ Falling Objects
- Other ___

ASSURED GROUNDING COLOR CODES

Month/Quarter	Color
January/March	Green
April/June	Yellow
July/September	Blue
October/December	White
	Red

PERSONAL PROTECTIVE EQUIPMENT
- ___ Fall Protection
- ✓ Gloves/Glove Type: ___
- ___ Respirator Type: ___
- ___ Breathing Air Inspection Verified
- ✓ Hearing Protection
- ✓ Safety Glasses, Goggles, Shields
- ✓ Protective Clothing: Steel toe boots
- ___ Rubber Boots
- Other: ___

GENERAL REQUIREMENTS
- ___ Post Warning Signs
- ___ Barricades (tape on all sides)
- ___ Use Ventilation/Exhaust
- ___ Proper Method for Hoisting materials/tools to Elevated Areas
- ___ Relocate Flammable Material from Work Area

HAZARDS (BODY)
- ✓ Strain/Sprain Potential
- ✓ Fall Potential ___ ✓ Pinch Points
- ✓ Slip/Trip Potential ___ Burns
- ✓ Contusions/Abrasions
- ✓ Cuts/Lacerations/Punctures

Training Requirements
- ✓ Site Orientation Current
- ___ Fire Watch current
- ___ Confined Space Entrant/Attendant up to date?
- ___ Equipment Operator Certification

Exceptions
- ___ Task requires deviation form
- ___ Fall Hazard Risk Assessment form
- ___ Exception signed by appropriate personnel?
- ___ Posted w/permit

SPECIALIZED OPERATIONS REQUIRING PERMIT

Georgia Power
- ___ Working on Energized Equip.
- ___ Excavations & Shoring
- ___ Signed on Clearance
- ___ Confined Space Entry N/A
- ___ First Break/Line Break
- ___ Other- Notify Management

Zachry
- ___ Crane Lift Plan
- ___ Crane Suspended work platform

Other
- ___ Close Proximity
- ___ Electrical Circuit
- ___ Hot Work
- ___ Critical Lift
- ___ Hot Tap
- ___ Scaffolding

HAND SAFETY ANALYSIS

Hands/Fingers Exposed to:
- ✓ Cuts by sharp edges/cutting implements
- ✓ Abrasions caused by friction/moving parts
- ✓ Burns cause by extreme heat/cold
- ✓ Contusion caused by falling objects
- ✓ Crushing by sharp edges/cutting implements
- ✓ Irritation from chemicals/flammables
- ✓ Punctures from sharp pointed objects
- ✓ Electrical Shock
- ✓ Sprains by overexertion

Do you have the correct tool for the job? Yes
- ✓ Is it in safe condition? ___ Is it inspected?

Have you inspected materials for:
- ✓ Slippery Surfaces ___ ✓ Rough Surfaces
- ___ Jagged Edges ___ Burns
- ✓ Slivers ___ ✓ Pinch Points
- ___ Is Equipment properly tagged?
- ___ Machine/Tool Guards in place?
- ___ Wearing Jewelry/loose clothing that could be caught in moving parts?
- ✓ Type of hand protection used? Gloves

EMPLOYEES CONDUCTED STRETCHING PRIOR TO TASK? YES NO (CIRCLE ONE)

(X) EMPLOYEE INVOLVEMENT (X) GIVEN AT TASK LOCATION

ADDITIONAL JOB INSTRUCTIONS

LIST ALL EQUIPMENT NEEDED FOR JOB TASK

(GRINDER, FORK LIFT, COME-ALONG, HYDRO BLASTER, SKILL SAW, TOOL BAG FOR HOISTING SMALL OBJECTS,ETC.)

Drill, Screws

Revised - 06/06/06

Safety Task Assessment

The STA shall be completed daily for each task. Post this STA in a conspicuous location throughout the length of the task. Each crew member involved with the task should sign this STA. At the end of the task, give this STA to Project Management. If deviation from known safe work practices/procedures occurs, work must be stopped

STA Pledge: "As a supervisor of Zachry, I pledge on the occasion of assigning any task to an employee or group of employees, in each instance, to give sufficient instruction with the assignment to adequately provide safety in the operation."

Supervisor's Signature

SEQUENCE OF BASIC JOB STEPS	POTENTIAL HAZARDS	RECOMMENDED ACTION OR PROCEDURE
Go over STA	Slip Trips	Watch foot placement
Stretch	Strains Sprains	Use proper lifting techniques
Move Furniture back into Hooch	Pinch Points	Watch finger placement
	Weather	Be prepared for anything
	Noise	Wear ppe earplugs
	Eye debris	Wear ppe safety glasses

I ACKNOWLEDGE RECEIVING THESE INSTRUCTIONS, UNDERSTAND THE INSTRUCTIONS AND FULLY COMPLY WITH THE ASSIGNED JOB TASK.

BADGE #	SIGN IN	SIGN OUT	BADGE #	SIGN IN	SIGN OUT
0091	Ronald Taylor				
2518	William Morris				

SIGN OUT INSTRUCTIONS: After the Job is complete sign out on the STA if no safety incidents occured during the Tasks covered by the STA(i.e. injuries, near miss, equipment damage, etc.)

ATTENTION: VERIFY THAT ALL WORKERS UNDERSTAND THEIR DUTIES AND JOB REQUIREMENTS AND UNDERSTAND THAT IF AN INCIDENT AND/OR INJURY SHOULD OCCUR IT MUST BE REPORTED TO THE ZACHRY SAFETY DEPARTMENT IMMEDIATELY.

SUPERVISOR SIGNATURE: _____ DATE/TIME OF SIGNATURE: 7-28-14 7:30 pm

(SUPERVISOR MUST SIGN THE STA WITHIN 60 MINUTES OF THE TASK STARTING)

POST JOB REQUIREMENTS

- ___ Signed off Clearance
- ___ Walkway Clear/Work Area Clean
- ___ Tools, Materials, Equipment / Stored Properly
- ___ Trash & Scrap Metal Placed in Correct Containers
- ___ Other _____

- _____ Did an Accident/Incident/Near Miss Occur?
- _____ If yes, explain _____
- _____ Was it reported to Safety?
- _____ Was it reported to the Unit?
- _____ Was it reviewed by everyone?

SUPERVISOR/DESIGNEE SIGNATURE: _____

ZACHRY

Accident/Incident Witness Statement

Date of Incident: 7-28-14 Time of Incident: 9:20 AM

Location of Incident: Break Area (Utility Break Room)

Type of Incident: First Aid

Describe in your own words what occurred, be specific and relate only what you saw or observed. DO NOT relate what you heard happened or speculate on the event.

While moving Frig. into place I smashed my Ring Finger on Right Hand.

Signed: William Morris Supervisor / Employee circle one

Date: 7-28-14

Witness: Chris Kyle

EXHIBIT

102

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

Location Details

Claim Number:

Case Status: CLOSED - (INFORMATION COMPLETE)

Major Event:

Claim Submission Location Code:

Severity Level: Incident

Did accident occur on employer premises? ☑ Yes ☐ No

Address 1: 708 DYER ROAD

Address 2:

City: NEWNAN

County: COWETA

Country: USA

State/Prov: Georgia

Postal/Zip code: 30263-

Was this incident preventable? ☐ Yes ☐ No

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 8/9/2017

Incident Time: 11:40 AM

Date Reported to Employer: 8/9/2017

Time Reported to Employer: 12:00 PM

Work Shift: First/Days

Part of Shift: During

Preparer Name: DANNY KILGORE

Preparer Phone: (770) 854-3595

Preparer Title: SAFETY FACILITATOR I

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

General Details

Work Station/Area: Units 1-5

Specific Location (Loading dock, Warehouse, etc.): Near acid wash pond

Give a Brief Description of the Incident. Also complete the What Happened mini-tab below.:

Employee was mowing grass at the foot of a hill and got stuck in a place where the ground was wet. When the employees attempted to pull the

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

mower out with another mower the rear tires lost traction and one slid in a ditch. The mini excavator was used to pull the mower out of the ditch with no damage to the equipment.

Employee and/or Contractor description of what happened:

Got a mower stuck went to pull it out with another mower and it slid off a bank.

Causal Factors

Immediate and Underlying Causes

Engineering

I208 I208 - Ground surface LTA

Risk Analysis Understanding/Follow-up

E204 E204 - Risk acceptance level LTA

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

Employee was mowing grass at the foot of a hill and got stuck in a place where the ground was wet. When the employees attempted to pull the mower out with another mower the rear tires lost traction and one slid in a ditch. The mini excavator was used to pull the mower out of the ditch with no damage to the equipment.

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

Employee was mowing grass at the foot of a hill and got stuck in a place where the ground was wet. When the employees attempted to pull the mower out with another mower the rear tires lost traction and one slid in a ditch. The mini excavator was used to pull the mower out of the ditch with no damage to the equipment.

JSA/Procedures

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

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:

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

SIRC required? ☐ **Yes** ☑ **No**

SIRC completed: ☐

Completed On:

Completed By:

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

Answer

7th Why Statement

Answer

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Near Details

Type : Equipment Operations Near Miss

Employee Details

First Name:	WILLIAM	**Last Name:**	MORRIS	**Middle Initial:**	
Employee Number:	[redacted]4298	**SSN:**		**Hired Date:**	11/12/2013
Job Title:	HELPER 4	**Department:**	ISG ENERGY	**Supervisor:**	Russell Pike
Birth Date:	[redacted]				

Drivers License Details

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

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

Work Details

Time Employee Began Work:

What was the task being performed?

Time at this Location

How often does Employee perform this task?

Working with what tool/equipment?

Employee Hobbies:

What Happened

Employee was mowing grass at the foot of a hill and got stuck in a place where the ground was wet. When the employees attempted to pull the mower out with another mower the rear tires lost traction and one slid in a ditch. The mini excavator was used to pull the mower out of the ditch with no damage to the equipment.

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified

Files/Updates

Description	Category	File Name	File Size	Person	Date/Time
Wet ground	General	Wet ground.JPG	193,814	Danny Kilgore	8/10/2017 4:36:49 AM
Picture of mower	General	Picture of mower.jpg	170,866	Danny Kilgore	8/10/2017 4:36:26 AM
Witness Statement	General	Scanned from a Xerox Multifunction Printer.pdf	31,124	Danny Kilgore	8/9/2017 11:44:19 AM

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail

Near Miss Incident Report

8945.30 - GEORGIA POWER-YATES O&M

Case Number:2017-0014

Created By:Danny Kilgore

Created On:8/9/2017 11:31 AM PDT

Communication

Recipient	E-mail Address	Last Sent

Injured Employee Signature **Date**

Safety Personnel Signature **Date**





ZACHRY

Accident/Incident Witness Statement

Date of Incident: 8/9/17 Time of Incident: 11:40 A

Location of Incident Bottom of the Hill By The Acid Wash Pond

Type of Incident: near miss

Describe in your own words what occurred, be specific and relate only what you saw or observed. DO NOT relate what you heard happened or speculate on the event.

Got a mower stuck went to pull it out with another mower and it slid off the side of a Bank

Signed: William Morris Supervisor (Employee) circle one

Date: 8/9/17

Witness: William Morris

EXHIBIT

103

ZACHRY

Job 8945 * Newnan GA

ATTENDANCE GUIDELINES

Absences/Tardies

Excused Absence – Call in before 7:00 AM AND a legitimate excuse with form of documentation; Planned and Pre-approved by Supervisor

Unexcused Absence – No Call/No Show; Excuse/Documentation is not considered legitimate

Excessive Absences– Three (3) Unexcused absences within a three (3) month period OR Two (2) absences (unexcused or excused) during an Outage.

If you are absent, you must call in by 7:00 AM. When calling in, give your name, employee number, foreman's name and reason for being absent. If you do not call in by 7:00 AM to the number listed above, with the information requested, it is considered an unexcused absence.

Call In Numbers

* Plant Scherer: 478-993-3768 * * Plant Wansley:770-854-3325 * * Plant Yates: 770-252-0309 *

Supervisors should be informed of any pre-planned absences (doctor, dentist appointments, etc.) so work can be planned accordingly. (Regular-shift Employees are encouraged to pre-plan events on Fridays, as possible).

Absences considered excessive may result in disciplinary action, up to and including termination. The Superintendent will have the employee sign a written reprimand form after the first unexcused absence. Two (2) consecutive absences without a telephone call explaining the absences are considered self-termination.

Time is kept by the half-hour. If you are late, you DO NOT start to work until the half-hour and after STA. If you clock out before your *standard end time, you will be docked accordingly. Three (3) unexcused tardies/early departures within three (3) weeks are considered excessive and may result in disciplinary action. "*Tardy*" is defined as arriving at your Supervisor's designated work area for the daily Safety Meeting (STA) after the *standard shift starting time. Zachry Holdings, Inc. places a high value on Safety Meeting attendance. "*Early Departure/Early Out*" is defined as leaving your designated work area and/or leaving the gate prior to the *standard shift end time.

A late Employee should stop at the Admin office to receive a Brass Note to take to their foreman. An Employee leaving early should bring a Brass Note from their foreman to the Admin office before departing.

I have read and understand the Attendance Guidelines.

William Morris — Employee Name (Printed)

2518 — Badge Number

William Morris — Employee Signature

11-12-13 — Date

*Standard shift start and end times, during an Outage, will be designated.

[redacted]

December 2, 2011

NOTICE TO ALL EMPLOYEES:

1. **EFFECTIVE IMMEDIATELY**, a full-body harness is required when working on all scaffolds. You should be tied off at all times to a support that can withstand a force of 5,000 pounds per person. Do not tie off to electrical conduit, plastic piping or other inadequate anchorage points.

2. Scaffolds and ladders are required to meet or exceed OSHA and Zachry standards. Do not use any ladder or scaffold until it has been tagged for use by your supervisor or a competent person.

3. All scaffolds more than six (6) feet above ground or surrounding area, walkways and elevated work areas should be provided with perimeter protection including top rails, mid rails and toe boards.

4. Keep all scaffolds clear of debris and loose materials

5. Use ladders, gangways, or stairs for safe access to scaffolding. Climbing scaffold bucks is not allowed. Fall protection, such as retractable reels or rope grabs is required when ascending or descending uncaged scaffold ladders greater than 12 feet.

I certify that I have read, understand, and agree to the terms set forth in this policy.
I further certify that I have received a copy of this policy.

Print Name: William Morris Badge# 2518

Signature: William Morris Date: 11-12-13

Attachment No.

SOUTHERN COMPANY PROJECT SECURITY RULES

Violation of the rules listed below will be grounds for barring the violator from the properties of Southern Company and all subsidiaries properties (hereinafter collectively referred to as "Southern Company") for extended periods of time at the discretion of Southern Company.

I. ENTRY/DEPARTURE FROM THE PROJECT SITE

There are specific rules for gaining entry to and departing from every project site. A copy of such rules is available at the project site. These rules include requirements for identification, valid driver's license if operating motor vehicle, search of the individuals and their personal property (including vehicles, lunch boxes, parcels, etc.), and parking in designated areas.

All jobsite personnel are required to know and abide by these rules, and any other special project site rules. Lack of knowledge of any rule will not be a satisfactory excuse for violation of the same.

II. SOUTHERN COMPANY TOOLS, EQUIPMENT, AND MATERIAL

All tools, supplies, material, equipment, vehicles and services belonging to or procured by Southern Company shall be used only for the benefit of Southern Company. A Clearance Pass signed by an authorized Southern Company authorized representative must accompany any material, tools, equipment etc., leaving the site.

III. CELL PHONES, CAMERAS, AND PERSONAL MEDIA DEVICES

The possession or use of personal media devices (cell phones and/or cameras of any type (still, motion picture or video), portable televisions radios, iPods, MP3 players, CD players is prohibited without the express permission of a Southern Company authorized representative.

IV. CONDUCT ON THE JOB

The following are examples of conduct which will not be tolerated:

1. Stealing
2. Fighting
3. Harassment based on sex, race, religion, national origin or other unlawful reason, including conduct or languages derogatory to race, gender, color, religion, age, national origin, disability or veteran status such as, but not limited to, jokes, pranks, epithets, written or graphic material or hostility or aversion toward any individual or group
4. Threats of violence
5. Violation of OSHA/EPA or other Federal/State/Local regulations
6. Conduct that may harm or be hazardous to any property or life or limb of any other person or entity on the property
7. Use or possession of any firearm on the property
8. The use, possession, distribution, sale, or being under the influence of illicit drugs, alcohol, abuse of prescribed medication or use of medication prescribed for someone else

V. DRUG AND ALCOHOL SCREENS AND BACKGROUND INVESTIGATIONS

Based on the work or activities that an individual will perform while at a Southern Company worksite, the individual may be subject to drug and alcohol testing and/or background investigations. Details regarding such requirements are part of the contract between the individual's employer and Southern Company, and a copy of such requirements can be provided upon request.

CERTIFICATION

I have received and read a copy of the Southern Company Project Security Rules from my employer and I agree to abide by them. I understand that violators of these rules may be removed from Southern Company properties and Southern Company may refuse to readmit such violators for extended periods of time.

In consideration of my having access to Southern Company property in connection with my employment, I hereby consent to the search of myself and my personal property (including vehicles, lunch boxes, parcels, etc.) knowing that such searches may occur at any time when entering, departing or while on Southern Company premises. Further, in consideration of my having access to the project in connection with any employment, I hereby consent to drug and alcohol testing and background investigations by my employer and **voluntarily consent to the release of aforesaid results and investigations to Southern Company**. I agree to report to my employer any prescribed medication any over-the-counter medication, or any substances taken which could adversely affect my ability to perform the essential functions of my job at the project site safely and efficiently. I understand that refusal to submit to drug and alcohol testing, failure to provide a specimen within two hours, leaving the testing facility without Southern Company's approval or tampering or adulteration of a specimen will be considered the same as a positive drug test result.

11-12-13
DATE

William Morris
SIGNATURE

ZACHRY
EMPLOYER NAME

William Morris
TYPED OR PRINTED NAME

EXHIBIT

104

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted] **4298**	**114680**

Payment Details (Pay Date: 01/03/2019 | Check Number: 99011400)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/24/2018**	**12/30/2018**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	16.00	$240.00	$240.00
VACATION-HRLY	15.0000	8.00	$120.00	$120.00
LONG TERM DISAB			$1.50	$1.50
		TOTAL PAY	$361.50	$361.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$20.23	$20.23
FEDERAL W/H TAX S-02	$9.18	$9.18
FICA-HI	$4.73	$4.73
GEORGIA S-02	$3.82	$3.82

Deductions:

Description	Current	Year To Date
LONG TERM DISAB	$1.50	$1.50
*VALUE PLAN **	$35.13	$35.13
ACCIDENTAL D&D	$0.07	$0.07
UNITED WAY 2019	$1.00	$1.00
NET PAY	$285.84	$285.84

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$75.99

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.79
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/10/2019 | Check Number: 99012812)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/31/2018**	**01/06/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	38.00	$570.00	$810.00
VACATION-HRLY				$120.00
LONG TERM DISAB			$1.50	$3.00
		TOTAL PAY	$571.50	$933.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$33.26	$53.49
FEDERAL W/H TAX S-02	$32.48	$41.66
FICA-HI	$7.78	$12.51
GEORGIA S-02	$15.80	$19.62

Deductions:

Description	Current	Year To Date
LONG TERM DISAB	$1.50	$3.00
*VALUE PLAN **	$35.13	$70.26
ACCIDENTAL D&D	$0.07	$0.14
UNITED WAY 2019	$1.00	$2.00
NET PAY	$444.48	$730.32

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$151.98

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.10
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/17/2019 | Check Number: 99013259)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/07/2019**	**01/13/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	35.50	$532.50	$1,342.50
VACATION-HRLY				$120.00
LONG TERM DISAB			$1.50	$4.50
		TOTAL PAY	$534.00	$1,467.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$30.93	$84.42
FEDERAL W/H TAX S-02	$27.98	$69.64
FICA-HI	$7.23	$19.74
GEORGIA S-02	$13.65	$33.27

Deductions:

Description	Current	Year To Date
LONG TERM DISAB	$1.50	$4.50
*VALUE PLAN **	$35.13	$105.39
ACCIDENTAL D&D	$0.07	$0.21
UNITED WAY 2019	$1.00	$3.00
NET PAY	$416.51	$1,146.83

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$227.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.41
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 01/24/2019 | Check Number: 99013207)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/14/2019**	**01/20/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$1,942.50
VACATION-HRLY				$120.00
LONG TERM DISAB			($4.50)	
		TOTAL PAY	$595.50	$2,062.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$34.74	$119.16
FEDERAL W/H TAX S-02	$35.36	$105.00
FICA-HI	$8.13	$27.87
GEORGIA S-02	$17.18	$50.45

Deductions:

Description	Current	Year To Date
LONG TERM DISAB	($4.50)	
*VALUE PLAN **	$35.13	$140.52
ACCIDENTAL D&D	$0.07	$0.28
UNITED WAY 2019	$1.00	$4.00
NET PAY	$468.39	$1,615.22

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$303.96

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.72
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/31/2019 | Check Number: 99013136)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/21/2019**	**01/27/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	38.00	$570.00	$2,512.50
VACATION-HRLY				$120.00
		TOTAL PAY	$570.00	$2,632.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$33.16	$152.32
FEDERAL W/H TAX S-02	$32.30	$137.30
FICA-HI	$7.75	$35.62
GEORGIA S-02	$15.72	$66.17

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$175.65
ACCIDENTAL D&D	$0.07	$0.35
UNITED WAY 2019	$1.00	$5.00
NET PAY	$444.87	$2,060.09

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$379.95

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.03
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 02/07/2019 | Check Number: 99012897)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/28/2019**	**02/03/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$3,112.50
VACATION-HRLY				$120.00
		TOTAL PAY	$600.00	$3,232.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$187.35
FEDERAL W/H TAX S-02	$35.90	$173.20
FICA-HI	$8.19	$43.81
GEORGIA S-02	$17.44	$83.61

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$210.78
ACCIDENTAL D&D	$0.07	$0.42
UNITED WAY 2019	$1.00	$6.00
NET PAY	$467.24	$2,527.33

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$455.94

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.34
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 02/14/2019 | Check Number: 99012842)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/04/2019**	**02/10/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	39.50	$592.50	$3,705.00
VACATION-HRLY				$120.00
		TOTAL PAY	$592.50	$3,825.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$34.55	$221.90
FEDERAL W/H TAX S-02	$35.00	$208.20
FICA-HI	$8.09	$51.90
GEORGIA S-02	$17.01	$100.62

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$245.91
ACCIDENTAL D&D	$0.07	$0.49
UNITED WAY 2019	$1.00	$7.00
NET PAY	$461.65	$2,988.98

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$531.93

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.65
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 02/21/2019 | Check Number: 99012922)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/11/2019**	**02/17/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	32.00	$480.00	$4,185.00
VACATION-HRLY	15.0000	8.00	$120.00	$240.00
		TOTAL PAY	$600.00	$4,425.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$256.93
FEDERAL W/H TAX S-02	$35.90	$244.10
FICA-HI	$8.19	$60.09
GEORGIA S-02	$17.44	$118.06

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$281.04
ACCIDENTAL D&D	$0.07	$0.56
UNITED WAY 2019	$1.00	$8.00
NET PAY	$467.24	$3,456.22

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$607.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.96
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 02/28/2019 | Check Number: 99012761)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/18/2019**	**02/24/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$4,785.00
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$5,025.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$291.95
FEDERAL W/H TAX S-02	$35.90	$280.00
FICA-HI	$8.19	$68.28
GEORGIA S-02	$17.44	$135.50

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$316.17
ACCIDENTAL D&D	$0.07	$0.63
UNITED WAY 2019	$1.00	$9.00
NET PAY	$467.25	$3,923.47

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$683.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.27
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted] **4298**	**114680**

Payment Details (Pay Date: 03/07/2019 | Check Number: 99012723)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/25/2019**	**03/03/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	37.50	$562.50	$5,347.50
VACATION-HRLY				$240.00
		TOTAL PAY	$562.50	$5,587.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$32.69	$324.64
FEDERAL W/H TAX S-02	$31.40	$311.40
FICA-HI	$7.64	$75.92
GEORGIA S-02	$15.29	$150.79

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$351.30
ACCIDENTAL D&D	$0.07	$0.70
UNITED WAY 2019	$1.00	$10.00
NET PAY	$439.28	$4,362.75

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$759.90

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.58
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/14/2019 | Check Number: 99012715)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/04/2019**	**03/10/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$5,947.50
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$6,187.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$359.67
FEDERAL W/H TAX S-02	$35.90	$347.30
FICA-HI	$8.20	$84.12
GEORGIA S-02	$17.44	$168.23

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$386.43
ACCIDENTAL D&D	$0.07	$0.77
UNITED WAY 2019	$1.00	$11.00
NET PAY	$467.23	$4,829.98

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$835.89

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.89
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/21/2019 | Check Number: 99013125)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/11/2019**	**03/17/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$6,547.50
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$6,787.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$394.69
FEDERAL W/H TAX S-02	$35.90	$383.20
FICA-HI	$8.19	$92.31
GEORGIA S-02	$17.44	$185.67

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$421.56
ACCIDENTAL D&D	$0.07	$0.84
UNITED WAY 2019	$1.00	$12.00
NET PAY	$467.25	$5,297.23

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$911.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.20
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/28/2019 | Check Number: 99012721)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/18/2019**	**03/24/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$7,147.50
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$7,387.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$429.71
FEDERAL W/H TAX S-02	$35.90	$419.10
FICA-HI	$8.19	$100.50
GEORGIA S-02	$17.44	$203.11

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$456.69
ACCIDENTAL D&D	$0.07	$0.91
UNITED WAY 2019	$1.00	$13.00
NET PAY	$467.25	$5,764.48

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$987.87

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.51
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 04/04/2019 | Check Number: 99012563)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/25/2019**	**03/31/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	32.00	$480.00	$7,627.50
VACATION-HRLY				$240.00
		TOTAL PAY	$480.00	$7,867.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$27.58	$457.29
FEDERAL W/H TAX S-02	$21.50	$440.60
FICA-HI	$6.45	$106.95
GEORGIA S-02	$10.54	$213.65

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$491.82
ACCIDENTAL D&D	$0.07	$0.98
UNITED WAY 2019	$1.00	$14.00
NET PAY	$377.73	$6,142.21

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,063.86

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.82
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 04/11/2019 | Check Number: 99012325)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**04/01/2019**	**04/07/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$8,227.50
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$8,467.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$492.31
FEDERAL W/H TAX S-02	$35.90	$476.50
FICA-HI	$8.19	$115.14
GEORGIA S-02	$17.44	$231.09

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$526.95
ACCIDENTAL D&D	$0.07	$1.05
UNITED WAY 2019	$1.00	$15.00
NET PAY	$467.25	$6,609.46

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,139.85

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.13
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 04/18/2019 | Check Number: 99012151)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**04/08/2019**	**04/14/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$8,827.50
VACATION-HRLY				$240.00
		TOTAL PAY	$600.00	$9,067.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$527.34
FEDERAL W/H TAX S-02	$35.90	$512.40
FICA-HI	$8.19	$123.33
GEORGIA S-02	$17.44	$248.53

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$562.08
ACCIDENTAL D&D	$0.07	$1.12
UNITED WAY 2019	$1.00	$16.00
NET PAY	$467.24	$7,076.70

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,215.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.44
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 04/25/2019 | Check Number: 99011830)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**04/15/2019**	**04/21/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	39.00	$585.00	$9,412.50
VACATION-HRLY				$240.00
		TOTAL PAY	$585.00	$9,652.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$34.09	$561.43
FEDERAL W/H TAX S-02	$34.10	$546.50
FICA-HI	$7.97	$131.30
GEORGIA S-02	$16.58	$265.11

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$597.21
ACCIDENTAL D&D	$0.07	$1.19
UNITED WAY 2019	$1.00	$17.00
NET PAY	$456.06	$7,532.76

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,291.83

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.75
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/02/2019 | Check Number: 99011629)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**04/22/2019**	**04/28/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	32.00	$480.00	$9,892.50
VACATION-HRLY	15.0000	8.00	$120.00	$360.00
		TOTAL PAY	$600.00	$10,252.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$596.45
FEDERAL W/H TAX S-02	$35.90	$582.40
FICA-HI	$8.19	$139.49
GEORGIA S-02	$17.44	$282.55

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$632.34
ACCIDENTAL D&D	$0.07	$1.26
UNITED WAY 2019	$1.00	$18.00
NET PAY	$467.25	$8,000.01

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,367.82

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.06
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/09/2019 | Check Number: 99011345)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**04/29/2019**	**05/05/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$10,492.50
TIME AND 1/2	22.5000	10.00	$225.00	$225.00
VACATION-HRLY				$360.00
		TOTAL PAY	$825.00	$11,077.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$48.97	$645.42
FEDERAL W/H TAX S-02	$62.90	$645.30
FICA-HI	$11.46	$150.95
GEORGIA S-02	$30.38	$312.93

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$667.47
ACCIDENTAL D&D	$0.07	$1.33
UNITED WAY 2019	$1.00	$19.00
NET PAY	$635.09	$8,635.10

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,443.81

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.37
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/16/2019 | Check Number: 99011153)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**05/06/2019**	**05/12/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$11,092.50
TIME AND 1/2	22.5000	6.00	$135.00	$360.00
VACATION-HRLY				$360.00
		TOTAL PAY	$735.00	$11,812.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$43.39	$688.81
FEDERAL W/H TAX S-02	$52.10	$697.40
FICA-HI	$10.14	$161.09
GEORGIA S-02	$25.20	$338.13

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$702.60
ACCIDENTAL D&D	$0.07	$1.40
UNITED WAY 2019	$1.00	$20.00
NET PAY	$567.97	$9,203.07

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,519.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.68
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/23/2019 | Check Number: 99011034)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**05/13/2019**	**05/19/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$11,692.50
TIME AND 1/2				$360.00
VACATION-HRLY				$360.00
		TOTAL PAY	$600.00	$12,412.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$723.84
FEDERAL W/H TAX S-02	$35.90	$733.30
FICA-HI	$8.19	$169.28
GEORGIA S-02	$17.44	$355.57

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$737.73
ACCIDENTAL D&D	$0.07	$1.47
UNITED WAY 2019	$1.00	$21.00
NET PAY	$467.24	$9,670.31

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,595.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	42.99
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted] **4298**	**114680**

Payment Details (Pay Date: 05/30/2019 | Check Number: 99010764)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**05/20/2019**	**05/26/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$12,292.50
TIME AND 1/2				$360.00
VACATION-HRLY				$360.00
		TOTAL PAY	$600.00	$13,012.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$758.86
FEDERAL W/H TAX S-02	$35.90	$769.20
FICA-HI	$8.19	$177.47
GEORGIA S-02	$17.44	$373.01

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$772.86
ACCIDENTAL D&D	$0.07	$1.54
UNITED WAY 2019	$1.00	$22.00
NET PAY	$467.25	$10,137.56

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,671.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	45.30
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 06/06/2019 | Check Number: 99010465)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**05/27/2019**	**06/02/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	30.00	$450.00	$12,742.50
TIME AND 1/2				$360.00
VACATION-HRLY				$360.00
		TOTAL PAY	$450.00	$13,462.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$25.72	$784.58
FEDERAL W/H TAX S-02	$18.03	$787.23
FICA-HI	$6.02	$183.49
GEORGIA S-02	$8.82	$381.83

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$807.99
ACCIDENTAL D&D	$0.07	$1.61
UNITED WAY 2019	$1.00	$23.00
NET PAY	$355.21	$10,492.77

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,747.77

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	47.61
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 06/13/2019 | Check Number: 99010332)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**06/03/2019**	**06/09/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,742.50
TIME AND 1/2				$360.00
VACATION-HRLY	15.0000	40.00	$600.00	$960.00
		TOTAL PAY	$600.00	$14,062.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$819.60
FEDERAL W/H TAX S-02	$35.90	$823.13
FICA-HI	$8.19	$191.68
GEORGIA S-02	$17.44	$399.27

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$843.12
ACCIDENTAL D&D	$0.07	$1.68
UNITED WAY 2019	$1.00	$24.00
NET PAY	$467.25	$10,960.02

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,823.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.92
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 06/20/2019 | Check Number: 99010434)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**06/10/2019**	**06/16/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$13,342.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$600.00	$14,662.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$854.62
FEDERAL W/H TAX S-02	$35.90	$859.03
FICA-HI	$8.19	$199.87
GEORGIA S-02	$17.44	$416.71

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$878.25
ACCIDENTAL D&D	$0.07	$1.75
UNITED WAY 2019	$1.00	$25.00
NET PAY	$467.25	$11,427.27

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,899.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.23
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 06/27/2019 | Check Number: 99010335)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**06/17/2019**	**06/23/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$13,942.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$600.00	$15,262.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$889.65
FEDERAL W/H TAX S-02	$35.90	$894.93
FICA-HI	$8.19	$208.06
GEORGIA S-02	$17.44	$434.15

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$913.38
ACCIDENTAL D&D	$0.07	$1.82
UNITED WAY 2019	$1.00	$26.00
NET PAY	$467.24	$11,894.51

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$1,975.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.54
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 07/03/2019 | Check Number: 99010275)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**06/24/2019**	**06/30/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	32.00	$480.00	$14,422.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$480.00	$15,742.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$27.58	$917.23
FEDERAL W/H TAX S-02	$21.50	$916.43
FICA-HI	$6.45	$214.51
GEORGIA S-02	$10.54	$444.69

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$948.51
ACCIDENTAL D&D	$0.07	$1.89
UNITED WAY 2019	$1.00	$27.00
NET PAY	$377.73	$12,272.24

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,051.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.85
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 07/11/2019 | Check Number: 99010098)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**07/01/2019**	**07/07/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	30.00	$450.00	$14,872.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$450.00	$16,192.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$25.72	$942.95
FEDERAL W/H TAX S-02	$18.03	$934.46
FICA-HI	$6.02	$220.53
GEORGIA S-02	$8.82	$453.51

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$983.64
ACCIDENTAL D&D	$0.07	$1.96
UNITED WAY 2019	$1.00	$28.00
NET PAY	$355.21	$12,627.45

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,127.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.16
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 07/18/2019 | Check Number: 99010212)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**07/08/2019**	**07/14/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$15,472.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$600.00	$16,792.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$977.97
FEDERAL W/H TAX S-02	$35.90	$970.36
FICA-HI	$8.19	$228.72
GEORGIA S-02	$17.44	$470.95

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,018.77
ACCIDENTAL D&D	$0.07	$2.03
UNITED WAY 2019	$1.00	$29.00
NET PAY	$467.25	$13,094.70

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,203.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.47
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 07/25/2019 | Check Number: 99010234)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**07/15/2019**	**07/21/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$16,072.50
TIME AND 1/2				$360.00
VACATION-HRLY				$960.00
		TOTAL PAY	$600.00	$17,392.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$1,012.99
FEDERAL W/H TAX S-02	$35.90	$1,006.26
FICA-HI	$8.19	$236.91
GEORGIA S-02	$17.44	$488.39

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,053.90
ACCIDENTAL D&D	$0.07	$2.10
UNITED WAY 2019	$1.00	$30.00
NET PAY	$467.25	$13,561.95

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,279.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.78
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 08/01/2019 | Check Number: 99010109)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**07/22/2019**	**07/28/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	32.00	$480.00	$16,552.50
TIME AND 1/2				$360.00
VACATION-HRLY	15.0000	8.00	$120.00	$1,080.00
		TOTAL PAY	$600.00	$17,992.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$1,048.02
FEDERAL W/H TAX S-02	$35.90	$1,042.16
FICA-HI	$8.19	$245.10
GEORGIA S-02	$17.44	$505.83

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,089.03
ACCIDENTAL D&D	$0.07	$2.17
UNITED WAY 2019	$1.00	$31.00
NET PAY	$467.24	$14,029.19

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,355.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.09
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 08/08/2019 | Check Number: 99010052)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**07/29/2019**	**08/04/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	37.50	$562.50	$17,115.00
TIME AND 1/2				$360.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$562.50	$18,555.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$32.69	$1,080.71
FEDERAL W/H TAX S-02	$31.40	$1,073.56
FICA-HI	$7.65	$252.75
GEORGIA S-02	$15.29	$521.12

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,124.16
ACCIDENTAL D&D	$0.07	$2.24
UNITED WAY 2019	$1.00	$32.00
NET PAY	$439.27	$14,468.46

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,431.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.40
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted] **4298**	**114680**

Payment Details (Pay Date: 08/15/2019 | Check Number: 99010180)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**08/05/2019**	**08/11/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$17,715.00
TIME AND 1/2				$360.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$600.00	$19,155.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$1,115.73
FEDERAL W/H TAX S-02	$35.90	$1,109.46
FICA-HI	$8.19	$260.94
GEORGIA S-02	$17.44	$538.56

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,159.29
ACCIDENTAL D&D	$0.07	$2.31
UNITED WAY 2019	$1.00	$33.00
NET PAY	$467.25	$14,935.71

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,507.67

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.71
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 08/22/2019 | Check Number: 99010286)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**08/12/2019**	**08/18/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$18,315.00
TIME AND 1/2				$360.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$600.00	$19,755.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.03	$1,150.76
FEDERAL W/H TAX S-02	$35.90	$1,145.36
FICA-HI	$8.19	$269.13
GEORGIA S-02	$17.44	$556.00

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,194.42
ACCIDENTAL D&D	$0.07	$2.38
UNITED WAY 2019	$1.00	$34.00
NET PAY	$467.24	$15,402.95

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,583.66

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.02
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 08/29/2019 | Check Number: 99010258)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**08/19/2019**	**08/25/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$18,915.00
TIME AND 1/2				$360.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$600.00	$20,355.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$1,185.78
FEDERAL W/H TAX S-02	$35.90	$1,181.26
FICA-HI	$8.19	$277.32
GEORGIA S-02	$17.44	$573.44

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,229.55
ACCIDENTAL D&D	$0.07	$2.45
UNITED WAY 2019	$1.00	$35.00
NET PAY	$467.25	$15,870.20

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,659.65

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.33
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 09/05/2019 | Check Number: 99010178)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**08/26/2019**	**09/01/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	15.0000	40.00	$600.00	$19,515.00
TIME AND 1/2				$360.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$600.00	$20,955.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$35.02	$1,220.80
FEDERAL W/H TAX S-02	$35.90	$1,217.16
FICA-HI	$8.19	$285.51
GEORGIA S-02	$17.44	$590.88

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,264.68
ACCIDENTAL D&D	$0.07	$2.52
UNITED WAY 2019	$1.00	$36.00
NET PAY	$467.25	$16,337.45

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,735.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.64
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 09/12/2019 | Check Number: 99010135)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**09/02/2019**	**09/08/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$20,315.00
TIME AND 1/2	30.0000	26.00	$780.00	$1,140.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,580.00	$22,535.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.78	$1,316.58
FEDERAL W/H TAX M-09	$63.46	$1,280.62
FICA-HI	$22.40	$307.91
GEORGIA M-09	$50.08	$640.96

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,299.81
ACCIDENTAL D&D	$0.07	$2.59
UNITED WAY 2019	$1.00	$37.00
NET PAY	$1,312.08	$17,649.53

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,811.63

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.95
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 09/19/2019 | Check Number: 99010290)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**09/09/2019**	**09/15/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$21,115.00
TIME AND 1/2	30.0000	18.00	$540.00	$1,680.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,340.00	$23,875.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.90	$1,397.48
FEDERAL W/H TAX M-09	$35.10	$1,315.72
FICA-HI	$18.92	$326.83
GEORGIA M-09	$36.28	$677.24

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,334.94
ACCIDENTAL D&D	$0.07	$2.66
UNITED WAY 2019	$1.00	$38.00
NET PAY	$1,132.60	$18,782.13

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,887.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.26
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 09/26/2019 | Check Number: 99010384)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**09/16/2019**	**09/22/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$21,915.00
TIME AND 1/2	30.0000	20.00	$600.00	$2,280.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$25,275.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.63	$1,482.11
FEDERAL W/H TAX M-09	$41.86	$1,357.58
FICA-HI	$19.79	$346.62
GEORGIA M-09	$39.73	$716.97

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,370.07
ACCIDENTAL D&D	$0.07	$2.73
UNITED WAY 2019	$1.00	$39.00
NET PAY	$1,177.79	$19,959.92

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$2,963.61

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.57
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 10/03/2019 | Check Number: 99010396)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**09/23/2019**	**09/29/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$22,715.00
TIME AND 1/2	30.0000	20.00	$600.00	$2,880.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$26,675.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.62	$1,566.73
FEDERAL W/H TAX M-09	$41.86	$1,399.44
FICA-HI	$19.79	$366.41
GEORGIA M-09	$39.73	$756.70

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,405.20
ACCIDENTAL D&D	$0.07	$2.80
UNITED WAY 2019	$1.00	$40.00
NET PAY	$1,177.80	$21,137.72

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,039.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.88
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 10/10/2019 | Check Number: 99010377)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**09/30/2019**	**10/06/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$23,515.00
TIME AND 1/2	30.0000	18.00	$540.00	$3,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,340.00	$28,015.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$80.90	$1,647.63
FEDERAL W/H TAX M-09	$35.10	$1,434.54
FICA-HI	$18.92	$385.33
GEORGIA M-09	$36.28	$792.98

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,440.33
ACCIDENTAL D&D	$0.07	$2.87
UNITED WAY 2019	$1.00	$41.00
NET PAY	$1,132.60	$22,270.32

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,115.59

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.19
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 10/17/2019 | Check Number: 99010520)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**10/07/2019**	**10/13/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$24,315.00
TIME AND 1/2	30.0000	20.00	$600.00	$4,020.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$29,415.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.62	$1,732.25
FEDERAL W/H TAX M-09	$41.86	$1,476.40
FICA-HI	$19.79	$405.12
GEORGIA M-09	$39.73	$832.71

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,475.46
ACCIDENTAL D&D	$0.07	$2.94
UNITED WAY 2019	$1.00	$42.00
NET PAY	$1,177.80	$23,448.12

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,191.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	43.50
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 10/24/2019 | Check Number: 99010580)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**10/14/2019**	**10/20/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$25,115.00
TIME AND 1/2	30.0000	20.00	$600.00	$4,620.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$30,815.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.62	$1,816.87
FEDERAL W/H TAX M-09	$41.86	$1,518.26
FICA-HI	$19.79	$424.91
GEORGIA M-09	$39.73	$872.44

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,510.59
ACCIDENTAL D&D	$0.07	$3.01
UNITED WAY 2019	$1.00	$43.00
NET PAY	$1,177.80	$24,625.92

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,267.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	45.81
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 10/31/2019 | Check Number: 99010543)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**10/21/2019**	**10/27/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$25,915.00
TIME AND 1/2	30.0000	10.00	$300.00	$4,920.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,100.00	$31,915.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.03	$1,882.90
FEDERAL W/H TAX M-09	$11.10	$1,529.36
FICA-HI	$15.44	$440.35
GEORGIA M-09	$22.48	$894.92

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,545.72
ACCIDENTAL D&D	$0.07	$3.08
UNITED WAY 2019	$1.00	$44.00
NET PAY	$948.75	$25,574.67

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,343.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	48.12
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 11/07/2019 | Check Number: 99010463)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**10/28/2019**	**11/03/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$26,715.00
TIME AND 1/2	30.0000	20.00	$600.00	$5,520.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$33,315.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.62	$1,967.52
FEDERAL W/H TAX M-09	$41.86	$1,571.22
FICA-HI	$19.80	$460.15
GEORGIA M-09	$39.73	$934.65

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,580.85
ACCIDENTAL D&D	$0.07	$3.15
UNITED WAY 2019	$1.00	$45.00
NET PAY	$1,177.79	$26,752.46

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,419.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	50.43
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 11/14/2019 | Check Number: 99010420)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**11/04/2019**	**11/10/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$27,515.00
TIME AND 1/2	30.0000	20.00	$600.00	$6,120.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,400.00	$34,715.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.62	$2,052.14
FEDERAL W/H TAX M-09	$41.86	$1,613.08
FICA-HI	$19.79	$479.94
GEORGIA M-09	$39.73	$974.38

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,615.98
ACCIDENTAL D&D	$0.07	$3.22
UNITED WAY 2019	$1.00	$46.00
NET PAY	$1,177.80	$27,930.26

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,495.54

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	52.74
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 11/21/2019 | Check Number: 99010602)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**11/11/2019**	**11/17/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$28,315.00
TIME AND 1/2				$6,120.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$800.00	$35,515.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.42	$2,099.56
FEDERAL W/H TAX M-09	$0.00	$1,613.08
FICA-HI	$11.09	$491.03
GEORGIA M-09	$5.23	$979.61

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,651.11
ACCIDENTAL D&D	$0.07	$3.29
UNITED WAY 2019	$1.00	$47.00
NET PAY	$700.06	$28,630.32

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,571.53

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	55.05
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 11/27/2019 | Check Number: 99010586)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**11/18/2019**	**11/24/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$29,115.00
TIME AND 1/2	30.0000	10.00	$300.00	$6,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$1,100.00	$36,615.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.02	$2,165.58
FEDERAL W/H TAX M-09	$11.10	$1,624.18
FICA-HI	$15.44	$506.47
GEORGIA M-09	$22.48	$1,002.09

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,686.24
ACCIDENTAL D&D	$0.07	$3.36
UNITED WAY 2019	$1.00	$48.00
NET PAY	$948.76	$29,579.08

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,647.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	57.36
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 12/05/2019 | Check Number: 99010179)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**11/25/2019**	**12/01/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	28.00	$560.00	$29,675.00
TIME AND 1/2				$6,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$560.00	$37,175.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$32.55	$2,198.13
FEDERAL W/H TAX M-09	$0.00	$1,624.18
FICA-HI	$7.61	$514.08
GEORGIA M-09	$0.00	$1,002.09

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,721.37
ACCIDENTAL D&D	$0.07	$3.43
UNITED WAY 2019	$1.00	$49.00
NET PAY	$483.64	$30,062.72

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,723.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	59.67
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 12/12/2019 | Check Number: 99010432)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/02/2019**	**12/08/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	20.0000	40.00	$800.00	$30,475.00
TIME AND 1/2				$6,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$800.00	$37,975.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.42	$2,245.55
FEDERAL W/H TAX M-09	$0.00	$1,624.18
FICA-HI	$11.09	$525.17
GEORGIA M-09	$5.23	$1,007.32

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,756.50
ACCIDENTAL D&D	$0.07	$3.50
UNITED WAY 2019	$1.00	$50.00
NET PAY	$700.06	$30,762.78

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,799.50

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	61.98
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 12/19/2019 | Check Number: 99010359)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/09/2019**	**12/15/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$31,195.00
TIME AND 1/2				$6,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$720.00	$38,695.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$42.46	$2,288.01
FEDERAL W/H TAX S-02	$50.30	$1,674.48
FICA-HI	$9.93	$535.10
GEORGIA S-02	$24.34	$1,031.66

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,791.63
ACCIDENTAL D&D	$0.07	$3.57
UNITED WAY 2019	$1.00	$51.00
NET PAY	$556.77	$31,319.55

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,875.49

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	64.29
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 12/26/2019 | Check Number: 99010173)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/16/2019**	**12/22/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	37.50	$675.00	$31,870.00
TIME AND 1/2				$6,420.00
VACATION-HRLY				$1,080.00
		TOTAL PAY	$675.00	$39,370.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$39.67	$2,327.68
FEDERAL W/H TAX S-02	$44.90	$1,719.38
FICA-HI	$9.28	$544.38
GEORGIA S-02	$21.75	$1,053.41

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$35.13	$1,826.76
ACCIDENTAL D&D	$0.07	$3.64
UNITED WAY 2019	$1.00	$52.00
NET PAY	$523.20	$31,842.75

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$75.99	$3,951.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	66.60
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

EXHIBIT

105

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/02/2020 | Check Number: 99007669)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/23/2019**	**12/29/2019**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
VACATION-HRLY	18.0000	20.00	$360.00	$360.00
		TOTAL PAY	$360.00	$360.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$19.47	$19.47
FEDERAL W/H TAX S-02	$7.55	$7.55
FICA-HI	$4.55	$4.55
GEORGIA S-02	$3.20	$3.20

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$45.99
ACCIDENTAL D&D	$0.07	$0.07
SHORT TERM DISA	$4.82	$4.82
UNITED WAY 2020	$5.00	$5.00
NET PAY	$269.35	$269.35

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$86.41

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	48.91
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 01/09/2020 | Check Number: 99009332)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**12/30/2019**	**01/05/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	38.00	$684.00	$684.00
VACATION-HRLY				$360.00
		TOTAL PAY	$684.00	$1,044.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$39.56	$59.03
FEDERAL W/H TAX S-02	$44.15	$51.70
FICA-HI	$9.25	$13.80
GEORGIA S-02	$21.65	$24.85

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$91.98
ACCIDENTAL D&D	$0.07	$0.14
SHORT TERM DISA	$4.82	$9.64
UNITED WAY 2020	$5.00	$10.00
NET PAY	$513.51	$782.86

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$172.82

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	51.22
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/16/2020 | Check Number: 99009948)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/06/2020**	**01/12/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	32.00	$576.00	$1,260.00
VACATION-HRLY	18.0000	8.00	$144.00	$504.00
		TOTAL PAY	$720.00	$1,764.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.78	$100.81
FEDERAL W/H TAX S-02	$48.47	$100.17
FICA-HI	$9.78	$23.58
GEORGIA S-02	$23.72	$48.57

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$137.97
ACCIDENTAL D&D	$0.07	$0.21
SHORT TERM DISA	$4.82	$14.46
UNITED WAY 2020	$5.00	$15.00
NET PAY	$540.37	$1,323.23

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$259.23

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	45.53
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/23/2020 | Check Number: 99009848)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/13/2020**	**01/19/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$1,980.00
VACATION-HRLY				$504.00
		TOTAL PAY	$720.00	$2,484.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$142.60
FEDERAL W/H TAX S-02	$48.47	$148.64
FICA-HI	$9.77	$33.35
GEORGIA S-02	$23.72	$72.29

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$183.96
ACCIDENTAL D&D	$0.07	$0.28
SHORT TERM DISA	$4.82	$19.28
UNITED WAY 2020	$5.00	$20.00
NET PAY	$540.37	$1,863.60

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$345.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	47.84
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 01/30/2020 | Check Number: 99009865)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/20/2020**	**01/26/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	32.00	$576.00	$2,556.00
VACATION-HRLY	18.0000	8.00	$144.00	$648.00
		TOTAL PAY	$720.00	$3,204.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$184.39
FEDERAL W/H TAX S-02	$48.47	$197.11
FICA-HI	$9.77	$43.12
GEORGIA S-02	$23.72	$96.01

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$229.95
ACCIDENTAL D&D	$0.07	$0.35
SHORT TERM DISA	$4.82	$24.10
UNITED WAY 2020	$5.00	$25.00
NET PAY	$540.37	$2,403.97

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$432.05

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	42.15
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 02/06/2020 | Check Number: 99009804)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**01/27/2020**	**02/02/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$3,276.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$3,924.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$226.18
FEDERAL W/H TAX S-02	$48.47	$245.58
FICA-HI	$9.78	$52.90
GEORGIA S-02	$23.72	$119.73

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$275.94
ACCIDENTAL D&D	$0.07	$0.42
SHORT TERM DISA	$4.82	$28.92
UNITED WAY 2020	$5.00	$30.00
NET PAY	$540.36	$2,944.33

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$518.46

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	44.46
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	**[redacted]4298**	**114680**

Payment Details (Pay Date: 02/13/2020 | Check Number: 99009621)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/03/2020**	**02/09/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$3,996.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$4,644.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$267.97
FEDERAL W/H TAX S-02	$48.47	$294.05
FICA-HI	$9.77	$62.67
GEORGIA S-02	$23.72	$143.45

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$321.93
ACCIDENTAL D&D	$0.07	$0.49
SHORT TERM DISA	$4.82	$33.74
UNITED WAY 2020	$5.00	$35.00
NET PAY	$540.37	$3,484.70

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$604.87

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	46.77
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 02/20/2020 | Check Number: 99009617)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/10/2020**	**02/16/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	37.50	$675.00	$4,671.00
VACATION-HRLY				$648.00
		TOTAL PAY	$675.00	$5,319.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$39.00	$306.97
FEDERAL W/H TAX S-02	$43.07	$337.12
FICA-HI	$9.12	$71.79
GEORGIA S-02	$21.13	$164.58

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$367.92
ACCIDENTAL D&D	$0.07	$0.56
SHORT TERM DISA	$4.82	$38.56
UNITED WAY 2020	$5.00	$40.00
NET PAY	$506.80	$3,991.50

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$691.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	49.08
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 02/27/2020 | Check Number: 99009829)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/17/2020**	**02/23/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$5,391.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$6,039.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$348.76
FEDERAL W/H TAX S-02	$48.47	$385.59
FICA-HI	$9.77	$81.56
GEORGIA S-02	$23.72	$188.30

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$413.91
ACCIDENTAL D&D	$0.07	$0.63
SHORT TERM DISA	$4.82	$43.38
UNITED WAY 2020	$5.00	$45.00
NET PAY	$540.37	$4,531.87

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$777.69

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	51.39
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/05/2020 | Check Number: 99009767)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**02/24/2020**	**03/01/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$6,111.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$6,759.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.78	$390.54
FEDERAL W/H TAX S-02	$48.47	$434.06
FICA-HI	$9.78	$91.34
GEORGIA S-02	$23.72	$212.02

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$459.90
ACCIDENTAL D&D	$0.07	$0.70
SHORT TERM DISA	$4.82	$48.20
UNITED WAY 2020	$5.00	$50.00
NET PAY	$540.37	$5,072.24

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$864.10

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	53.70
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/12/2020 | Check Number: 99009741)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/02/2020**	**03/08/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$6,831.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$7,479.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$432.33
FEDERAL W/H TAX S-02	$48.47	$482.53
FICA-HI	$9.77	$101.11
GEORGIA S-02	$23.72	$235.74

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$505.89
ACCIDENTAL D&D	$0.07	$0.77
SHORT TERM DISA	$4.82	$53.02
UNITED WAY 2020	$5.00	$55.00
NET PAY	$540.37	$5,612.61

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$950.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	56.01
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/19/2020 | Check Number: 99009545)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/09/2020**	**03/15/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$7,551.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$8,199.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$474.12
FEDERAL W/H TAX S-02	$48.47	$531.00
FICA-HI	$9.77	$110.88
GEORGIA S-02	$23.72	$259.46

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$551.88
ACCIDENTAL D&D	$0.07	$0.84
SHORT TERM DISA	$4.82	$57.84
UNITED WAY 2020	$5.00	$60.00
NET PAY	$540.37	$6,152.98

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$1,036.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	58.32
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 03/26/2020 | Check Number: 99009798)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/16/2020**	**03/22/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$8,271.00
VACATION-HRLY				$648.00
		TOTAL PAY	$720.00	$8,919.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$515.91
FEDERAL W/H TAX S-02	$48.47	$579.47
FICA-HI	$9.78	$120.66
GEORGIA S-02	$23.72	$283.18

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$597.87
ACCIDENTAL D&D	$0.07	$0.91
SHORT TERM DISA	$4.82	$62.66
UNITED WAY 2020	$5.00	$65.00
NET PAY	$540.36	$6,693.34

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$1,123.33

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	60.63
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 04/02/2020 | Check Number: 99009235)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/23/2020**	**03/29/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	36.50	$657.00	$8,928.00
VACATION-HRLY				$648.00
		TOTAL PAY	$657.00	$9,576.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$37.88	$553.79
FEDERAL W/H TAX S-02	$40.91	$620.38
FICA-HI	$8.86	$129.52
GEORGIA S-02	$20.09	$303.27

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$643.86
ACCIDENTAL D&D	$0.07	$0.98
SHORT TERM DISA	$4.82	$67.48
UNITED WAY 2020	$5.00	$70.00
NET PAY	$493.38	$7,186.72

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$1,209.74

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	62.94
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 04/09/2020 | Check Number: 99008951)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM	**HB01**	**03/30/2020**	**04/05/2020**	**008945**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,928.00
VACATION-HRLY	18.0000	40.00	$720.00	$1,368.00
		TOTAL PAY	$720.00	$10,296.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.79	$595.58
FEDERAL W/H TAX S-02	$48.47	$668.85
FICA-HI	$9.77	$139.29
GEORGIA S-02	$23.72	$326.99

Deductions:

Description	Current	Year To Date
*VALUE PLAN **	$45.99	$689.85
ACCIDENTAL D&D	$0.07	$1.05
SHORT TERM DISA	$4.82	$72.30
UNITED WAY 2020	$5.00	$75.00
NET PAY	$540.37	$7,727.09

Memos:

Description	Current Amount	YTDAmount
Medical - Value Plan - Company Contribution	$86.41	$1,296.15

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.25
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

EXHIBIT

106

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]4298	**114680**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99019865)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM D	**PS30**	**04/22/2024**	**04/28/2024**	**114680**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.4300	40.00	$697.20	$697.20
TIME AND 1/2	26.1450	18.00	$470.62	$470.62
		TOTAL PAY	$1,167.82	$1,167.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$72.40	$72.40
FEDERAL W/H TAX S-00	$101.98	$101.98
FICA-HI	$16.93	$16.93
GEORGIA S-00	$38.77	$38.77

Deductions:

Description	Current	Year To Date
NET PAY	$937.74	$937.74

Memos:

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

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/09/2024 | Check Number: 99019785)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM D	**PS30**	**04/29/2024**	**05/05/2024**	**114680**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.4300	40.00	$697.20	$1,394.40
TIME AND 1/2	26.1450	10.00	$261.45	$732.07
		TOTAL PAY	$958.65	$2,126.47

Taxes:

Description	Current	Year To Date
FICA-OASDI	$59.44	$131.84
FEDERAL W/H TAX S-00	$76.88	$178.86
FICA-HI	$13.90	$30.83
GEORGIA S-00	$27.29	$66.06

Deductions:

Description	Current	Year To Date
NET PAY	$781.14	$1,718.88

Memos:

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

ZACHRY

ZACHRY MAINTENANCE SERVICES, LLC
P. O. BOX 240130
SAN ANTONIO TEXAS 78224
USA

Pay Details

Name	Company	Employee Id	Job Number
MORRIS, WILLIAM D	**PS30**	[redacted]**4298**	**114680**

Payment Details (Pay Date: 05/16/2024 | Check Number: 99019526)

Name:	Company:	Period Start:	Period End:	Job#:
MORRIS, WILLIAM D	**PS30**	**05/06/2024**	**05/12/2024**	**114680**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	17.4300	9.50	$165.59	$1,559.99
TIME AND 1/2				$732.07
		TOTAL PAY	$165.59	$2,292.06

Taxes:

Description	Current	Year To Date
FICA-OASDI	$10.27	$142.11
FEDERAL W/H TAX S-00	$0.00	$178.86
FICA-HI	$2.40	$33.23
GEORGIA S-00	$0.00	$66.06

Deductions:

Description	Current	Year To Date
NET PAY	$152.92	$1,871.80

Memos:

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

EXHIBIT

107

William Morris EIN [redacted]4298 - Employment History

Detailed Job/Occupation History MORRIS, WILLIAM D

Employment-Status: TERM-HOURLY-F/T

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION	INFO--	R/C	RATE
445	11468001	09427	00	05-08-2024	Dscg-Absenteeism	485405		1	17.4300
ISG	ENERGY					HELPER 5			
445	11468001	09427	00	04-22-2024	Rehire	485405		1	17.4300
ISG	ENERGY					HELPER 5			
445	00894501	02518	00	04-03-2020	Reduction-of-Force	485402		1	18.0000
ISG	ENERGY					HELPER 2			
445	00894501	02518	01	04-03-2020	Reduction-of-Force	485414		1	15.0000
ISG	ENERGY					HELPER 13			
445	00894501	02518	00	12-09-2019	Decrease-Other	485402		1	18.0000
ISG	ENERGY					HELPER 2			
445	00894501	02518	00	09-02-2019	Increase-Merit	485409		1	20.0000
ISG	ENERGY					HELPER, 9			
445	00894501	02518	00	12-17-2018	Reclassification	491507		1	15.0000
ISG	ENERGY					LABORER, SEMI-SKILLED			
445	00894501	02518	00	05-28-2018	Reclassification	485404		1	15.0000
ISG	ENERGY					HELPER 4			

Detailed Job/Occupation History MORRIS, WILLIAM D

Employment-Status: TERM-HOURLY-F/T

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION	INFO--	R/C	RATE
445	00894501	02518	00	03-19-2018	Increase-Promotional	431501		1	18.0000
ISG	ENERGY					FOREMAN, LABOR			
445	00894501	02518	00	05-02-2016	Increase-Merit	485404		1	15.0000
ISG	ENERGY					HELPER 4			
445	00894501	02518	00	04-27-2015		485406		1	13.0000
ISG	ENERGY					HELPER 6			
445	00894501	02518	01	03-23-2015	Decrease-Other	485414		1	15.0000
ISG	ENERGY					HELPER 13			
445	00894501	02518	01	02-02-2015	Increase-Merit	485408		1	22.0000
ISG	ENERGY					HELPER, 8			
445	00894501	02518	00	07-01-2014	Increase-Merit	485406		1	13.0000
ISG	ENERGY					HELPER 6			
445	00894501	02518	01	06-30-2014	Replacemnt-Temporary	485406		1	12.0000
ISG	ENERGY					HELPER 6			
445	00894501	02518	00	03-03-2014	Decrease-Other	485406		1	12.0000
ISG	ENERGY					HELPER 6			

Detailed Job/Occupation History MORRIS, WILLIAM D

Employment-Status: TERM-HOURLY-F/T

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION	INFO--	R/C	RATE
445	00894501	02518	00	12-16-2013	Increase-Merit	485401		1	19.0000
ISG	ENERGY					HELPER 1			
445	00894501	02518	00	11-12-2013	Rehire	485406		1	12.0000
ISG	ENERGY					HELPER 6			
445	00894501	01248	00	10-18-2012	Dscg-Other-Discharge	485406		1	12.0000
ISG	ENERGY					HELPER 6			
445	00894501	01248	00	01-31-2012	New Hire	485406		1	12.0000
ISG	ENERGY					HELPER 6			

EXHIBIT

108

Case: 5450 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Separation

Case Snapshot

Opened:
12/12/2023
Days Open:
8
Last modified:
12/26/2023 2:16 PM
Date Closed:
12/21/2023
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
5450
Received/Reported date:
12/12/2023
Language:
Spanish
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Separation
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

Reporter anonymous:
No
Reporter first name:
Rolando
Reporter last name:
Gallegos
Phone number:
409-282-9277
Contact availability:
7:00 a.m. to 5:30 p.m.

Case Information

Separation Category:
Discharged - Other
Employee ID Number (EIN):
[redacted]4110
Badge Number:
27350
Position Title:
operator
Please identify the person(s) engaged in this behavior:
Randy Jackson - superintendent
Michael Prince - supervisor
Do you suspect or know that a supervisor or management is involved?
Yes
If yes, then who?
Randy Jackson, superintendent
Michael Prince, supervisor
Is management aware of this problem?
Yes
What is the general nature of this matter?
Unfair termination
Where did this incident or violation occur?
Lakedown Wateryard
Please provide the specific or approximate time this incident occurred:
December 12 2023, around 9:00 a.m.
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 December 12, 2023, around 9:00 a.m., Michael went down from his vehicle and aggressively started screaming at Rolando, Juan Gonzales, laborer, and Titus (last name unknown), laborer, saying that they were asleep at work. After that, Michael went to Francisco Vega, yard supervisor, saying that his driver was asleep. Francisco responded that Rolando was not asleep, that he had just started his shift and was driving the truck to get out of the yard.

When Rolando was leaving his workplace to go to the HR department to report, Michael said that Randy had made the decision to terminate him for sleeping in the workplace. Rolando responded that he was not asleep and Michael and Randy were just assuming that he was asleep.

On the same day, Rolando, Juan, and Titus reported the situation with Michael and Randy to a male HR

representative (name unknown). After making the report, Francisco indicated to Rolando to go to the security department because he was going to be fired.

Rolando states that Michael has racist actions because he has a bad attitude and opinion towards the Latin American employees.

Job Number:
11228001

COID:
HB01

Division:
430

Group:
Projects

Follow-ups

12/19/2023 - Arsement, Jesse
Comment:

Thank you for calling the Ethics Helpline with your concern. To better investigate your claim, please contact me at your earliest convenience. Additional information may be required to proceed with and/or close the investigation.

Jesse Arsement DRP Specialist 409-248-4325 arsementj@zhi.com

Assignments & Access

Case assignee(s):
Arsement, Jesse (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
Rolando Gallegos	None	None	Reporter	None	
Randy Jackson	superintendent	None	None	None	
Michael Prince	supervisor	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

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:
On Tuesday, 12/12/23, Rolando Gallegos, Forklift Driver, Titus McCarty, Laborer, and Juan Gonzalez, Laborer, pulled up and parked at the water cooler lay-down yard, with Rolando in the driver's seat. Immediately after, Superintendent Randy Jackson and General Foreman Michael Prince pulled up directly beside the truck Rolando was operating, roughly 6 feet away. According to Michael Prince, he and Randy saw Rolando sleeping with his head leaning on the window. Juan was in the passenger seat, and Titus was in the back seat while they were parked, but Michael could not tell if Juan and Titus were sleeping. Michael said they were parked for three to four minutes before he got out of the passenger seat, walked up to the driver's window, and tapped on the glass.

Michael said that all three individuals in the truck jumped when this happened. Michael told Rolando he needed to wake up and pay attention and told Juan and Titus they needed to be alert, but he still could not tell if Juan and Titus were sleeping. Michael continued to say that the truck Rolando was operating was on and running while this was happening. Once Michael left where he was talking to Rolando, he walked over to Foreman Fernando Vega and told him what happened, asking him to please address the situation with Titus and Juan. Michael, Randy, and Fernando then made their way to the security trailer, where Fernando filled out the ESR for Rolando, called him to the front, and separated employment.

Rolando was very understanding when I spoke to him and thanked me for keeping him updated. I let Rolando know there are no restrictions if he chooses to reapply and that a recruiter will contact him if he is the most qualified candidate. Rolando thanked me again, and we ended the call.

Tasks

No Tasks

Case Notes

None

Related Cases

Cases Marked as Related to This Case

Case #	Tier	Assignee(s)
5452	Zachry Group	Jones, Terri

EXHIBIT

109

Case: 5452 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Supervision

Case Snapshot

Opened:
12/12/2023
Days Open:
36
Last modified:
01/26/2024 3:37 PM
Date Closed:
01/18/2024
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
5452
Received/Reported date:
12/12/2023
Language:
Spanish
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Supervision
Summary:
Employee Treatment (by Supervisor/Manager)

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
City:
SABINE PASS

State/Province:
TX

Reporter Information

Is the reporter an employee?
Yes
Reporter anonymous:
No
Reporter first name:
Juan Carlos
Reporter last name:
Gonzales Catala
Phone number:
409-250-0483
Email address:
juancarlosgonzalescatalacuba@gmail.com
Contact availability:
after 2:30 p.m.

Case Information

Employee ID Number (EIN):
[redacted]
Badge Number:
27861
Position Title:
laborer
Please identify the person(s) engaged in this behavior:
Randy Jackson - superintendent
Michael Paige (phonetical spelling) - superintendent
Miguel Salinas - superintendent
Do you suspect or know that a supervisor or management is involved?
Yes
If yes, then who?
Randy Jackson, superintendent
Michael Paige (phonetic spelling), superintendent
Miguel Salinas, superintendent
Is management aware of this problem?
Yes
What is the general nature of this matter?
authority abuse and discrimination
Where did this incident or violation occur?
Wateryard
Please provide the specific or approximate time this incident occurred:
December 12 2023, around 10 a.m.
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:
Since the week of November 27, Randy, Michael, and Miguel have been terminating and demoting the position of the Hispanic employees (names unknown) without justification and treating the employees in an inappropriate manner.

On the week of December 4, Randy, Michael, and Miguel indicated to Eliani Castillo, former, and Milagro Gonzales, superintendent, that they were going to demote their positions to start in new positions on December 11. Eliani asked Randy, Michael, and Miguel for the reason for that decision, and they have not provided one. Milagro did not accept the decision and resigned on December 8.

On December 12, Michael went to Rolando's vehicle with an aggressive attitude. Once Rolando lowered the window, Michael started claiming he was asleep in the truck. Rolando responded that he was not asleep and was just waiting for the signal from Francisco Vega, former, to move the truck. Michael walked away talking in English.

On that same day, Juan, Rolando, and Titus reported the situation to Francisco. Francisco indicated that it was not possible that they were asleep. Francisco reported the situation to Miguel, and he responded, "Los dos son superintendentes y yo ahi no puedo hacer nada, si ellos dicen que lo vieron dormido, lo vieron dormido," which means, "They are superintendents and I can not do anything there, if they say that he was asleep, then he was asleep."

When Juan, Rolando, and Titus reported the situation to the HR department, Rolando received a call on the radio indicating that he should go to the security area, where Rolando was fired.

Juan indicated that Randy, Michael, and Miguel have racist actions and attitudes, changing the positions and discriminating against the Hispanic employees.

Juan requests that his identity be protected and confidential to the persons involved in the report.

Job Number:
11228001

COID:
HB01

Division:
430

Group:
Projects

Follow-ups

There are no additional notes for this incident.

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
Juan Carlos Gonzales Catala	None	None	Reporter	None	
Randy Jackson	superintendent	None	None	None	
Michael Paige (phonetical spelling)	superintendent	None	None	None	
Miguel Salinas	superintendent	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
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:
12/21/2023
Requesting layoff and demotion list from Randy Jackson

1/11/24
Received email response from Randy Jackson, he would like to meet in person, we are scheduling a meeting next week.

1/15/24
Inclement weather for site, will touch base when we are back on site.

** Case transferred from Vanessa to Terri
1/16/24 - Spoke with Miguel and Randy. An In-person meeting is scheduled for 1/18/24 @ 10am to discuss several cases containing duplicate complaints.

Juan Carlos Gonzales Catala, Laborer, feels Superintendent Randy Jackson, and Lead General Foreman Miguel Salinas have been unfairly demoting and terminating Hispanic employees. The investigation revealed the project is in a phase where we are obligated to mitigate costs. Departments were given direction to reduce their workforce. We're given a contract to build this facility for a certain amount of money. As we reach phases of completion the workforce will be reduced. Superintendent Randy Jackson and Lead General Foreman Miguel Salinas denied making these statements to any employees. However, they were tasked by their leadership to identify areas to cut costs/reduce the workforce. It is Zachry's intent to allow employees the opportunity to continue working rather than lay off. With that in mind, several employees were offered a new position to avoid being laid off. this practice is not designed to be punitive, however, to allow employees the opportunity to maintain continued employment.

The complainant also alleges General Foreman Michael Prince unfairly terminated Forklift Driver Rolando Gallegos. According to a previous investigation (Case # 5450) on Tuesday, 12/12/23, Rolando Gallegos, Forklift Driver, Titus McCarty, Laborer, and Juan Gonzalez, Laborer, pulled up, parked at the water cooler lay-down yard, with Rolando in the driver's seat. Superintendent Randy Jackson, and General Foreman Michael Prince pulled up directly beside the truck Rolando was operating (roughly 6 feet away). According to Michael Prince, he and Randy saw Rolando sleeping with his head leaning on the window while the truck was running. Juan was in the passenger seat, and Titus was in the back seat while they were parked. Michael could not tell if Juan and Titus were sleeping. Michael said they were parked for three to four minutes before he got out of the passenger seat, walked up to the driver's window, and tapped on the glass.

Michael explained all three individuals in the truck jumped when this happened. Michael told Rolando he needed to wake up and pay attention and told Juan and Titus they needed to be alert. Michael walked over to Foreman

Fernando Vega telling him what happened and asked that he address the situation with Titus and Juan. Michael, Randy, and Fernando issued an ESR for Rolando and terminated their employment. Rolando was informed through a previous investigation that there were no restrictions should he choose to reapply with Zachry.

**The complainant was thanked for bringing his concerns forward and was informed the appropriate action was taken regarding these issues.

Tasks
No Tasks

Case Notes
None

Related Cases

Cases Marked as Related to This Case

Case #	Tier	Assignee(s)
5450	Zachry Group	Arsement, Jesse

EXHIBIT

110

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: 08/03/2023

Employee Name (print): TITUS R MCCARTY

Employee Signature (sign): Titus McCarty

Employee Identification Number (EIN): [redacted]8944

Badge Number: 27895

Witness: NGOC HUYNH

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): 08/03/2023

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

TITUS R MCCARTY

Employee Signature (Firma del empleado):

Titus McCarty

Badge Number (Número de gafete):

27895

Witness (Testigo):

NGOC HUYNH

April 25th, 2022 rev 0

EXHIBIT

111

ZACHRY

CCZJV
GOLDEN PASS LNG

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Titus McCarthy EMPLOYEE BADGE # 27895

SUPERVISOR Milagros Gonzalez

COUNSELING TYPE

ORAL COUNSELING [X] *(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 Verbal Alteration w/ another employee.

*Name calling & exchange of words *

ACTION TAKEN Employee is getting an oral counseling for above action. Further repetion of above action may result into a written w/ 3 day suspension upto & including termination.

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 08/12/2023

SUPERVISOR SIGNATURE _____ DATE 08/12/2023

WITNESS SIGNATURE MIGUEL A. SALINAS DATE 8/12/2023

PM/GFS SIGNATURE _____ DATE 8/12/23

EXHIBIT

112

ZACHRY

CCZJV
GOLDEN PASS LNG

EMPLOYEE COUNSELING FORM

EMPLOYEE NAME Titus McLarty EMPLOYEE BADGE # 27895

SUPERVISOR Michael McKenney

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 Titus was Absent on 9/13 AND 9/21 AND had a late arrival on 9/27 without An excuse.

ACTION TAKEN Titus is being given a written Counseling for 2.5 unexcused Absences And a late arrival. per Company attendance Policy. Any absence or early/late arrival that is not excused within 30 days from 9/13 or 2 within 60 days will result in termination.

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 Titus McLarty DATE 9/27/23

SUPERVISOR SIGNATURE _____ DATE 9/27/23

WITNESS SIGNATURE _____ DATE 9/27/23

PM/GFS SIGNATURE _____ DATE 9/27/23

EXHIBIT

113

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 MCCARTY,TITUS R JOB & BADGE NO. 112280.01 27895

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

LAST DAY WORKED 3/11/2024 HOURS WORKED 0 E.I.N. [redacted]8944

* 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
Employee not Present to sign.		

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

*EXPLAIN: Abandonment of Job. His last day worked on site was 2/14/2024. The supervisor tried to make contact with him on 2/29/2024 but no response.

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 Miguel A. Salinas. (PRINT NAME)

FOREMAN NO. 1693

DATE FORM COMPLETED 3/11/2024

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

114

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99003435)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**12/18/2023**	**12/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	30.00	$570.00	$8,445.50
TIME AND 1/2				$4,119.75
BUSTRANNOTWORKD	19.0000	1.50	$28.50	$522.00
		TOTAL PAY	$598.50	$13,087.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$27.91	$793.02
FEDERAL W/H TAX S-00	$13.60	$1,168.35
FICA-HI	$6.53	$185.47

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$137.13	$274.26
*ENHANCED DENTAL **	$11.14	$22.28
HOSP INDEMNITY	$2.97	$5.94
ACCIDENT PLAN	$1.89	$3.78
CRITICAL ILLNSS	$2.15	$4.30
*401(K) EMPLOYEE **	$47.88	$47.88
ROTH 401(K)	$17.96	$17.96
SPECIAL UNIFORM	$24.84	$63.66
NET PAY	$304.50	$10,500.35

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99002013)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**12/11/2023**	**12/17/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$7,875.50
TIME AND 1/2	28.5000	20.00	$570.00	$4,119.75
BUSTRANNOTWORKD	19.0000	3.00	$57.00	$493.50
		TOTAL PAY	$1,387.00	$12,488.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$76.80	$765.11
FEDERAL W/H TAX S-00	$123.68	$1,154.75
FICA-HI	$17.96	$178.94

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$137.13	$137.13
*ENHANCED DENTAL **	$11.14	$11.14
HOSP INDEMNITY	$2.97	$2.97
ACCIDENT PLAN	$1.89	$1.89
CRITICAL ILLNSS	$2.15	$2.15
SPECIAL UNIFORM		$38.82
NET PAY	$1,013.28	$10,195.85

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99003692)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**10/16/2023**	**10/22/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	2.50	$47.50	$7,115.50
TIME AND 1/2				$3,549.75
BUSTRANNOTWORKD	19.0000	0.50	$9.50	$436.50
		TOTAL PAY	$57.00	$11,101.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$3.54	$688.31
FEDERAL W/H TAX S-00	$0.00	$1,031.07
FICA-HI	$0.83	$160.98

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$38.82
NET PAY	$52.63	$9,182.57

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

Pay Details

Name	Company	Employee Id	Job Number
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99003685)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**10/09/2023**	**10/15/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	10.00	$190.00	$7,068.00
TIME AND 1/2				$3,549.75
BUSTRANNOTWORKD	19.0000	0.50	$9.50	$427.00
		TOTAL PAY	$199.50	$11,044.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$12.36	$684.77
FEDERAL W/H TAX S-00	$0.00	$1,031.07
FICA-HI	$2.89	$160.15

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$38.82
NET PAY	$184.25	$9,129.94

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	ee Id	Job Number
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 10/12/2023 | Check Number: 99003636)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**10/02/2023**	**10/08/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$6,878.00
TIME AND 1/2	28.5000	20.50	$584.25	$3,549.75
BUSTRANNOTWORKD	19.0000	3.00	$57.00	$417.50
		TOTAL PAY	$1,401.25	$10,845.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.88	$672.41
FEDERAL W/H TAX S-00	$159.44	$1,031.07
FICA-HI	$20.32	$157.26

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$38.82
NET PAY	$1,134.61	$8,945.69

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
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99003652)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**09/25/2023**	**10/01/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$6,118.00
TIME AND 1/2	28.5000	12.50	$356.25	$2,965.50
BUSTRANNOTWORKD	19.0000	2.50	$47.50	$360.50
		TOTAL PAY	$1,163.75	$9,444.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$72.15	$585.53
FEDERAL W/H TAX S-00	$107.19	$871.63
FICA-HI	$16.88	$136.94

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM	$17.19	$38.82
NET PAY	$950.34	$7,811.08

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99003655)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**09/18/2023**	**09/24/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$5,358.00
TIME AND 1/2	28.5000	12.00	$342.00	$2,609.25
BUSTRANNOTWORKD	19.0000	2.00	$38.00	$313.00
		TOTAL PAY	$1,140.00	$8,280.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.68	$513.38
FEDERAL W/H TAX S-00	$101.96	$764.44
FICA-HI	$16.53	$120.06

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$21.63
NET PAY	$950.83	$6,860.74

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 09/21/2023 | Check Number: 99003654)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**09/11/2023**	**09/17/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$4,598.00
TIME AND 1/2	28.5000	13.00	$370.50	$2,267.25
BUSTRANNOTWORKD	19.0000	2.50	$47.50	$275.00
		TOTAL PAY	$1,178.00	$7,140.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.04	$442.70
FEDERAL W/H TAX S-00	$110.32	$662.48
FICA-HI	$17.08	$103.53

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM		$21.63
NET PAY	$977.56	$5,909.91

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 09/14/2023 | Check Number: 99003718)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**09/04/2023**	**09/10/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$3,838.00
TIME AND 1/2	28.5000	4.50	$128.25	$1,896.75
BUSTRANNOTWORKD	19.0000	2.50	$47.50	$227.50
		TOTAL PAY	$935.75	$5,962.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$58.02	$369.66
FEDERAL W/H TAX S-00	$76.10	$552.16
FICA-HI	$13.57	$86.45

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM	$15.92	$21.63
NET PAY	$772.14	$4,932.35

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 09/07/2023 | Check Number: 99003659)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**08/28/2023**	**09/03/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$3,078.00
TIME AND 1/2	27.0000	10.00	$270.00	$1,768.50
BUSTRANNOTWORKD	18.0000	2.50	$45.00	$180.00
		TOTAL PAY	$1,035.00	$5,026.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.17	$311.64
FEDERAL W/H TAX S-00	$88.01	$476.06
FICA-HI	$15.00	$72.88

Deductions:

Description	Current	Year To Date
SPECIAL UNIFORM	$5.71	$5.71
NET PAY	$862.11	$4,160.21

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99003640)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**08/21/2023**	**08/27/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$2,358.00
TIME AND 1/2	27.0000	21.00	$567.00	$1,498.50
BUSTRANNOTWORKD	18.0000	3.00	$54.00	$135.00
		TOTAL PAY	$1,341.00	$3,991.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$83.14	$247.47
FEDERAL W/H TAX S-00	$146.18	$388.05
FICA-HI	$19.45	$57.88

Deductions:

Description	Current	Year To Date
NET PAY	$1,092.23	$3,298.10

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
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99003680)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**08/14/2023**	**08/20/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$1,638.00
TIME AND 1/2	27.0000	13.50	$364.50	$931.50
BUSTRANNOTWORKD	18.0000	3.00	$54.00	$81.00
		TOTAL PAY	$1,138.50	$2,650.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.59	$164.33
FEDERAL W/H TAX S-00	$101.63	$241.87
FICA-HI	$16.51	$38.43

Deductions:

Description	Current	Year To Date
NET PAY	$949.77	$2,205.87

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99004147)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**08/07/2023**	**08/13/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	40.00	$720.00	$918.00
TIME AND 1/2	27.0000	21.00	$567.00	$567.00
BUSTRANNOTWORKD	18.0000	1.50	$27.00	$27.00
		TOTAL PAY	$1,314.00	$1,512.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$81.46	$93.74
FEDERAL W/H TAX S-00	$140.24	$140.24
FICA-HI	$19.05	$21.92

Deductions:

Description	Current	Year To Date
NET PAY	$1,073.25	$1,256.10

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99003890)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**07/31/2023**	**08/06/2023**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	18.0000	11.00	$198.00	$198.00
		TOTAL PAY	$198.00	$198.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$12.28	$12.28
FICA-HI	$2.87	$2.87

Deductions:

Description	Current	Year To Date
NET PAY	$182.85	$182.85

Memos:

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

EXHIBIT

115

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 02/22/2024 | Check Number: 99003317)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**02/12/2024**	**02/18/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	30.00	$570.00	$3,980.50
TIME AND 1/2				$541.50
BUSTRANNOTWORKD	19.0000	1.50	$28.50	$218.50
		TOTAL PAY	$598.50	$4,740.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$17.00	$213.47
FEDERAL W/H TAX S-00	$0.00	$156.41
FICA-HI	$3.97	$49.92

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$302.08	$1,208.32
*ENHANCED DENTAL **	$22.28	$89.12
HOSP INDEMNITY	$5.94	$23.76
ACCIDENT PLAN	$3.78	$15.12
CRITICAL ILLNSS	$7.76	$31.04
*401(K) EMPLOYEE **	$59.85	$391.21
ROTH 401(K)	$17.96	$142.23
NET PAY	$157.88	$2,419.90

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$186.39

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
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99003027)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**01/29/2024**	**02/04/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	30.00	$570.00	$3,410.50
TIME AND 1/2				$541.50
BUSTRANNOTWORKD	19.0000	1.50	$28.50	$190.00
		TOTAL PAY	$598.50	$4,142.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$27.05	$196.47
FEDERAL W/H TAX S-00	$10.77	$156.41
FICA-HI	$6.33	$45.95

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$151.04	$906.24
*ENHANCED DENTAL **	$11.14	$66.84
HOSP INDEMNITY	$2.97	$17.82
ACCIDENT PLAN	$1.89	$11.34
CRITICAL ILLNSS	$3.88	$23.28
*401(K) EMPLOYEE **	$47.88	$331.36
ROTH 401(K)	$17.96	$124.27
NET PAY	$317.59	$2,262.02

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$47.88	$159.46

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99003086)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**01/22/2024**	**01/28/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$2,840.50
TIME AND 1/2	28.5000	9.00	$256.50	$541.50
BUSTRANNOTWORKD	19.0000	2.50	$47.50	$161.50
		TOTAL PAY	$1,064.00	$3,543.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$55.91	$169.42
FEDERAL W/H TAX S-00	$59.85	$145.64
FICA-HI	$13.07	$39.62

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$151.04	$755.20
*ENHANCED DENTAL **	$11.14	$55.70
HOSP INDEMNITY	$2.97	$14.85
ACCIDENT PLAN	$1.89	$9.45
CRITICAL ILLNSS	$3.88	$19.40
*401(K) EMPLOYEE **	$85.12	$283.48
ROTH 401(K)	$31.92	$106.31
NET PAY	$647.21	$1,944.43

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$49.16	$111.58

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 01/25/2024 | Check Number: 99003118)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**01/15/2024**	**01/21/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$2,080.50
TIME AND 1/2	28.5000	10.00	$285.00	$285.00
BUSTRANNOTWORKD	19.0000	2.50	$47.50	$114.00
		TOTAL PAY	$1,092.50	$2,479.50

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.68	$113.51
FEDERAL W/H TAX S-00	$63.00	$85.79
FICA-HI	$13.49	$26.55

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$151.04	$604.16
*ENHANCED DENTAL **	$11.14	$44.56
HOSP INDEMNITY	$2.97	$11.88
ACCIDENT PLAN	$1.89	$7.56
CRITICAL ILLNSS	$3.88	$15.52
*401(K) EMPLOYEE **	$87.40	$198.36
ROTH 401(K)	$32.78	$74.39
NET PAY	$667.23	$1,297.22

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$26.51	$62.42

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
MCCARTY, TITUS R	**HB01**	[redacted]**8944**	**112280**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99003131)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**01/08/2024**	**01/14/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	29.50	$560.50	$1,320.50
BUSTRANNOTWORKD	19.0000	1.50	$28.50	$66.50
		TOTAL PAY	$589.00	$1,387.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$26.46	$55.83
FEDERAL W/H TAX S-00	$9.89	$22.79
FICA-HI	$6.19	$13.06

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$151.04	$453.12
*ENHANCED DENTAL **	$11.14	$33.42
HOSP INDEMNITY	$2.97	$8.91
ACCIDENT PLAN	$1.89	$5.67
CRITICAL ILLNSS	$3.88	$11.64
*401(K) EMPLOYEE **	$47.12	$110.96
ROTH 401(K)	$17.67	$41.61
NET PAY	$310.75	$629.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$35.91	$35.91

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
MCCARTY, TITUS R	**HB01**	[redacted]8944	**112280**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99003019)

Name:	Company:	Period Start:	Period End:	Job#:
MCCARTY, TITUS R	**HB01**	**01/01/2024**	**01/07/2024**	**112280**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	19.0000	40.00	$760.00	$760.00
BUSTRANNOTWORKD	19.0000	2.00	$38.00	$38.00
		TOTAL PAY	$798.00	$798.00

Taxes:

Description	Current	Year To Date
FICA-OASDI	$29.37	$29.37
FEDERAL W/H TAX S-00	$12.90	$12.90
FICA-HI	$6.87	$6.87

Deductions:

Description	Current	Year To Date
*PPO STANDARD **	$302.08	$302.08
*ENHANCED DENTAL **	$22.28	$22.28
HOSP INDEMNITY	$5.94	$5.94
ACCIDENT PLAN	$3.78	$3.78
CRITICAL ILLNSS	$7.76	$7.76
*401(K) EMPLOYEE **	$63.84	$63.84
ROTH 401(K)	$23.94	$23.94
NET PAY	$319.24	$319.24

Memos:

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

EXHIBIT

116

ZHI Employee History [redacted]9811 MCCARTY, TITUS R

Employment-Status: TERM-HOURLY-F/T

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

Addr: 585 MOORE RD

BEAUMONT TX 77713

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

Orig-Hire-DT: 08-04-2023 Cont-Emply-DT: 08-04-2023 Adj-Serv-DT:

Last-Day-Wkd: 02-14-2024 Last-W/E-Prcd: 02-18-2024 Paid-Thru: 02-18-2024

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	11228001	27895	00	03-11-2024	Dscg-Absenteeism	491513	1	19.0000
INDUS/POWER						LABORER 1		
430	11228001	27895	00	12-11-2023	Return-HRLY-F/T	491513	1	19.0000
INDUS/POWER						LABORER 1		
430	11228001	27895	00	10-17-2023	ADA-LEAVE	491513	1	19.0000
INDUS/POWER						LABORER 1		
430	11228001	27895	00	09-04-2023	Increase-Merit	491513	1	19.0000
INDUS/POWER						LABORER 1		
430	11228001	27895	00	09-04-2023	Increase-Merit	491513	1	19.0000
INDUS/POWER						LABORER 1		
430	11228001	27895	00	08-04-2023	New Hire	491513	1	18.0000
INDUS/POWER						LABORER 1		

EXHIBIT

117

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, TOOLS, EQUIPMENT, ETC.) ****

NAME TREVINO,JEFFERY D JOB & BADGE NO. 7579 01 01499

OCCUPATION MAINT-QC TECH III 115792 S.S. NO. [redacted]

LAST DAY WORKED 4/27/23 HOURS WORKED 10 E.I.N. [redacted]2620

* 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	(165)	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: #63 RUF

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 William Lowsemore
(PRINT NAME)

FOREMAN NO. 1453

DATE FORM COMPLETED 5B123

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

Equifax Workforce Solutions
P.O. Box 182386, Columbus, OH 43218
Phone: (800) 848-0287 ext 3483 Fax: (800) 259-3145

EXHIBIT

118

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/30/2021 | Check Number: 99003144)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/20/2021**	**12/26/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$59,844.96
REGULAR PAY	30.8600	20.00	$617.20	$59,844.96
TIME AND 1/2				$22,077.65
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$935.80	$83,549.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.77	$4,855.45
FEDERAL W/H TAX M-02	$36.03	$5,760.70
FICA-HI	$12.11	$1,135.55

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$520.00
*VALUE PLAN **	$86.24	$4,484.48
*GROUP VISION **	$4.44	$230.88
ACCIDENTAL D&D	$1.77	$92.04
CRITICAL ILL	$7.08	$368.16
VOLUNT LIFE EE	$0.33	$17.16
VOLUNT LIFE SP	$0.17	$8.84
VOLUNT LIFE CH	$0.44	$22.88
SHORT TERM DISA	$8.69	$451.88
*401(K) EMPLOYEE **	$74.86	$7,614.02
401(K) LOAN	$105.88	$2,858.76
UNITED WAY 2021		$10.00
NET PAY	$535.99	$55,118.31

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$799.76
Medical - Value Plan - Company Contribution	$264.76	$13,767.52

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$94.08	$1,302.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.16
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/23/2021 | Check Number: 99003213)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/13/2021**	**12/19/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$58,909.16
TIME AND 1/2	46.2900	18.50	$856.37	$22,077.65
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$2,090.77	$82,613.31

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.39	$4,803.68
FEDERAL W/H TAX M-02	$163.09	$5,724.67
FICA-HI	$28.86	$1,123.44

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$510.00
*VALUE PLAN **	$86.24	$4,398.24
*GROUP VISION **	$4.44	$226.44
ACCIDENTAL D&D	$1.77	$90.27
CRITICAL ILL	$7.08	$361.08
VOLUNT LIFE EE	$0.33	$16.83
VOLUNT LIFE SP	$0.17	$8.67
VOLUNT LIFE CH	$0.44	$22.44
SHORT TERM DISA	$8.69	$443.19
*401(K) EMPLOYEE **	$167.26	$7,539.16
401(K) LOAN	$105.88	$2,752.88
UNITED WAY 2021		$10.00
NET PAY	$1,383.13	$54,582.32

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$784.38
Medical - Value Plan - Company Contribution	$264.76	$13,502.76

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$1,208.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	20.39
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/16/2021 | Check Number: 99003232)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/06/2021**	**12/12/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$57,674.76
TIME AND 1/2	46.2900	20.00	$925.80	$21,221.28
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$2,160.20	$80,522.54

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.69	$4,680.29
FEDERAL W/H TAX M-02	$170.75	$5,561.58
FICA-HI	$29.86	$1,094.58

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$500.00
*VALUE PLAN **	$86.24	$4,312.00
*GROUP VISION **	$4.44	$222.00
ACCIDENTAL D&D	$1.77	$88.50
CRITICAL ILL	$7.08	$354.00
VOLUNT LIFE EE	$0.33	$16.50
VOLUNT LIFE SP	$0.17	$8.50
VOLUNT LIFE CH	$0.44	$22.00
SHORT TERM DISA	$8.69	$434.50
*401(K) EMPLOYEE **	$172.82	$7,371.90
401(K) LOAN	$105.88	$2,647.00
UNITED WAY 2021		$10.00
NET PAY	$1,434.04	$53,199.19

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$769.00
Medical - Value Plan - Company Contribution	$264.76	$13,238.00

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$72.66	$1,111.41

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.62
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/09/2021 | Check Number: 99003240)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/29/2021**	**12/05/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$56,440.36
REGULAR PAY	30.8600	30.00	$925.80	$56,440.36
TIME AND 1/2	46.2900	8.00	$370.32	$20,295.48
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$1,614.72	$78,362.34

Taxes:

Description	Current	Year To Date
FICA-OASDI	$93.87	$4,552.60
FEDERAL W/H TAX M-02	$110.53	$5,390.83
FICA-HI	$21.95	$1,064.72

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$490.00
*VALUE PLAN **	$86.24	$4,225.76
*GROUP VISION **	$4.44	$217.56
ACCIDENTAL D&D	$1.77	$86.73
CRITICAL ILL	$7.08	$346.92
VOLUNT LIFE EE	$0.33	$16.17
VOLUNT LIFE SP	$0.17	$8.33
VOLUNT LIFE CH	$0.44	$21.56
SHORT TERM DISA	$8.69	$425.81
*401(K) EMPLOYEE **	$129.18	$7,199.08
401(K) LOAN	$105.88	$2,541.12
UNITED WAY 2021		$10.00
NET PAY	$1,034.15	$51,765.15

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$753.62
Medical - Value Plan - Company Contribution	$264.76	$12,973.24

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$41.66	$1,038.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.85
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 12/02/2021 | Check Number: 99003241)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/22/2021**	**11/28/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$55,195.96
TIME AND 1/2				$19,925.16
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$925.80	$76,747.62

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.16	$4,458.73
FEDERAL W/H TAX M-02	$35.11	$5,280.30
FICA-HI	$11.97	$1,042.77

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$480.00
*VALUE PLAN **	$86.24	$4,139.52
*GROUP VISION **	$4.44	$213.12
ACCIDENTAL D&D	$1.77	$84.96
CRITICAL ILL	$7.08	$339.84
VOLUNT LIFE EE	$0.33	$15.84
VOLUNT LIFE SP	$0.17	$8.16
VOLUNT LIFE CH	$0.44	$21.12
SHORT TERM DISA	$8.69	$417.12
*401(K) EMPLOYEE **	$74.06	$7,069.90
401(K) LOAN	$105.88	$2,435.24
UNITED WAY 2021		$10.00
NET PAY	$528.46	$50,731.00

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$738.24
Medical - Value Plan - Company Contribution	$264.76	$12,708.48

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.00	$997.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.08
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 11/24/2021 | Check Number: 99003263)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/15/2021**	**11/21/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$54,270.16
REGULAR PAY	30.8600	30.00	$925.80	$54,270.16
TIME AND 1/2				$19,925.16
VACATION-HRLY				$1,543.00
LICENSE INCNTIV				$83.50
		TOTAL PAY	$1,244.40	$75,821.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.91	$4,407.57
FEDERAL W/H TAX M-02	$69.65	$5,245.19
FICA-HI	$16.58	$1,030.80

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$470.00
*VALUE PLAN **	$86.24	$4,053.28
*GROUP VISION **	$4.44	$208.68
ACCIDENTAL D&D	$1.77	$83.19
CRITICAL ILL	$7.08	$332.76
VOLUNT LIFE EE	$0.33	$15.51
VOLUNT LIFE SP	$0.17	$7.99
VOLUNT LIFE CH	$0.44	$20.68
SHORT TERM DISA	$8.69	$408.43
*401(K) EMPLOYEE **	$99.55	$6,995.84
401(K) LOAN	$105.88	$2,329.36
UNITED WAY 2021		$10.00
NET PAY	$762.67	$50,202.54

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$722.86
Medical - Value Plan - Company Contribution	$264.76	$12,443.72

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.66	$941.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.31
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 11/18/2021 | Check Number: 99003270)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/08/2021**	**11/14/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$53,025.76
REGULAR PAY	30.8600	30.00	$925.80	$53,025.76
TIME AND 1/2	46.2900	20.00	$925.80	$19,925.16
VACATION-HRLY				$1,543.00
NOT IN USE				$83.50
		TOTAL PAY	$2,170.20	$74,577.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.31	$4,336.66
FEDERAL W/H TAX M-02	$171.85	$5,175.54
FICA-HI	$30.01	$1,014.22

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$460.00
*VALUE PLAN **	$86.24	$3,967.04
*GROUP VISION **	$4.44	$204.24
ACCIDENTAL D&D	$1.77	$81.42
CRITICAL ILL	$7.08	$325.68
VOLUNT LIFE EE	$0.33	$15.18
VOLUNT LIFE SP	$0.17	$7.82
VOLUNT LIFE CH	$0.44	$20.24
SHORT TERM DISA	$8.69	$399.74
*401(K) EMPLOYEE **	$173.62	$6,896.29
401(K) LOAN	$105.88	$2,223.48
UNITED WAY 2021		$10.00
NET PAY	$1,441.37	$49,439.87

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$707.48
Medical - Value Plan - Company Contribution	$264.76	$12,178.96

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$843.43

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	16.54
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 11/10/2021 | Check Number: 99003217)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/01/2021**	**11/07/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$51,781.36
TIME AND 1/2	46.2900	20.00	$925.80	$18,999.36
VACATION-HRLY				$1,543.00
NOT IN USE				$83.50
		TOTAL PAY	$2,160.20	$72,407.22

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.69	$4,208.35
FEDERAL W/H TAX M-02	$170.75	$5,003.69
FICA-HI	$29.86	$984.21

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$450.00
*VALUE PLAN **	$86.24	$3,880.80
*GROUP VISION **	$4.44	$199.80
ACCIDENTAL D&D	$1.77	$79.65
CRITICAL ILL	$7.08	$318.60
VOLUNT LIFE EE	$0.33	$14.85
VOLUNT LIFE SP	$0.17	$7.65
VOLUNT LIFE CH	$0.44	$19.80
SHORT TERM DISA	$8.69	$391.05
*401(K) EMPLOYEE **	$172.82	$6,722.67
401(K) LOAN	$105.88	$2,117.60
UNITED WAY 2021		$10.00
NET PAY	$1,434.04	$47,998.50

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$692.10
Medical - Value Plan - Company Contribution	$264.76	$11,914.20

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$72.21	$746.22

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.77
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 11/04/2021 | Check Number: 99003223)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/25/2021**	**10/31/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$50,546.96
TIME AND 1/2	46.2900	8.00	$370.32	$18,073.56
VACATION-HRLY				$1,543.00
NOT IN USE				$83.50
NOT IN USE			$83.50	$83.50
		TOTAL PAY	$1,604.72	$70,247.02

Taxes:

Description	Current	Year To Date
FICA-OASDI	$93.25	$4,080.66
FEDERAL W/H TAX M-02	$109.43	$4,832.94
FICA-HI	$21.81	$954.35

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$440.00
*VALUE PLAN **	$86.24	$3,794.56
*GROUP VISION **	$4.44	$195.36
ACCIDENTAL D&D	$1.77	$77.88
CRITICAL ILL	$7.08	$311.52
VOLUNT LIFE EE	$0.33	$14.52
VOLUNT LIFE SP	$0.17	$7.48
VOLUNT LIFE CH	$0.44	$19.36
SHORT TERM DISA	$8.69	$382.36
*401(K) EMPLOYEE **	$128.38	$6,549.85
401(K) LOAN	$105.88	$2,011.72
UNITED WAY 2021		$10.00
NET PAY	$1,026.81	$46,564.46

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$676.72
Medical - Value Plan - Company Contribution	$264.76	$11,649.44

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.45	$674.01

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.00
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/28/2021 | Check Number: 99003265)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/18/2021**	**10/24/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	20.00	$637.20	$49,312.56
TIME AND 1/2				$17,703.24
VACATION-HRLY	30.8600	20.00	$617.20	$1,543.00
		TOTAL PAY	$1,254.40	$68,558.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$71.53	$3,982.23
FEDERAL W/H TAX M-02	$67.74	$4,705.14
FICA-HI	$16.73	$931.33

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$430.00
*VALUE PLAN **	$86.24	$3,708.32
*GROUP VISION **	$4.44	$190.92
ACCIDENTAL D&D	$1.77	$76.11
CRITICAL ILL	$7.08	$304.44
VOLUNT LIFE EE	$0.33	$14.19
VOLUNT LIFE SP	$0.17	$7.31
VOLUNT LIFE CH	$0.44	$18.92
SHORT TERM DISA	$8.69	$373.67
*401(K) EMPLOYEE **	$125.44	$6,421.47
401(K) LOAN	$105.88	$1,905.84
UNITED WAY 2021		$10.00
NET PAY	$747.92	$45,478.91

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$661.34
Medical - Value Plan - Company Contribution	$264.76	$11,384.68

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$98.78	$617.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.23
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/21/2021 | Check Number: 99003241)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/11/2021**	**10/17/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.3600	40.00	$1,254.40	$48,675.36
TIME AND 1/2	47.0400	20.00	$940.80	$17,703.24
VACATION-HRLY				$925.80
		TOTAL PAY	$2,195.20	$67,304.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$129.86	$3,910.70
FEDERAL W/H TAX M-02	$169.35	$4,637.40
FICA-HI	$30.37	$914.60

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$420.00
*VALUE PLAN **	$86.24	$3,622.08
*GROUP VISION **	$4.44	$186.48
ACCIDENTAL D&D	$1.77	$74.34
CRITICAL ILL	$7.08	$297.36
VOLUNT LIFE EE	$0.33	$13.86
VOLUNT LIFE SP	$0.17	$7.14
VOLUNT LIFE CH	$0.44	$18.48
SHORT TERM DISA	$8.69	$364.98
*401(K) EMPLOYEE **	$219.52	$6,296.03
401(K) LOAN	$105.88	$1,799.96
UNITED WAY 2021		$10.00
NET PAY	$1,421.06	$44,730.99

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$645.96
Medical - Value Plan - Company Contribution	$264.76	$11,119.92

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$94.55	$518.78

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.46
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 10/14/2021 | Check Number: 99003249)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/04/2021**	**10/10/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.3600	40.00	$1,254.40	$47,420.96
TIME AND 1/2	47.0400	18.00	$846.72	$16,762.44
VACATION-HRLY				$925.80
		TOTAL PAY	$2,101.12	$65,109.20

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.03	$3,780.84
FEDERAL W/H TAX M-02	$159.19	$4,468.05
FICA-HI	$29.01	$884.23

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$410.00
*VALUE PLAN **	$86.24	$3,535.84
*GROUP VISION **	$4.44	$182.04
ACCIDENTAL D&D	$1.77	$72.57
CRITICAL ILL	$7.08	$290.28
VOLUNT LIFE EE	$0.33	$13.53
VOLUNT LIFE SP	$0.17	$6.97
VOLUNT LIFE CH	$0.44	$18.04
SHORT TERM DISA	$8.69	$356.29
*401(K) EMPLOYEE **	$210.11	$6,076.51
401(K) LOAN	$105.88	$1,694.08
UNITED WAY 2021		$10.00
NET PAY	$1,353.74	$43,309.93

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$630.58
Medical - Value Plan - Company Contribution	$264.76	$10,855.16

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.88	$424.23

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.69
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 10/07/2021 | Check Number: 99003300)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/27/2021**	**10/03/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$46,166.56
TIME AND 1/2	47.0400	20.00	$940.80	$15,915.72
VACATION-HRLY				$925.80
		TOTAL PAY	$2,175.20	$63,008.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.62	$3,656.81
FEDERAL W/H TAX M-02	$167.19	$4,308.86
FICA-HI	$30.08	$855.22

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$400.00
*VALUE PLAN **	$86.24	$3,449.60
*GROUP VISION **	$4.44	$177.60
ACCIDENTAL D&D	$1.77	$70.80
CRITICAL ILL	$7.08	$283.20
VOLUNT LIFE EE	$0.33	$13.20
VOLUNT LIFE SP	$0.17	$6.80
VOLUNT LIFE CH	$0.44	$17.60
SHORT TERM DISA	$8.69	$347.60
*401(K) EMPLOYEE **	$217.52	$5,866.40
401(K) LOAN	$105.88	$1,588.20
UNITED WAY 2021		$10.00
NET PAY	$1,406.75	$41,956.19

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$615.20
Medical - Value Plan - Company Contribution	$264.76	$10,590.40

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$326.35

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.92
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/03/2021 | Check Number: 75791187)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/27/2021**	**10/03/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$49,312.56
TIME AND 1/2				$17,703.24
VACATION-HRLY				$1,543.00
		TOTAL PAY	$83.50	$68,642.30

Taxes:

Description	Current	Year To Date
FICA-OASDI	$5.18	$3,987.41
FEDERAL W/H TAX M-02	$18.37	$4,723.51
FICA-HI	$1.21	$932.54

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **		$430.00
*VALUE PLAN **		$3,708.32
*GROUP VISION **		$190.92
ACCIDENTAL D&D		$76.11
CRITICAL ILL		$304.44
VOLUNT LIFE EE		$14.19
VOLUNT LIFE SP		$7.31
VOLUNT LIFE CH		$18.92
SHORT TERM DISA		$373.67
*401(K) EMPLOYEE **		$6,421.47
401(K) LOAN		$1,905.84
UNITED WAY 2021		$10.00
NET PAY	$58.74	$45,537.65

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution		$661.34
Medical - Value Plan - Company Contribution		$11,384.68

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD		$617.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.00
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 09/30/2021 | Check Number: 99003309)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/20/2021**	**09/26/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$44,932.16
TIME AND 1/2	46.2900	20.00	$925.80	$14,974.92
VACATION-HRLY				$925.80
		TOTAL PAY	$2,160.20	$60,832.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.69	$3,528.19
FEDERAL W/H TAX M-02	$165.57	$4,141.67
FICA-HI	$29.86	$825.14

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$390.00
*VALUE PLAN **	$86.24	$3,363.36
*GROUP VISION **	$4.44	$173.16
ACCIDENTAL D&D	$1.77	$69.03
CRITICAL ILL	$7.08	$276.12
VOLUNT LIFE EE	$0.33	$12.87
VOLUNT LIFE SP	$0.17	$6.63
VOLUNT LIFE CH	$0.44	$17.16
SHORT TERM DISA	$8.69	$338.91
*401(K) EMPLOYEE **	$216.02	$5,648.88
401(K) LOAN	$105.88	$1,482.32
UNITED WAY 2021		$10.00
NET PAY	$1,396.02	$40,549.44

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$599.82
Medical - Value Plan - Company Contribution	$264.76	$10,325.64

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$229.14

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.15
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/23/2021 | Check Number: 99003335)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/13/2021**	**09/19/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$43,697.76
TIME AND 1/2				$14,049.12
VACATION-HRLY				$925.80
		TOTAL PAY	$1,234.40	$58,672.68

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$3,400.50
FEDERAL W/H TAX M-02	$65.58	$3,976.10
FICA-HI	$16.44	$795.28

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$380.00
*VALUE PLAN **	$86.24	$3,277.12
*GROUP VISION **	$4.44	$168.72
ACCIDENTAL D&D	$1.77	$67.26
CRITICAL ILL	$7.08	$269.04
VOLUNT LIFE EE	$0.33	$12.54
VOLUNT LIFE SP	$0.17	$6.46
VOLUNT LIFE CH	$0.44	$16.72
SHORT TERM DISA	$8.69	$330.22
*401(K) EMPLOYEE **	$123.44	$5,432.86
401(K) LOAN	$105.88	$1,376.44
UNITED WAY 2021		$10.00
NET PAY	$733.61	$39,153.42

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$584.44
Medical - Value Plan - Company Contribution	$264.76	$10,060.88

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$173.59

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.38
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/16/2021 | Check Number: 99003295)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/06/2021**	**09/12/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$42,463.36
TIME AND 1/2				$14,049.12
VACATION-HRLY				$925.80
		TOTAL PAY	$1,234.40	$57,438.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$3,330.21
FEDERAL W/H TAX M-02	$65.58	$3,910.52
FICA-HI	$16.44	$778.84

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$370.00
*VALUE PLAN **	$86.24	$3,190.88
*GROUP VISION **	$4.44	$164.28
ACCIDENTAL D&D	$1.77	$65.49
CRITICAL ILL	$7.08	$261.96
VOLUNT LIFE EE	$0.33	$12.21
VOLUNT LIFE SP	$0.17	$6.29
VOLUNT LIFE CH	$0.44	$16.28
SHORT TERM DISA	$8.69	$321.53
*401(K) EMPLOYEE **	$123.44	$5,309.42
401(K) LOAN	$105.88	$1,270.56
UNITED WAY 2021		$10.00
NET PAY	$733.61	$38,419.81

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$569.06
Medical - Value Plan - Company Contribution	$264.76	$9,796.12

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$41.66	$118.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.61
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 09/09/2021 | Check Number: 99003224)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/30/2021**	**09/05/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	20.00	$617.20	$41,228.96
TIME AND 1/2				$14,049.12
VACATION-HRLY	30.8600	10.00	$308.60	$925.80
		TOTAL PAY	$925.80	$56,203.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.15	$3,259.92
FEDERAL W/H TAX M-02	$33.25	$3,844.94
FICA-HI	$11.96	$762.40

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$360.00
*VALUE PLAN **	$86.24	$3,104.64
*GROUP VISION **	$4.44	$159.84
ACCIDENTAL D&D	$1.77	$63.72
CRITICAL ILL	$7.08	$254.88
VOLUNT LIFE EE	$0.33	$11.88
VOLUNT LIFE SP	$0.17	$6.12
VOLUNT LIFE CH	$0.44	$15.84
SHORT TERM DISA	$8.69	$312.84
*401(K) EMPLOYEE **	$92.58	$5,185.98
401(K) LOAN	$105.88	$1,164.68
UNITED WAY 2021		$10.00
NET PAY	$511.82	$37,686.20

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$553.68
Medical - Value Plan - Company Contribution	$264.76	$9,531.36

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$76.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.84
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/02/2021 | Check Number: 99003319)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/23/2021**	**08/29/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$40,611.76
TIME AND 1/2	46.2900	10.00	$462.90	$14,049.12
VACATION-HRLY				$617.20
		TOTAL PAY	$1,697.30	$55,278.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.00	$3,208.77
FEDERAL W/H TAX M-02	$115.57	$3,811.69
FICA-HI	$23.15	$750.44

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$350.00
*VALUE PLAN **	$86.24	$3,018.40
*GROUP VISION **	$4.44	$155.40
ACCIDENTAL D&D	$1.77	$61.95
CRITICAL ILL	$7.08	$247.80
VOLUNT LIFE EE	$0.33	$11.55
VOLUNT LIFE SP	$0.17	$5.95
VOLUNT LIFE CH	$0.44	$15.40
SHORT TERM DISA	$8.69	$304.15
*401(K) EMPLOYEE **	$169.73	$5,093.40
401(K) LOAN	$105.88	$1,058.80
UNITED WAY 2021		$10.00
NET PAY	$1,064.81	$37,174.38

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$538.30

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$9,266.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.07
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 08/26/2021 | Check Number: 99003345)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/16/2021**	**08/22/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$39,377.36
TIME AND 1/2				$13,586.22
VACATION-HRLY				$617.20
		TOTAL PAY	$1,234.40	$53,580.78

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$3,109.77
FEDERAL W/H TAX M-02	$65.58	$3,696.12
FICA-HI	$16.44	$727.29

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$340.00
*VALUE PLAN **	$86.24	$2,932.16
*GROUP VISION **	$4.44	$150.96
ACCIDENTAL D&D	$1.77	$60.18
CRITICAL ILL	$7.08	$240.72
VOLUNT LIFE EE	$0.33	$11.22
VOLUNT LIFE SP	$0.17	$5.78
VOLUNT LIFE CH	$0.44	$14.96
SHORT TERM DISA	$8.69	$295.46
*401(K) EMPLOYEE **	$123.44	$4,923.67
401(K) LOAN	$105.88	$952.92
UNITED WAY 2021		$10.00
NET PAY	$733.61	$36,109.57

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$522.92

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$9,001.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.30
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 08/19/2021 | Check Number: 99003363)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/09/2021**	**08/15/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$38,142.96
TIME AND 1/2	46.2900	19.00	$879.51	$13,586.22
VACATION-HRLY				$617.20
		TOTAL PAY	$2,113.91	$52,346.38

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.82	$3,039.48
FEDERAL W/H TAX M-02	$160.57	$3,630.54
FICA-HI	$29.19	$710.85

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$330.00
*VALUE PLAN **	$86.24	$2,845.92
*GROUP VISION **	$4.44	$146.52
ACCIDENTAL D&D	$1.77	$58.41
CRITICAL ILL	$7.08	$233.64
VOLUNT LIFE EE	$0.33	$10.89
VOLUNT LIFE SP	$0.17	$5.61
VOLUNT LIFE CH	$0.44	$14.52
SHORT TERM DISA	$8.69	$286.77
*401(K) EMPLOYEE **	$211.39	$4,800.23
401(K) LOAN	$105.88	$847.04
UNITED WAY 2021		$10.00
NET PAY	$1,362.90	$35,375.96

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$507.54

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

Medical - Value Plan - Company Contribution	$264.76	$8,737.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.53
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 08/12/2021 | Check Number: 99003374)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/02/2021**	**08/08/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$36,908.56
TIME AND 1/2	46.2900	10.00	$462.90	$12,706.71
VACATION-HRLY				$617.20
		TOTAL PAY	$1,697.30	$50,232.47

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$2,914.66
FEDERAL W/H TAX M-02	$115.57	$3,469.97
FICA-HI	$23.16	$681.66

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$320.00
*VALUE PLAN **	$86.24	$2,759.68
*GROUP VISION **	$4.44	$142.08
ACCIDENTAL D&D	$1.77	$56.64
CRITICAL ILL	$7.08	$226.56
VOLUNT LIFE EE	$0.33	$10.56
VOLUNT LIFE SP	$0.17	$5.44
VOLUNT LIFE CH	$0.44	$14.08
SHORT TERM DISA	$8.69	$278.08
*401(K) EMPLOYEE **	$169.73	$4,588.84
401(K) LOAN	$105.88	$741.16
UNITED WAY 2021		$10.00
NET PAY	$1,064.81	$34,013.06

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$492.16

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$8,472.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.76
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 08/05/2021 | Check Number: 99003393)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/26/2021**	**08/01/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$35,674.16
TIME AND 1/2	46.2900	10.00	$462.90	$12,243.81
VACATION-HRLY				$617.20
		TOTAL PAY	$1,697.30	$48,535.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$2,815.67
FEDERAL W/H TAX M-02	$115.57	$3,354.40
FICA-HI	$23.15	$658.50

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$310.00
*VALUE PLAN **	$86.24	$2,673.44
*GROUP VISION **	$4.44	$137.64
ACCIDENTAL D&D	$1.77	$54.87
CRITICAL ILL	$7.08	$219.48
VOLUNT LIFE EE	$0.33	$10.23
VOLUNT LIFE SP	$0.17	$5.27
VOLUNT LIFE CH	$0.44	$13.64
SHORT TERM DISA	$8.69	$269.39
*401(K) EMPLOYEE **	$169.73	$4,419.11
401(K) LOAN	$105.88	$635.28
UNITED WAY 2021		$10.00
NET PAY	$1,064.82	$32,948.25

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$476.78

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$8,207.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.99
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/29/2021 | Check Number: 99003448)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/19/2021**	**07/25/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$34,439.76
TIME AND 1/2				$11,780.91
VACATION-HRLY				$617.20
		TOTAL PAY	$1,234.40	$46,837.87

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$2,716.68
FEDERAL W/H TAX M-02	$65.58	$3,238.83
FICA-HI	$16.44	$635.35

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$300.00
*VALUE PLAN **	$86.24	$2,587.20
*GROUP VISION **	$4.44	$133.20
ACCIDENTAL D&D	$1.77	$53.10
CRITICAL ILL	$7.08	$212.40
VOLUNT LIFE EE	$0.33	$9.90
VOLUNT LIFE SP	$0.17	$5.10
VOLUNT LIFE CH	$0.44	$13.20
SHORT TERM DISA	$8.69	$260.70
*401(K) EMPLOYEE **	$123.44	$4,249.38
401(K) LOAN	$105.88	$529.40
UNITED WAY 2021		$10.00
NET PAY	$733.61	$31,883.43

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$461.40

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$7,942.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.22
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/22/2021 | Check Number: 99003478)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/12/2021**	**07/18/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$33,205.36
TIME AND 1/2				$11,780.91
VACATION-HRLY				$617.20
		TOTAL PAY	$1,234.40	$45,603.47

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$2,646.39
FEDERAL W/H TAX M-02	$65.58	$3,173.25
FICA-HI	$16.43	$618.91

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$290.00
*VALUE PLAN **	$86.24	$2,500.96
*GROUP VISION **	$4.44	$128.76
ACCIDENTAL D&D	$1.77	$51.33
CRITICAL ILL	$7.08	$205.32
VOLUNT LIFE EE	$0.33	$9.57
VOLUNT LIFE SP	$0.17	$4.93
VOLUNT LIFE CH	$0.44	$12.76
SHORT TERM DISA	$8.69	$252.01
*401(K) EMPLOYEE **	$123.44	$4,125.94
401(K) LOAN	$105.88	$423.52
UNITED WAY 2021		$10.00
NET PAY	$733.62	$31,149.82

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$446.02

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$7,678.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.45
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/15/2021 | Check Number: 99003471)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/05/2021**	**07/11/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$31,970.96
TIME AND 1/2				$11,780.91
VACATION-HRLY				$617.20
		TOTAL PAY	$925.80	$44,369.07

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.16	$2,576.10
FEDERAL W/H TAX M-02	$33.25	$3,107.67
FICA-HI	$11.97	$602.48

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$280.00
*VALUE PLAN **	$86.24	$2,414.72
*GROUP VISION **	$4.44	$124.32
ACCIDENTAL D&D	$1.77	$49.56
CRITICAL ILL	$7.08	$198.24
VOLUNT LIFE EE	$0.33	$9.24
VOLUNT LIFE SP	$0.17	$4.76
VOLUNT LIFE CH	$0.44	$12.32
SHORT TERM DISA	$8.69	$243.32
*401(K) EMPLOYEE **	$92.58	$4,002.50
401(K) LOAN	$105.88	$317.64
UNITED WAY 2021		$10.00
NET PAY	$511.80	$30,416.20

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$430.64

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$7,413.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.68
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 07/08/2021 | Check Number: 99003631)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/28/2021**	**07/04/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$31,045.16
TIME AND 1/2	46.2900	7.00	$324.03	$11,780.91
VACATION-HRLY				$617.20
		TOTAL PAY	$1,558.43	$43,443.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$90.38	$2,524.94
FEDERAL W/H TAX M-02	$102.45	$3,074.42
FICA-HI	$21.14	$590.51

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$270.00
*VALUE PLAN **	$86.24	$2,328.48
*GROUP VISION **	$4.44	$119.88
ACCIDENTAL D&D	$1.77	$47.79
CRITICAL ILL	$7.08	$191.16
VOLUNT LIFE EE	$0.33	$8.91
VOLUNT LIFE SP	$0.17	$4.59
VOLUNT LIFE CH	$0.44	$11.88
SHORT TERM DISA	$8.69	$234.63
*401(K) EMPLOYEE **	$140.26	$3,909.92
401(K) LOAN	$105.88	$211.76
UNITED WAY 2021		$10.00
NET PAY	$979.16	$29,904.40

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$415.26

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$7,148.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.91
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/01/2021 | Check Number: 99003674)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/21/2021**	**06/27/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$29,810.76
TIME AND 1/2	46.2900	8.00	$370.32	$11,456.88
VACATION-HRLY				$617.20
		TOTAL PAY	$1,604.72	$41,884.84

Taxes:

Description	Current	Year To Date
FICA-OASDI	$93.25	$2,434.56
FEDERAL W/H TAX M-02	$107.50	$2,971.97
FICA-HI	$21.80	$569.37

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$260.00
*VALUE PLAN **	$86.24	$2,242.24
*GROUP VISION **	$4.44	$115.44
ACCIDENTAL D&D	$1.77	$46.02
CRITICAL ILL	$7.08	$184.08
VOLUNT LIFE EE	$0.33	$8.58
VOLUNT LIFE SP	$0.17	$4.42
VOLUNT LIFE CH	$0.44	$11.44
SHORT TERM DISA	$8.69	$225.94
*401(K) EMPLOYEE **	$144.42	$3,769.66
401(K) LOAN	$105.88	$105.88
UNITED WAY 2021		$10.00
NET PAY	$1,012.71	$28,925.24

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$399.88

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$6,883.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.14
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 06/24/2021 | Check Number: 99003696)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/14/2021**	**06/20/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$28,576.36
TIME AND 1/2	46.2900	10.00	$462.90	$11,086.56
VACATION-HRLY				$617.20
		TOTAL PAY	$1,697.30	$40,280.12

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$2,341.31
FEDERAL W/H TAX M-02	$117.61	$2,864.47
FICA-HI	$23.16	$547.57

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$250.00
*VALUE PLAN **	$86.24	$2,156.00
*GROUP VISION **	$4.44	$111.00
ACCIDENTAL D&D	$1.77	$44.25
CRITICAL ILL	$7.08	$177.00
VOLUNT LIFE EE	$0.33	$8.25
VOLUNT LIFE SP	$0.17	$4.25
VOLUNT LIFE CH	$0.44	$11.00
SHORT TERM DISA	$8.69	$217.25
*401(K) EMPLOYEE **	$152.76	$3,625.24
UNITED WAY 2021		$10.00
NET PAY	$1,185.62	$27,912.53

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$384.50

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$6,619.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.37
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 06/17/2021 | Check Number: 99003798)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/07/2021**	**06/13/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$27,341.96
TIME AND 1/2	46.2900	10.00	$462.90	$10,623.66
VACATION-HRLY				$617.20
		TOTAL PAY	$1,697.30	$38,582.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$2,242.32
FEDERAL W/H TAX M-02	$117.61	$2,746.86
FICA-HI	$23.15	$524.41

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$240.00
*VALUE PLAN **	$86.24	$2,069.76
*GROUP VISION **	$4.44	$106.56
ACCIDENTAL D&D	$1.77	$42.48
CRITICAL ILL	$7.08	$169.92
VOLUNT LIFE EE	$0.33	$7.92
VOLUNT LIFE SP	$0.17	$4.08
VOLUNT LIFE CH	$0.44	$10.56
SHORT TERM DISA	$8.69	$208.56
*401(K) EMPLOYEE **	$152.76	$3,472.48
UNITED WAY 2021		$10.00
NET PAY	$1,185.63	$26,726.91

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$369.12

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$6,354.24

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.60
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 06/10/2021 | Check Number: 99003834)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/31/2021**	**06/06/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	20.00	$617.20	$26,107.56
TIME AND 1/2				$10,160.76
VACATION-HRLY	30.8600	10.00	$308.60	$617.20
		TOTAL PAY	$925.80	$36,885.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.15	$2,143.33
FEDERAL W/H TAX M-02	$34.18	$2,629.25
FICA-HI	$11.96	$501.26

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$230.00
*VALUE PLAN **	$86.24	$1,983.52
*GROUP VISION **	$4.44	$102.12
ACCIDENTAL D&D	$1.77	$40.71
CRITICAL ILL	$7.08	$162.84
VOLUNT LIFE EE	$0.33	$7.59
VOLUNT LIFE SP	$0.17	$3.91
VOLUNT LIFE CH	$0.44	$10.12
SHORT TERM DISA	$8.69	$199.87
*401(K) EMPLOYEE **	$83.32	$3,319.72
UNITED WAY 2021		$10.00
NET PAY	$626.03	$25,541.28

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$353.74

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$6,089.48

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.83
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 06/03/2021 | Check Number: 99003908)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/24/2021**	**05/30/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$25,490.36
TIME AND 1/2				$10,160.76
VACATION-HRLY				$308.60
		TOTAL PAY	$1,234.40	$35,959.72

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.30	$2,092.18
FEDERAL W/H TAX M-02	$67.06	$2,595.07
FICA-HI	$16.44	$489.30

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$220.00
*VALUE PLAN **	$86.24	$1,897.28
*GROUP VISION **	$4.44	$97.68
ACCIDENTAL D&D	$1.77	$38.94
CRITICAL ILL	$7.08	$155.76
VOLUNT LIFE EE	$0.33	$7.26
VOLUNT LIFE SP	$0.17	$3.74
VOLUNT LIFE CH	$0.44	$9.68
SHORT TERM DISA	$8.69	$191.18
*401(K) EMPLOYEE **	$111.10	$3,236.40
UNITED WAY 2021		$10.00
NET PAY	$850.34	$24,915.25

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$338.36

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$5,824.72

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.06
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/27/2021 | Check Number: 99004001)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/17/2021**	**05/23/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$24,255.96
TIME AND 1/2				$10,160.76
VACATION-HRLY				$308.60
		TOTAL PAY	$1,234.40	$34,725.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$2,021.88
FEDERAL W/H TAX M-02	$67.06	$2,528.01
FICA-HI	$16.44	$472.86

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$210.00
*VALUE PLAN **	$86.24	$1,811.04
*GROUP VISION **	$4.44	$93.24
ACCIDENTAL D&D	$1.77	$37.17
CRITICAL ILL	$7.08	$148.68
VOLUNT LIFE EE	$0.33	$6.93
VOLUNT LIFE SP	$0.17	$3.57
VOLUNT LIFE CH	$0.44	$9.24
SHORT TERM DISA	$8.69	$182.49
*401(K) EMPLOYEE **	$111.10	$3,125.30
UNITED WAY 2021		$10.00
NET PAY	$850.35	$24,064.91

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$322.98

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$5,559.96

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.29
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 05/20/2021 | Check Number: 99004045)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/10/2021**	**05/16/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$23,021.56
TIME AND 1/2	46.2900	10.00	$462.90	$10,160.76
VACATION-HRLY				$308.60
		TOTAL PAY	$1,697.30	$33,490.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$1,951.59
FEDERAL W/H TAX M-02	$117.61	$2,460.95
FICA-HI	$23.15	$456.42

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$200.00
*VALUE PLAN **	$86.24	$1,724.80
*GROUP VISION **	$4.44	$88.80
ACCIDENTAL D&D	$1.77	$35.40
CRITICAL ILL	$7.08	$141.60
VOLUNT LIFE EE	$0.33	$6.60
VOLUNT LIFE SP	$0.17	$3.40
VOLUNT LIFE CH	$0.44	$8.80
SHORT TERM DISA	$8.69	$173.80
*401(K) EMPLOYEE **	$152.76	$3,014.20
UNITED WAY 2021		$10.00
NET PAY	$1,185.63	$23,214.56

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$307.60

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$5,295.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.52
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/13/2021 | Check Number: 99004120)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/03/2021**	**05/09/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$21,787.16
TIME AND 1/2				$9,697.86
VACATION-HRLY				$308.60
		TOTAL PAY	$925.80	$31,793.62

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.15	$1,852.60
FEDERAL W/H TAX M-02	$34.18	$2,343.34
FICA-HI	$11.96	$433.27

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$190.00
*VALUE PLAN **	$86.24	$1,638.56
*GROUP VISION **	$4.44	$84.36
ACCIDENTAL D&D	$1.77	$33.63
CRITICAL ILL	$7.08	$134.52
VOLUNT LIFE EE	$0.33	$6.27
VOLUNT LIFE SP	$0.17	$3.23
VOLUNT LIFE CH	$0.44	$8.36
SHORT TERM DISA	$8.69	$165.11
*401(K) EMPLOYEE **	$83.32	$2,861.44
UNITED WAY 2021		$10.00
NET PAY	$626.03	$22,028.93

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$292.22

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$5,030.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.75
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/06/2021 | Check Number: 99004170)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/26/2021**	**05/02/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$20,861.36
TIME AND 1/2				$9,697.86
VACATION-HRLY				$308.60
		TOTAL PAY	$1,234.40	$30,867.82

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$1,801.45
FEDERAL W/H TAX M-02	$67.06	$2,309.16
FICA-HI	$16.44	$421.31

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$180.00
*VALUE PLAN **	$86.24	$1,552.32
*GROUP VISION **	$4.44	$79.92
ACCIDENTAL D&D	$1.77	$31.86
CRITICAL ILL	$7.08	$127.44
VOLUNT LIFE EE	$0.33	$5.94
VOLUNT LIFE SP	$0.17	$3.06
VOLUNT LIFE CH	$0.44	$7.92
SHORT TERM DISA	$8.69	$156.42
*401(K) EMPLOYEE **	$111.10	$2,778.12
UNITED WAY 2021		$10.00
NET PAY	$850.35	$21,402.90

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$276.84

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$4,765.68

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.98
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 04/29/2021 | Check Number: 99004190)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/19/2021**	**04/25/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$19,626.96
TIME AND 1/2	46.2900	10.00	$462.90	$9,697.86
VACATION-HRLY				$308.60
		TOTAL PAY	$1,697.30	$29,633.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.00	$1,731.16
FEDERAL W/H TAX M-02	$117.61	$2,242.10
FICA-HI	$23.15	$404.87

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$170.00
*VALUE PLAN **	$86.24	$1,466.08
*GROUP VISION **	$4.44	$75.48
ACCIDENTAL D&D	$1.77	$30.09
CRITICAL ILL	$7.08	$120.36
VOLUNT LIFE EE	$0.33	$5.61
VOLUNT LIFE SP	$0.17	$2.89
VOLUNT LIFE CH	$0.44	$7.48
SHORT TERM DISA	$8.69	$147.73
*401(K) EMPLOYEE **	$152.76	$2,667.02
UNITED WAY 2021		$10.00
NET PAY	$1,185.62	$20,552.55

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$261.46

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$4,500.92

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.21
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 04/22/2021 | Check Number: 99004462)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/12/2021**	**04/18/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$18,392.56
TIME AND 1/2				$9,234.96
VACATION-HRLY				$308.60
		TOTAL PAY	$925.80	$27,936.12

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.15	$1,632.16
FEDERAL W/H TAX M-02	$34.18	$2,124.49
FICA-HI	$11.97	$381.72

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$160.00
*VALUE PLAN **	$86.24	$1,379.84
*GROUP VISION **	$4.44	$71.04
ACCIDENTAL D&D	$1.77	$28.32
CRITICAL ILL	$7.08	$113.28
VOLUNT LIFE EE	$0.33	$5.28
VOLUNT LIFE SP	$0.17	$2.72
VOLUNT LIFE CH	$0.44	$7.04
SHORT TERM DISA	$8.69	$139.04
*401(K) EMPLOYEE **	$83.32	$2,514.26
UNITED WAY 2021		$10.00
NET PAY	$626.02	$19,366.93

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$246.08

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$4,236.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.44
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/15/2021 | Check Number: 99004177)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/05/2021**	**04/11/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$17,466.76
TIME AND 1/2				$9,234.96
VACATION-HRLY				$308.60
		TOTAL PAY	$925.80	$27,010.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.16	$1,581.01
FEDERAL W/H TAX M-02	$34.18	$2,090.31
FICA-HI	$11.96	$369.75

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$150.00
*VALUE PLAN **	$86.24	$1,293.60
*GROUP VISION **	$4.44	$66.60
ACCIDENTAL D&D	$1.77	$26.55
CRITICAL ILL	$7.08	$106.20
VOLUNT LIFE EE	$0.33	$4.95
VOLUNT LIFE SP	$0.17	$2.55
VOLUNT LIFE CH	$0.44	$6.60
SHORT TERM DISA	$8.69	$130.35
*401(K) EMPLOYEE **	$83.32	$2,430.94
UNITED WAY 2021		$10.00
NET PAY	$626.02	$18,740.91

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$230.70

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$3,971.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.67
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/08/2021 | Check Number: 99004136)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/29/2021**	**04/04/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$16,540.96
TIME AND 1/2	46.2900	10.50	$486.05	$9,234.96
VACATION-HRLY				$308.60
		TOTAL PAY	$1,720.45	$26,084.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.43	$1,529.85
FEDERAL W/H TAX M-02	$120.14	$2,056.13
FICA-HI	$23.49	$357.79

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$140.00
*VALUE PLAN **	$86.24	$1,207.36
*GROUP VISION **	$4.44	$62.16
ACCIDENTAL D&D	$1.77	$24.78
CRITICAL ILL	$7.08	$99.12
VOLUNT LIFE EE	$0.33	$4.62
VOLUNT LIFE SP	$0.17	$2.38
VOLUNT LIFE CH	$0.44	$6.16
SHORT TERM DISA	$8.69	$121.66
*401(K) EMPLOYEE **	$154.84	$2,347.62
UNITED WAY 2021		$10.00
NET PAY	$1,202.39	$18,114.89

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$215.32

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$3,706.64

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.90
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/01/2021 | Check Number: 99004084)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/22/2021**	**03/28/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$15,306.56
TIME AND 1/2	46.2900	13.50	$624.93	$8,748.91
VACATION-HRLY				$308.60
		TOTAL PAY	$1,859.33	$24,364.07

Taxes:

Description	Current	Year To Date
FICA-OASDI	$109.03	$1,429.42
FEDERAL W/H TAX M-02	$135.30	$1,935.99
FICA-HI	$25.50	$334.30

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$130.00
*VALUE PLAN **	$86.24	$1,121.12
*GROUP VISION **	$4.44	$57.72
ACCIDENTAL D&D	$1.77	$23.01
CRITICAL ILL	$7.08	$92.04
VOLUNT LIFE EE	$0.33	$4.29
VOLUNT LIFE SP	$0.17	$2.21
VOLUNT LIFE CH	$0.44	$5.72
SHORT TERM DISA	$8.69	$112.97
*401(K) EMPLOYEE **	$167.34	$2,192.78
UNITED WAY 2021		$10.00
NET PAY	$1,303.00	$16,912.50

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$199.94

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$3,441.88

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.13
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/25/2021 | Check Number: 99004066)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/15/2021**	**03/21/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$14,072.16
TIME AND 1/2	46.2900	40.50	$1,874.78	$8,123.98
VACATION-HRLY				$308.60
		TOTAL PAY	$3,109.18	$22,504.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$186.53	$1,320.39
FEDERAL W/H TAX M-02	$348.79	$1,800.69
FICA-HI	$43.62	$308.80

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$120.00
*VALUE PLAN **	$86.24	$1,034.88
*GROUP VISION **	$4.44	$53.28
ACCIDENTAL D&D	$1.77	$21.24
CRITICAL ILL	$7.08	$84.96
VOLUNT LIFE EE	$0.33	$3.96
VOLUNT LIFE SP	$0.17	$2.04
VOLUNT LIFE CH	$0.44	$5.28
SHORT TERM DISA	$8.69	$104.28
*401(K) EMPLOYEE **	$279.83	$2,025.44
UNITED WAY 2021		$10.00
NET PAY	$2,131.25	$15,609.50

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$184.56

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

Medical - Value Plan - Company Contribution	$264.76	$3,177.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.36
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/18/2021 | Check Number: 99004324)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/08/2021**	**03/14/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$12,837.76
TIME AND 1/2	46.2900	22.00	$1,018.39	$6,249.20
VACATION-HRLY				$308.60
		TOTAL PAY	$2,252.79	$19,395.56

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.43	$1,133.86
FEDERAL W/H TAX M-02	$178.27	$1,451.90
FICA-HI	$31.21	$265.18

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$110.00
*VALUE PLAN **	$86.24	$948.64
*GROUP VISION **	$4.44	$48.84
ACCIDENTAL D&D	$1.77	$19.47
CRITICAL ILL	$7.08	$77.88
VOLUNT LIFE EE	$0.33	$3.63
VOLUNT LIFE SP	$0.17	$1.87
VOLUNT LIFE CH	$0.44	$4.84
SHORT TERM DISA	$8.69	$95.59
*401(K) EMPLOYEE **	$202.75	$1,745.61
UNITED WAY 2021		$10.00
NET PAY	$1,587.97	$13,478.25

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$169.18

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$2,912.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.59
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/11/2021 | Check Number: 99004000)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/01/2021**	**03/07/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$11,603.36
TIME AND 1/2	46.2900	25.00	$1,157.26	$5,230.81
VACATION-HRLY				$308.60
		TOTAL PAY	$2,391.66	$17,142.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$142.04	$1,000.43
FEDERAL W/H TAX M-02	$205.14	$1,273.63
FICA-HI	$33.22	$233.97

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$100.00
*VALUE PLAN **	$86.24	$862.40
*GROUP VISION **	$4.44	$44.40
ACCIDENTAL D&D	$1.77	$17.70
CRITICAL ILL	$7.08	$70.80
VOLUNT LIFE EE	$0.33	$3.30
VOLUNT LIFE SP	$0.17	$1.70
VOLUNT LIFE CH	$0.44	$4.40
SHORT TERM DISA	$8.69	$86.90
*401(K) EMPLOYEE **	$215.25	$1,542.86
UNITED WAY 2021		$10.00
NET PAY	$1,676.85	$11,890.28

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$153.80

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$2,647.60

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.82
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/04/2021 | Check Number: 99003977)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/22/2021**	**02/28/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$10,368.96
TIME AND 1/2	46.2900	38.00	$1,759.05	$4,073.55
VACATION-HRLY				$308.60
		TOTAL PAY	$2,993.45	$14,751.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$179.35	$858.39
FEDERAL W/H TAX M-02	$325.62	$1,068.49
FICA-HI	$41.94	$200.75

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$90.00
*VALUE PLAN **	$86.24	$776.16
*GROUP VISION **	$4.44	$39.96
ACCIDENTAL D&D	$1.77	$15.93
CRITICAL ILL	$7.08	$63.72
VOLUNT LIFE EE	$0.33	$2.97
VOLUNT LIFE SP	$0.17	$1.53
VOLUNT LIFE CH	$0.44	$3.96
SHORT TERM DISA	$8.69	$78.21
*401(K) EMPLOYEE **	$269.41	$1,327.61
UNITED WAY 2021		$10.00
NET PAY	$2,057.97	$10,213.43

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$138.42

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$2,382.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.05
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	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/25/2021 | Check Number: 99002927)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/15/2021**	**02/21/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	28.00	$864.08	$9,134.56
TIME AND 1/2				$2,314.50
VACATION-HRLY	30.8600	10.00	$308.60	$308.60
		TOTAL PAY	$1,172.68	$11,757.66

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.47	$679.04
FEDERAL W/H TAX M-02	$60.32	$742.87
FICA-HI	$15.55	$158.81

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$80.00
*VALUE PLAN **	$86.24	$689.92
*GROUP VISION **	$4.44	$35.52
ACCIDENTAL D&D	$1.77	$14.16
CRITICAL ILL	$7.08	$56.64
VOLUNT LIFE EE	$0.33	$2.64
VOLUNT LIFE SP	$0.17	$1.36
VOLUNT LIFE CH	$0.44	$3.52
SHORT TERM DISA	$8.69	$69.52
*401(K) EMPLOYEE **	$105.54	$1,058.20
UNITED WAY 2021		$10.00
NET PAY	$805.64	$8,155.46

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$123.04

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$2,118.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.28
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/18/2021 | Check Number: 99003861)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/08/2021**	**02/14/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$8,270.48
TIME AND 1/2				$2,314.50
		TOTAL PAY	$1,234.40	$10,584.98

Taxes:

Description	Current	Year To Date
FICA-OASDI	$70.29	$612.57
FEDERAL W/H TAX M-02	$67.06	$682.55
FICA-HI	$16.44	$143.26

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$70.00
*VALUE PLAN **	$86.24	$603.68
*GROUP VISION **	$4.44	$31.08
ACCIDENTAL D&D	$1.77	$12.39
CRITICAL ILL	$7.08	$49.56
VOLUNT LIFE EE	$0.33	$2.31
VOLUNT LIFE SP	$0.17	$1.19
VOLUNT LIFE CH	$0.44	$3.08
SHORT TERM DISA	$8.69	$60.83
*401(K) EMPLOYEE **	$111.10	$952.66
UNITED WAY 2021		$10.00
NET PAY	$850.35	$7,349.82

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$107.66

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$1,853.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.51
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/11/2021 | Check Number: 99003864)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/01/2021**	**02/07/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$7,036.08
TIME AND 1/2	46.2900	10.00	$462.90	$2,314.50
		TOTAL PAY	$1,697.30	$9,350.58

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$542.28
FEDERAL W/H TAX M-02	$117.61	$615.49
FICA-HI	$23.15	$126.82

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$60.00
*VALUE PLAN **	$86.24	$517.44
*GROUP VISION **	$4.44	$26.64
ACCIDENTAL D&D	$1.77	$10.62
CRITICAL ILL	$7.08	$42.48
VOLUNT LIFE EE	$0.33	$1.98
VOLUNT LIFE SP	$0.17	$1.02
VOLUNT LIFE CH	$0.44	$2.64
SHORT TERM DISA	$8.69	$52.14
*401(K) EMPLOYEE **	$152.76	$841.56
UNITED WAY 2021		$10.00
NET PAY	$1,185.63	$6,499.47

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$92.28

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$1,588.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.74
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/04/2021 | Check Number: 99003793)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/25/2021**	**01/31/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$5,801.68
TIME AND 1/2	46.2900	20.00	$925.80	$1,851.60
		TOTAL PAY	$2,160.20	$7,653.28

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.69	$443.29
FEDERAL W/H TAX M-02	$168.16	$497.88
FICA-HI	$29.86	$103.67

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$50.00
*VALUE PLAN **	$86.24	$431.20
*GROUP VISION **	$4.44	$22.20
ACCIDENTAL D&D	$1.77	$8.85
CRITICAL ILL	$7.08	$35.40
VOLUNT LIFE EE	$0.33	$1.65
VOLUNT LIFE SP	$0.17	$0.85
VOLUNT LIFE CH	$0.44	$2.20
SHORT TERM DISA	$8.69	$43.45
*401(K) EMPLOYEE **	$194.42	$688.80
UNITED WAY 2021		$10.00
NET PAY	$1,520.91	$5,313.84

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$76.90

ZACHRY

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

Medical - Value Plan - Company Contribution	$264.76	$1,323.80

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.97
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 01/28/2021 | Check Number: 99003796)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/18/2021**	**01/24/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$4,567.28
TIME AND 1/2	46.2900	10.00	$462.90	$925.80
		TOTAL PAY	$1,697.30	$5,493.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$315.60
FEDERAL W/H TAX M-02	$117.61	$329.72
FICA-HI	$23.15	$73.81

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$40.00
*VALUE PLAN **	$86.24	$344.96
*GROUP VISION **	$4.44	$17.76
ACCIDENTAL D&D	$1.77	$7.08
CRITICAL ILL	$7.08	$28.32
VOLUNT LIFE EE	$0.33	$1.32
VOLUNT LIFE SP	$0.17	$0.68
VOLUNT LIFE CH	$0.44	$1.76
SHORT TERM DISA	$8.69	$34.76
*401(K) EMPLOYEE **	$152.76	$494.38
UNITED WAY 2021		$10.00
NET PAY	$1,185.63	$3,792.93

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$61.52

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

Medical - Value Plan - Company Contribution	$264.76	$1,059.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.20
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
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 01/21/2021 | Check Number: 99003747)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/11/2021**	**01/17/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$3,332.88
TIME AND 1/2	46.2900	10.00	$462.90	$462.90
		TOTAL PAY	$1,697.30	$3,795.78

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.99	$216.61
FEDERAL W/H TAX M-02	$117.61	$212.11
FICA-HI	$23.15	$50.66

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$30.00
*VALUE PLAN **	$86.24	$258.72
*GROUP VISION **	$4.44	$13.32
ACCIDENTAL D&D	$1.77	$5.31
CRITICAL ILL	$7.08	$21.24
VOLUNT LIFE EE	$0.33	$0.99
VOLUNT LIFE SP	$0.17	$0.51
VOLUNT LIFE CH	$0.44	$1.32
SHORT TERM DISA	$8.69	$26.07
*401(K) EMPLOYEE **	$152.76	$341.62
UNITED WAY 2021		$10.00
NET PAY	$1,185.63	$2,607.30

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$46.14

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

Medical - Value Plan - Company Contribution	$264.76	$794.28

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.43
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
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 01/14/2021 | Check Number: 99003736)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/04/2021**	**01/10/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	38.00	$1,172.68	$2,098.48
		TOTAL PAY	$1,172.68	$2,098.48

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.46	$117.62
FEDERAL W/H TAX M-02	$60.32	$94.50
FICA-HI	$15.55	$27.51

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$20.00
*VALUE PLAN **	$86.24	$172.48
*GROUP VISION **	$4.44	$8.88
ACCIDENTAL D&D	$1.77	$3.54
CRITICAL ILL	$7.08	$14.16
VOLUNT LIFE EE	$0.33	$0.66
VOLUNT LIFE SP	$0.17	$0.34
VOLUNT LIFE CH	$0.44	$0.88
SHORT TERM DISA	$8.69	$17.38
*401(K) EMPLOYEE **	$105.54	$188.86
UNITED WAY 2021		$10.00
NET PAY	$805.65	$1,421.67

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$30.76
Medical - Value Plan - Company Contribution	$264.76	$529.52

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	32.66
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
TREVINO, JEFFERY D	**HB01**	**5147642620**	**007579**

Payment Details (Pay Date: 01/07/2021 | Check Number: 99003609)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/28/2020**	**01/03/2021**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$925.80
		TOTAL PAY	$925.80	$925.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.16	$51.16
FEDERAL W/H TAX M-02	$34.18	$34.18
FICA-HI	$11.96	$11.96

Deductions:

Description	Current	Year To Date
*HEALTH SAV ACCT **	$10.00	$10.00
*VALUE PLAN **	$86.24	$86.24
*GROUP VISION **	$4.44	$4.44
ACCIDENTAL D&D	$1.77	$1.77
CRITICAL ILL	$7.08	$7.08
VOLUNT LIFE EE	$0.33	$0.33
VOLUNT LIFE SP	$0.17	$0.17
VOLUNT LIFE CH	$0.44	$0.44
SHORT TERM DISA	$8.69	$8.69
*401(K) EMPLOYEE **	$83.32	$83.32
UNITED WAY 2021	$10.00	$10.00
NET PAY	$616.02	$616.02

Memos:

Description	Current Amount	YTDAmount
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$15.38	$15.38
Medical - Value Plan - Company Contribution	$264.76	$264.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.89
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

EXHIBIT

119

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 12/29/2022 | Check Number: 99001655)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/19/2022**	**12/25/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	39.50	$1,218.97	$61,221.08
TIME AND 1/2				$16,111.51
VACATION-HRLY				$2,993.42
RETRO PAY				$10.00
		TOTAL PAY	$1,218.97	$80,336.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.06	$4,486.08
FEDERAL W/H TAX M-02	$61.33	$5,155.03
FICA-HI	$15.45	$1,049.16

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$7,229.04
*HEALTH SAV ACCT **	$10.00	$520.00
ACCIDENT PLAN	$5.41	$281.32
*GROUP VISION **	$4.44	$230.88
ACCIDENTAL D&D	$2.04	$106.08
CRITICAL ILLNSS	$3.88	$201.76
VOLUNT LIFE EE	$0.78	$40.56
VOLUNT LIFE SP	$0.39	$20.28
VOLUNT LIFE CH	$0.52	$27.04
SHORT TERM DISA	$8.69	$451.88
*401(K) EMPLOYEE **	$73.14	$5,486.00
401(K) LOAN	$105.88	$5,505.76
NET PAY	$721.94	$49,545.14

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$12,948.72
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$699.92

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

401K COMPANY MATCH - PRIOR PAY PERIOD		$3,441.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	44.28
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/22/2022 | Check Number: 99001766)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/12/2022**	**12/18/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$60,002.11
REGULAR PAY	30.8600	30.00	$925.80	$60,002.11
TIME AND 1/2	46.2900	30.00	$1,388.70	$16,111.51
VACATION-HRLY				$2,993.42
RETRO PAY				$10.00
		TOTAL PAY	$2,633.10	$79,117.04

Taxes:

Description	Current	Year To Date
FICA-OASDI	$153.74	$4,420.02
FEDERAL W/H TAX M-02	$250.80	$5,093.70
FICA-HI	$35.95	$1,033.71

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$7,090.02
*HEALTH SAV ACCT **	$10.00	$510.00
ACCIDENT PLAN	$5.41	$275.91
*GROUP VISION **	$4.44	$226.44
ACCIDENTAL D&D	$2.04	$104.04
CRITICAL ILLNSS	$3.88	$197.88
VOLUNT LIFE EE	$0.78	$39.78
VOLUNT LIFE SP	$0.39	$19.89
VOLUNT LIFE CH	$0.52	$26.52
SHORT TERM DISA	$8.69	$443.19
*401(K) EMPLOYEE **	$157.99	$5,412.86
401(K) LOAN	$105.88	$5,399.88
NET PAY	$1,753.57	$48,823.20

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$12,695.86
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$686.46

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$78.85	$3,441.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.97
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 12/15/2022 | Check Number: 99002260)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/05/2022**	**12/11/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	40.00	$1,274.40	$58,757.71
TIME AND 1/2	47.7900	10.00	$477.90	$14,722.81
VACATION-HRLY				$2,993.42
RETRO PAY				$10.00
		TOTAL PAY	$1,752.30	$76,483.94

Taxes:

Description	Current	Year To Date
FICA-OASDI	$99.13	$4,266.28
FEDERAL W/H TAX M-02	$121.49	$4,842.90
FICA-HI	$23.18	$997.76

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,951.00
*HEALTH SAV ACCT **	$10.00	$500.00
ACCIDENT PLAN	$5.41	$270.50
*GROUP VISION **	$4.44	$222.00
ACCIDENTAL D&D	$2.04	$102.00
CRITICAL ILLNSS	$3.88	$194.00
VOLUNT LIFE EE	$0.78	$39.00
VOLUNT LIFE SP	$0.39	$19.50
VOLUNT LIFE CH	$0.52	$26.00
SHORT TERM DISA	$8.69	$434.50
*401(K) EMPLOYEE **	$105.14	$5,254.87
401(K) LOAN	$105.88	$5,294.00
NET PAY	$1,122.31	$47,069.63

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$12,443.00
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$673.00

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$95.16	$3,362.99

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.66
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 12/08/2022 | Check Number: 99002260)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/28/2022**	**12/04/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	20.00	$617.20	$57,483.31
REGULAR PAY	31.8600	20.00	$637.20	$57,483.31
TIME AND 1/2	47.7900	18.00	$860.22	$14,244.91
VACATION-HRLY				$2,993.42
RETRO PAY				$10.00
		TOTAL PAY	$2,114.62	$74,731.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$121.59	$4,167.15
FEDERAL W/H TAX M-02	$162.36	$4,721.41
FICA-HI	$28.44	$974.58

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,811.98
*HEALTH SAV ACCT **	$10.00	$490.00
ACCIDENT PLAN	$5.41	$265.09
*GROUP VISION **	$4.44	$217.56
ACCIDENTAL D&D	$2.04	$99.96
CRITICAL ILLNSS	$3.88	$190.12
VOLUNT LIFE EE	$0.78	$38.22
VOLUNT LIFE SP	$0.39	$19.11
VOLUNT LIFE CH	$0.52	$25.48
SHORT TERM DISA	$8.69	$425.81
*401(K) EMPLOYEE **	$126.88	$5,149.73
401(K) LOAN	$105.88	$5,188.12
NET PAY	$1,394.30	$45,947.32

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$12,190.14
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$659.54

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.45	$3,267.83

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.35
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 12/01/2022 | Check Number: 99002197)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/21/2022**	**11/27/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	10.00	$308.60	$56,228.91
REGULAR PAY	31.8600	20.00	$637.20	$56,228.91
TIME AND 1/2				$13,384.69
VACATION-HRLY	30.8600	10.00	$308.60	$2,993.42
RETRO PAY				$10.00
		TOTAL PAY	$1,254.40	$72,617.02

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.26	$4,045.56
FEDERAL W/H TAX M-02	$65.33	$4,559.05
FICA-HI	$15.96	$946.14

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,672.96
*HEALTH SAV ACCT **	$10.00	$480.00
ACCIDENT PLAN	$5.41	$259.68
*GROUP VISION **	$4.44	$213.12
ACCIDENTAL D&D	$2.04	$97.92
CRITICAL ILLNSS	$3.88	$186.24
VOLUNT LIFE EE	$0.78	$37.44
VOLUNT LIFE SP	$0.39	$18.72
VOLUNT LIFE CH	$0.52	$24.96
SHORT TERM DISA	$8.69	$417.12
*401(K) EMPLOYEE **	$75.26	$5,022.85
401(K) LOAN	$105.88	$5,082.24
NET PAY	$748.54	$44,553.02

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$11,937.28
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$646.08

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$3,211.38

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.04
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 11/23/2022 | Check Number: 99002293)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/14/2022**	**11/20/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$55,283.11
TIME AND 1/2	46.2900	10.00	$462.90	$13,384.69
VACATION-HRLY				$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$1,697.30	$71,362.62

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.72	$3,977.30
FEDERAL W/H TAX M-02	$115.29	$4,493.72
FICA-HI	$22.39	$930.18

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,533.94
*HEALTH SAV ACCT **	$10.00	$470.00
ACCIDENT PLAN	$5.41	$254.27
*GROUP VISION **	$4.44	$208.68
ACCIDENTAL D&D	$2.04	$95.88
CRITICAL ILLNSS	$3.88	$182.36
VOLUNT LIFE EE	$0.78	$36.66
VOLUNT LIFE SP	$0.39	$18.33
VOLUNT LIFE CH	$0.52	$24.44
SHORT TERM DISA	$8.69	$408.43
*401(K) EMPLOYEE **	$101.84	$4,947.59
401(K) LOAN	$105.88	$4,976.36
NET PAY	$1,081.01	$43,804.48

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$11,684.42
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$632.62

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.00	$3,135.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	42.73
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 11/17/2022 | Check Number: 99002327)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**11/07/2022**	**11/13/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$54,048.71
REGULAR PAY	30.8600	30.00	$925.80	$54,048.71
TIME AND 1/2				$12,921.79
VACATION-HRLY				$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$1,244.40	$69,665.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.64	$3,881.58
FEDERAL W/H TAX M-02	$64.20	$4,378.43
FICA-HI	$15.82	$907.79

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,394.92
*HEALTH SAV ACCT **	$10.00	$460.00
ACCIDENT PLAN	$5.41	$248.86
*GROUP VISION **	$4.44	$204.24
ACCIDENTAL D&D	$2.04	$93.84
CRITICAL ILLNSS	$3.88	$178.48
VOLUNT LIFE EE	$0.78	$35.88
VOLUNT LIFE SP	$0.39	$17.94
VOLUNT LIFE CH	$0.52	$23.92
SHORT TERM DISA	$8.69	$399.74
*401(K) EMPLOYEE **	$74.66	$4,845.75
401(K) LOAN	$105.88	$4,870.48
NET PAY	$741.03	$42,723.47

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$11,431.56
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$619.16

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$95.13	$3,079.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.42
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 11/10/2022 | Check Number: 99002334)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/31/2022**	**11/06/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$52,804.31
TIME AND 1/2	46.2900	19.00	$879.51	$12,921.79
VACATION-HRLY				$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$2,113.91	$68,420.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$121.54	$3,813.94
FEDERAL W/H TAX M-02	$162.28	$4,314.23
FICA-HI	$28.43	$891.97

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,255.90
*HEALTH SAV ACCT **	$10.00	$450.00
ACCIDENT PLAN	$5.41	$243.45
*GROUP VISION **	$4.44	$199.80
ACCIDENTAL D&D	$2.04	$91.80
CRITICAL ILLNSS	$3.88	$174.60
VOLUNT LIFE EE	$0.78	$35.10
VOLUNT LIFE SP	$0.39	$17.55
VOLUNT LIFE CH	$0.52	$23.40
SHORT TERM DISA	$8.69	$391.05
*401(K) EMPLOYEE **	$126.83	$4,771.09
401(K) LOAN	$105.88	$4,764.60
NET PAY	$1,393.78	$41,982.44

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$11,178.70
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$605.70

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$196.67	$2,983.87

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.11
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 11/03/2022 | Check Number: 99003085)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/24/2022**	**10/30/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	20.00	$617.20	$51,569.91
REGULAR PAY	31.8600	20.00	$637.20	$51,569.91
TIME AND 1/2	47.7900	20.00	$955.80	$12,042.28
VACATION-HRLY				$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$2,210.20	$66,307.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$127.52	$3,692.40
FEDERAL W/H TAX M-02	$173.15	$4,151.95
FICA-HI	$29.82	$863.54

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$6,116.88
*HEALTH SAV ACCT **	$10.00	$440.00
ACCIDENT PLAN	$5.41	$238.04
*GROUP VISION **	$4.44	$195.36
ACCIDENTAL D&D	$2.04	$89.76
CRITICAL ILLNSS	$3.88	$170.72
VOLUNT LIFE EE	$0.78	$34.32
VOLUNT LIFE SP	$0.39	$17.16
VOLUNT LIFE CH	$0.52	$22.88
SHORT TERM DISA	$8.69	$382.36
*401(K) EMPLOYEE **	$132.61	$4,644.26
401(K) LOAN	$105.88	$4,658.72
NET PAY	$1,466.05	$40,588.66

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$10,925.84
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$592.24

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD		$2,787.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.80
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/27/2022 | Check Number: 99003054)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/17/2022**	**10/23/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$50,315.51
TIME AND 1/2	46.2900	20.00	$925.80	$11,086.48
VACATION-HRLY				$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$2,160.20	$64,096.81

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.42	$3,564.88
FEDERAL W/H TAX M-02	$167.51	$3,978.80
FICA-HI	$29.10	$833.72

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,977.86
*HEALTH SAV ACCT **	$10.00	$430.00
ACCIDENT PLAN	$5.41	$232.63
*GROUP VISION **	$4.44	$190.92
ACCIDENTAL D&D	$2.04	$87.72
CRITICAL ILLNSS	$3.88	$166.84
VOLUNT LIFE EE	$0.78	$33.54
VOLUNT LIFE SP	$0.39	$16.77
VOLUNT LIFE CH	$0.52	$22.36
SHORT TERM DISA	$8.69	$373.67
*401(K) EMPLOYEE **	$129.61	$4,511.65
401(K) LOAN	$105.88	$4,552.84
NET PAY	$1,428.51	$39,122.61

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$10,672.98
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$578.78

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$69.44	$2,787.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.49
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/20/2022 | Check Number: 99003084)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/10/2022**	**10/16/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$49,081.11
TIME AND 1/2				$10,160.68
VACATION-HRLY	30.8600	10.00	$308.60	$2,684.82
RETRO PAY				$10.00
		TOTAL PAY	$1,543.00	$61,936.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.15	$3,440.46
FEDERAL W/H TAX M-02	$97.89	$3,811.29
FICA-HI	$20.14	$804.62

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,838.84
*HEALTH SAV ACCT **	$10.00	$420.00
ACCIDENT PLAN	$5.41	$227.22
*GROUP VISION **	$4.44	$186.48
ACCIDENTAL D&D	$2.04	$85.68
CRITICAL ILLNSS	$3.88	$162.96
VOLUNT LIFE EE	$0.78	$32.76
VOLUNT LIFE SP	$0.39	$16.38
VOLUNT LIFE CH	$0.52	$21.84
SHORT TERM DISA	$8.69	$364.98
*401(K) EMPLOYEE **	$92.58	$4,382.04
401(K) LOAN	$105.88	$4,446.96
NET PAY	$965.19	$37,694.10

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$10,420.12
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$565.32

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$2,717.76

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.18
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 10/13/2022 | Check Number: 99003087)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**10/03/2022**	**10/09/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$47,846.71
TIME AND 1/2	46.2900	20.00	$925.80	$10,160.68
VACATION-HRLY				$2,376.22
RETRO PAY				$10.00
		TOTAL PAY	$2,160.20	$60,393.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.42	$3,354.31
FEDERAL W/H TAX M-02	$167.51	$3,713.40
FICA-HI	$29.10	$784.48

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,699.82
*HEALTH SAV ACCT **	$10.00	$410.00
ACCIDENT PLAN	$5.41	$221.81
*GROUP VISION **	$4.44	$182.04
ACCIDENTAL D&D	$2.04	$83.64
CRITICAL ILLNSS	$3.88	$159.08
VOLUNT LIFE EE	$0.78	$31.98
VOLUNT LIFE SP	$0.39	$15.99
VOLUNT LIFE CH	$0.52	$21.32
SHORT TERM DISA	$8.69	$356.29
*401(K) EMPLOYEE **	$129.61	$4,289.46
401(K) LOAN	$105.88	$4,341.08
NET PAY	$1,428.51	$36,728.91

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$10,167.26
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$551.86

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$2,620.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.87
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 10/06/2022 | Check Number: 99003002)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/26/2022**	**10/02/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$46,612.31
TIME AND 1/2	46.2900	10.00	$462.90	$9,234.88
VACATION-HRLY				$2,376.22
RETRO PAY				$10.00
		TOTAL PAY	$1,697.30	$58,233.41

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.72	$3,229.89
FEDERAL W/H TAX M-02	$115.29	$3,545.89
FICA-HI	$22.39	$755.38

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,560.80
*HEALTH SAV ACCT **	$10.00	$400.00
ACCIDENT PLAN	$5.41	$216.40
*GROUP VISION **	$4.44	$177.60
ACCIDENTAL D&D	$2.04	$81.60
CRITICAL ILLNSS	$3.88	$155.20
VOLUNT LIFE EE	$0.78	$31.20
VOLUNT LIFE SP	$0.39	$15.60
VOLUNT LIFE CH	$0.52	$20.80
SHORT TERM DISA	$8.69	$347.60
*401(K) EMPLOYEE **	$101.84	$4,159.85
401(K) LOAN	$105.88	$4,235.20
NET PAY	$1,081.01	$35,300.40

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$9,914.40
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$538.40

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$124.99	$2,544.17

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.56
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/29/2022 | Check Number: 99002915)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/19/2022**	**09/25/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$45,377.91
TIME AND 1/2				$8,771.98
VACATION-HRLY	30.8600	20.00	$617.20	$2,376.22
RETRO PAY				$10.00
		TOTAL PAY	$1,543.00	$56,536.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$86.15	$3,134.17
FEDERAL W/H TAX M-02	$97.89	$3,430.60
FICA-HI	$20.15	$732.99

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,421.78
*HEALTH SAV ACCT **	$10.00	$390.00
ACCIDENT PLAN	$5.41	$210.99
*GROUP VISION **	$4.44	$173.16
ACCIDENTAL D&D	$2.04	$79.56
CRITICAL ILLNSS	$3.88	$151.32
VOLUNT LIFE EE	$0.78	$30.42
VOLUNT LIFE SP	$0.39	$15.21
VOLUNT LIFE CH	$0.52	$20.28
SHORT TERM DISA	$8.69	$338.91
*401(K) EMPLOYEE **	$92.58	$4,058.01
401(K) LOAN	$105.88	$4,129.32
NET PAY	$965.18	$34,219.39

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$9,661.54
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$524.94

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD		$2,419.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.25
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/22/2022 | Check Number: 99002877)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/12/2022**	**09/18/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$44,452.11
TIME AND 1/2				$8,771.98
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,234.40	$54,993.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$3,048.02
FEDERAL W/H TAX M-02	$63.08	$3,332.71
FICA-HI	$15.67	$712.84

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,282.76
*HEALTH SAV ACCT **	$10.00	$380.00
ACCIDENT PLAN	$5.41	$205.58
*GROUP VISION **	$4.44	$168.72
ACCIDENTAL D&D	$2.04	$77.52
CRITICAL ILLNSS	$3.88	$147.44
VOLUNT LIFE EE	$0.78	$29.64
VOLUNT LIFE SP	$0.39	$14.82
VOLUNT LIFE CH	$0.52	$19.76
SHORT TERM DISA	$8.69	$330.22
*401(K) EMPLOYEE **	$74.06	$3,965.43
401(K) LOAN	$105.88	$4,023.44
NET PAY	$733.52	$33,254.21

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$9,408.68
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$511.48

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$2,419.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	51.94
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 09/15/2022 | Check Number: 99002885)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**09/05/2022**	**09/11/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$43,217.71
TIME AND 1/2				$8,771.98
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,234.40	$53,758.71

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$2,981.00
FEDERAL W/H TAX M-02	$63.08	$3,269.63
FICA-HI	$15.67	$697.17

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,143.74
*HEALTH SAV ACCT **	$10.00	$370.00
ACCIDENT PLAN	$5.41	$200.17
*GROUP VISION **	$4.44	$164.28
ACCIDENTAL D&D	$2.04	$75.48
CRITICAL ILLNSS	$3.88	$143.56
VOLUNT LIFE EE	$0.78	$28.86
VOLUNT LIFE SP	$0.39	$14.43
VOLUNT LIFE CH	$0.52	$19.24
SHORT TERM DISA	$8.69	$321.53
*401(K) EMPLOYEE **	$74.06	$3,891.37
401(K) LOAN	$105.88	$3,917.56
NET PAY	$733.52	$32,520.69

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$9,155.82
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$498.02

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$2,363.63

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	49.63
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/08/2022 | Check Number: 99002848)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/29/2022**	**09/04/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$41,983.31
TIME AND 1/2	46.2900	10.00	$462.90	$8,771.98
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,697.30	$52,524.31

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.71	$2,913.98
FEDERAL W/H TAX M-02	$115.29	$3,206.55
FICA-HI	$22.39	$681.50

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$5,004.72
*HEALTH SAV ACCT **	$10.00	$360.00
ACCIDENT PLAN	$5.41	$194.76
*GROUP VISION **	$4.44	$159.84
ACCIDENTAL D&D	$2.04	$73.44
CRITICAL ILLNSS	$3.88	$139.68
VOLUNT LIFE EE	$0.78	$28.08
VOLUNT LIFE SP	$0.39	$14.04
VOLUNT LIFE CH	$0.52	$18.72
SHORT TERM DISA	$8.69	$312.84
*401(K) EMPLOYEE **	$101.84	$3,817.31
401(K) LOAN	$105.88	$3,811.68
NET PAY	$1,081.02	$31,787.17

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$8,902.96
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$484.56

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$2,287.25

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	47.32
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 09/01/2022 | Check Number: 99002859)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/22/2022**	**08/28/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$40,748.91
TIME AND 1/2				$8,309.08
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,234.40	$50,827.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$2,818.27
FEDERAL W/H TAX M-02	$63.08	$3,091.26
FICA-HI	$15.67	$659.11

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,865.70
*HEALTH SAV ACCT **	$10.00	$350.00
ACCIDENT PLAN	$5.41	$189.35
*GROUP VISION **	$4.44	$155.40
ACCIDENTAL D&D	$2.04	$71.40
CRITICAL ILLNSS	$3.88	$135.80
VOLUNT LIFE EE	$0.78	$27.30
VOLUNT LIFE SP	$0.39	$13.65
VOLUNT LIFE CH	$0.52	$18.20
SHORT TERM DISA	$8.69	$304.15
*401(K) EMPLOYEE **	$74.06	$3,715.47
401(K) LOAN	$105.88	$3,705.80
NET PAY	$733.52	$30,706.15

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$8,650.10
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$471.10

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$2,231.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	45.01
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 08/25/2022 | Check Number: 99002860)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/15/2022**	**08/21/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$39,514.51
TIME AND 1/2	46.2900	10.00	$462.90	$8,309.08
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,697.30	$49,592.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.72	$2,751.25
FEDERAL W/H TAX M-02	$115.29	$3,028.18
FICA-HI	$22.39	$643.44

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,726.68
*HEALTH SAV ACCT **	$10.00	$340.00
ACCIDENT PLAN	$5.41	$183.94
*GROUP VISION **	$4.44	$150.96
ACCIDENTAL D&D	$2.04	$69.36
CRITICAL ILLNSS	$3.88	$131.92
VOLUNT LIFE EE	$0.78	$26.52
VOLUNT LIFE SP	$0.39	$13.26
VOLUNT LIFE CH	$0.52	$17.68
SHORT TERM DISA	$8.69	$295.46
*401(K) EMPLOYEE **	$101.84	$3,641.41
401(K) LOAN	$105.88	$3,599.92
NET PAY	$1,081.01	$29,972.63

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$8,397.24
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$457.64

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$53.46	$2,155.32

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	42.70
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 08/18/2022 | Check Number: 99002847)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/08/2022**	**08/14/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	38.50	$1,188.11	$38,280.11
TIME AND 1/2				$7,846.18
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,188.11	$47,895.31

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.15	$2,655.53
FEDERAL W/H TAX M-02	$57.85	$2,912.89
FICA-HI	$15.00	$621.05

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,587.66
*HEALTH SAV ACCT **	$10.00	$330.00
ACCIDENT PLAN	$5.41	$178.53
*GROUP VISION **	$4.44	$146.52
ACCIDENTAL D&D	$2.04	$67.32
CRITICAL ILLNSS	$3.88	$128.04
VOLUNT LIFE EE	$0.78	$25.74
VOLUNT LIFE SP	$0.39	$12.87
VOLUNT LIFE CH	$0.52	$17.16
SHORT TERM DISA	$8.69	$286.77
*401(K) EMPLOYEE **	$71.29	$3,539.57
401(K) LOAN	$105.88	$3,494.04
NET PAY	$698.77	$28,891.62

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$8,144.38
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$444.18

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$70.13	$2,101.86

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	40.39
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 08/11/2022 | Check Number: 99002885)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**08/01/2022**	**08/07/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$37,092.00
TIME AND 1/2	46.2900	7.00	$324.03	$7,846.18
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,558.43	$46,707.20

Taxes:

Description	Current	Year To Date
FICA-OASDI	$87.11	$2,591.38
FEDERAL W/H TAX M-02	$99.63	$2,855.04
FICA-HI	$20.37	$606.05

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,448.64
*HEALTH SAV ACCT **	$10.00	$320.00
ACCIDENT PLAN	$5.41	$173.12
*GROUP VISION **	$4.44	$142.08
ACCIDENTAL D&D	$2.04	$65.28
CRITICAL ILLNSS	$3.88	$124.16
VOLUNT LIFE EE	$0.78	$24.96
VOLUNT LIFE SP	$0.39	$12.48
VOLUNT LIFE CH	$0.52	$16.64
SHORT TERM DISA	$8.69	$278.08
*401(K) EMPLOYEE **	$93.51	$3,468.28
401(K) LOAN	$105.88	$3,388.16
NET PAY	$976.76	$28,192.85

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$7,891.52
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$430.72

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.00	$2,031.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.08
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 08/04/2022 | Check Number: 99002874)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/25/2022**	**07/31/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$35,857.60
REGULAR PAY	30.8600	30.00	$925.80	$35,857.60
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,244.40	$45,148.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.63	$2,504.27
FEDERAL W/H TAX M-02	$64.20	$2,755.41
FICA-HI	$15.82	$585.68

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,309.62
*HEALTH SAV ACCT **	$10.00	$310.00
ACCIDENT PLAN	$5.41	$167.71
*GROUP VISION **	$4.44	$137.64
ACCIDENTAL D&D	$2.04	$63.24
CRITICAL ILLNSS	$3.88	$120.28
VOLUNT LIFE EE	$0.78	$24.18
VOLUNT LIFE SP	$0.39	$12.09
VOLUNT LIFE CH	$0.52	$16.12
SHORT TERM DISA	$8.69	$269.39
*401(K) EMPLOYEE **	$74.66	$3,374.77
401(K) LOAN	$105.88	$3,282.28
NET PAY	$741.04	$27,216.09

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$7,638.66
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$417.26

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,975.73

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.77
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 07/28/2022 | Check Number: 99002901)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/18/2022**	**07/24/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$34,613.20
TIME AND 1/2				$7,522.15
VACATION-HRLY	30.8600	10.00	$308.60	$1,759.02
RETRO PAY				$10.00
		TOTAL PAY	$1,234.40	$43,904.37

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$2,436.64
FEDERAL W/H TAX M-02	$63.08	$2,691.21
FICA-HI	$15.68	$569.86

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,170.60
*HEALTH SAV ACCT **	$10.00	$300.00
ACCIDENT PLAN	$5.41	$162.30
*GROUP VISION **	$4.44	$133.20
ACCIDENTAL D&D	$2.04	$61.20
CRITICAL ILLNSS	$3.88	$116.40
VOLUNT LIFE EE	$0.78	$23.40
VOLUNT LIFE SP	$0.39	$11.70
VOLUNT LIFE CH	$0.52	$15.60
SHORT TERM DISA	$8.69	$260.70
*401(K) EMPLOYEE **	$74.06	$3,300.11
401(K) LOAN	$105.88	$3,176.40
NET PAY	$733.51	$26,475.05

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$7,385.80
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$403.80

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,920.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.46
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/21/2022 | Check Number: 99002867)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/11/2022**	**07/17/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$33,687.40
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,450.42
RETRO PAY				$10.00
		TOTAL PAY	$1,234.40	$42,669.97

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$2,369.62
FEDERAL W/H TAX M-02	$63.08	$2,628.13
FICA-HI	$15.67	$554.18

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$4,031.58
*HEALTH SAV ACCT **	$10.00	$290.00
ACCIDENT PLAN	$5.41	$156.89
*GROUP VISION **	$4.44	$128.76
ACCIDENTAL D&D	$2.04	$59.16
CRITICAL ILLNSS	$3.88	$112.52
VOLUNT LIFE EE	$0.78	$22.62
VOLUNT LIFE SP	$0.39	$11.31
VOLUNT LIFE CH	$0.52	$15.08
SHORT TERM DISA	$8.69	$252.01
*401(K) EMPLOYEE **	$74.06	$3,226.05
401(K) LOAN	$105.88	$3,070.52
NET PAY	$733.52	$25,741.54

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$7,132.94
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$390.34

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.00	$1,864.63

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.15
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/14/2022 | Check Number: 99002876)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**07/04/2022**	**07/10/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$32,453.00
REGULAR PAY	30.8600	30.00	$925.80	$32,453.00
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,450.42
RETRO PAY				$10.00
		TOTAL PAY	$1,244.40	$41,435.57

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.64	$2,302.60
FEDERAL W/H TAX M-02	$62.71	$2,565.05
FICA-HI	$15.82	$538.51

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,892.56
*HEALTH SAV ACCT **	$10.00	$280.00
ACCIDENT PLAN	$5.41	$151.48
*GROUP VISION **	$4.44	$124.32
ACCIDENTAL D&D	$2.04	$57.12
CRITICAL ILLNSS	$3.88	$108.64
VOLUNT LIFE EE	$0.78	$21.84
VOLUNT LIFE SP	$0.39	$10.92
VOLUNT LIFE CH	$0.52	$14.56
SHORT TERM DISA	$8.69	$243.32
*401(K) EMPLOYEE **	$87.11	$3,151.99
401(K) LOAN	$105.88	$2,964.64
NET PAY	$730.07	$25,008.02

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$6,880.08
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$376.88

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.45	$1,808.63

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.84
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 07/07/2022 | Check Number: 99002863)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/27/2022**	**07/03/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	10.00	$318.60	$31,208.60
REGULAR PAY	30.8600	30.00	$925.80	$31,208.60
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,450.42
RETRO PAY			$10.00	$10.00
		TOTAL PAY	$1,254.40	$40,191.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.26	$2,234.96
FEDERAL W/H TAX M-02	$66.33	$2,502.34
FICA-HI	$15.96	$522.69

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,753.54
*HEALTH SAV ACCT **	$10.00	$270.00
ACCIDENT PLAN	$5.41	$146.07
*GROUP VISION **	$4.44	$119.88
ACCIDENTAL D&D	$2.04	$55.08
CRITICAL ILLNSS	$3.88	$104.76
VOLUNT LIFE EE	$0.78	$21.06
VOLUNT LIFE SP	$0.39	$10.53
VOLUNT LIFE CH	$0.52	$14.04
SHORT TERM DISA	$8.69	$234.63
*401(K) EMPLOYEE **	$75.26	$3,064.88
401(K) LOAN	$105.88	$2,858.76
NET PAY	$747.54	$24,277.95

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$6,627.22
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$363.42

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,752.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.53
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 06/30/2022 | Check Number: 99002891)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/20/2022**	**06/26/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$29,964.20
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,450.42
		TOTAL PAY	$1,234.40	$38,936.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$2,166.70
FEDERAL W/H TAX M-02	$63.08	$2,436.01
FICA-HI	$15.67	$506.73

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,614.52
*HEALTH SAV ACCT **	$10.00	$260.00
ACCIDENT PLAN	$5.41	$140.66
*GROUP VISION **	$4.44	$115.44
ACCIDENTAL D&D	$2.04	$53.04
CRITICAL ILLNSS	$3.88	$100.88
VOLUNT LIFE EE	$0.78	$20.28
VOLUNT LIFE SP	$0.39	$10.14
VOLUNT LIFE CH	$0.52	$13.52
SHORT TERM DISA	$8.69	$225.94
*401(K) EMPLOYEE **	$74.06	$2,989.62
401(K) LOAN	$105.88	$2,752.88
NET PAY	$733.52	$23,530.41

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$6,374.36
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$349.96

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,696.63

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.22
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 06/23/2022 | Check Number: 99002922)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/13/2022**	**06/19/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$28,729.80
TIME AND 1/2				$7,522.15
VACATION-HRLY				$1,450.42
		TOTAL PAY	$1,234.40	$37,702.37

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.01	$2,099.68
FEDERAL W/H TAX M-02	$63.08	$2,372.93
FICA-HI	$15.68	$491.06

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,475.50
*HEALTH SAV ACCT **	$10.00	$250.00
ACCIDENT PLAN	$5.41	$135.25
*GROUP VISION **	$4.44	$111.00
ACCIDENTAL D&D	$2.04	$51.00
CRITICAL ILLNSS	$3.88	$97.00
VOLUNT LIFE EE	$0.78	$19.50
VOLUNT LIFE SP	$0.39	$9.75
VOLUNT LIFE CH	$0.52	$13.00
SHORT TERM DISA	$8.69	$217.25
*401(K) EMPLOYEE **	$74.06	$2,915.56
401(K) LOAN	$105.88	$2,647.00
NET PAY	$733.52	$22,796.89

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$6,121.50
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$336.50

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$1,641.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.91
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 06/16/2022 | Check Number: 99003172)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**06/06/2022**	**06/12/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$27,495.40
TIME AND 1/2	46.2900	10.00	$462.90	$7,522.15
VACATION-HRLY				$1,450.42
		TOTAL PAY	$1,697.30	$36,467.97

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.72	$2,032.67
FEDERAL W/H TAX M-02	$115.29	$2,309.85
FICA-HI	$22.38	$475.38

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,336.48
*HEALTH SAV ACCT **	$10.00	$240.00
ACCIDENT PLAN	$5.41	$129.84
*GROUP VISION **	$4.44	$106.56
ACCIDENTAL D&D	$2.04	$48.96
CRITICAL ILLNSS	$3.88	$93.12
VOLUNT LIFE EE	$0.78	$18.72
VOLUNT LIFE SP	$0.39	$9.36
VOLUNT LIFE CH	$0.52	$12.48
SHORT TERM DISA	$8.69	$208.56
*401(K) EMPLOYEE **	$101.84	$2,841.50
401(K) LOAN	$105.88	$2,541.12
NET PAY	$1,081.02	$22,063.37

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$5,868.64
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$323.04

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$41.66	$1,564.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.60
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 06/09/2022 | Check Number: 99002920)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/30/2022**	**06/05/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$26,261.00
TIME AND 1/2				$7,059.25
VACATION-HRLY	30.8600	30.00	$925.80	$1,450.42
		TOTAL PAY	$925.80	$34,770.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.89	$1,936.95
FEDERAL W/H TAX M-02	$31.68	$2,194.56
FICA-HI	$11.20	$453.00

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,197.46
*HEALTH SAV ACCT **	$10.00	$230.00
ACCIDENT PLAN	$5.41	$124.43
*GROUP VISION **	$4.44	$102.12
ACCIDENTAL D&D	$2.04	$46.92
CRITICAL ILLNSS	$3.88	$89.24
VOLUNT LIFE EE	$0.78	$17.94
VOLUNT LIFE SP	$0.39	$8.97
VOLUNT LIFE CH	$0.52	$11.96
SHORT TERM DISA	$8.69	$199.87
*401(K) EMPLOYEE **	$55.55	$2,739.66
401(K) LOAN	$105.88	$2,435.24
NET PAY	$498.43	$20,982.35

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$5,615.78
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$309.58

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$52.77	$1,523.04

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	27.29
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 06/02/2022 | Check Number: 99002937)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/23/2022**	**05/29/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	38.00	$1,172.68	$26,261.00
TIME AND 1/2				$7,059.25
VACATION-HRLY				$524.62
		TOTAL PAY	$1,172.68	$33,844.87

Taxes:

Description	Current	Year To Date
FICA-OASDI	$63.19	$1,889.06
FEDERAL W/H TAX M-02	$58.21	$2,162.88
FICA-HI	$14.78	$441.80

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$3,058.44
*HEALTH SAV ACCT **	$10.00	$220.00
ACCIDENT PLAN	$5.41	$119.02
*GROUP VISION **	$4.44	$97.68
ACCIDENTAL D&D	$2.04	$44.88
CRITICAL ILLNSS	$3.88	$85.36
VOLUNT LIFE EE	$0.78	$17.16
VOLUNT LIFE SP	$0.39	$8.58
VOLUNT LIFE CH	$0.52	$11.44
SHORT TERM DISA	$8.69	$191.18
*401(K) EMPLOYEE **	$70.36	$2,684.11
401(K) LOAN	$105.88	$2,329.36
NET PAY	$685.09	$20,483.92

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$5,362.92
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$296.12

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$72.21	$1,470.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	54.98
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/26/2022 | Check Number: 99003011)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/16/2022**	**05/22/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$25,088.32
TIME AND 1/2	46.2900	8.00	$370.32	$7,059.25
VACATION-HRLY				$524.62
		TOTAL PAY	$1,604.72	$32,672.19

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.98	$1,825.87
FEDERAL W/H TAX M-02	$103.09	$2,104.67
FICA-HI	$21.05	$427.02

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,919.42
*HEALTH SAV ACCT **	$10.00	$210.00
ACCIDENT PLAN	$5.41	$113.61
*GROUP VISION **	$4.44	$93.24
ACCIDENTAL D&D	$2.04	$42.84
CRITICAL ILLNSS	$3.88	$81.48
VOLUNT LIFE EE	$0.78	$16.38
VOLUNT LIFE SP	$0.39	$8.19
VOLUNT LIFE CH	$0.52	$10.92
SHORT TERM DISA	$8.69	$182.49
*401(K) EMPLOYEE **	$128.38	$2,613.75
401(K) LOAN	$105.88	$2,223.48
NET PAY	$981.17	$19,798.83

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$5,110.06
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$282.66

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$1,398.06

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	52.67
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/19/2022 | Check Number: 99003052)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/09/2022**	**05/15/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$23,853.92
TIME AND 1/2	46.2900	20.00	$925.80	$6,688.93
VACATION-HRLY				$524.62
		TOTAL PAY	$2,160.20	$31,067.47

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.42	$1,735.89
FEDERAL W/H TAX M-02	$164.42	$2,001.58
FICA-HI	$29.09	$405.97

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,780.40
*HEALTH SAV ACCT **	$10.00	$200.00
ACCIDENT PLAN	$5.41	$108.20
*GROUP VISION **	$4.44	$88.80
ACCIDENTAL D&D	$2.04	$40.80
CRITICAL ILLNSS	$3.88	$77.60
VOLUNT LIFE EE	$0.78	$15.60
VOLUNT LIFE SP	$0.39	$7.80
VOLUNT LIFE CH	$0.52	$10.40
SHORT TERM DISA	$8.69	$173.80
*401(K) EMPLOYEE **	$172.82	$2,485.37
401(K) LOAN	$105.88	$2,117.60
NET PAY	$1,388.40	$18,817.66

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$4,857.20
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$269.20

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,300.85

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	50.36
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 05/12/2022 | Check Number: 99003059)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**05/02/2022**	**05/08/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$22,619.52
TIME AND 1/2				$5,763.13
VACATION-HRLY				$524.62
		TOTAL PAY	$1,234.40	$28,907.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.01	$1,611.47
FEDERAL W/H TAX M-02	$62.21	$1,837.16
FICA-HI	$15.68	$376.88

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,641.38
*HEALTH SAV ACCT **	$10.00	$190.00
ACCIDENT PLAN	$5.41	$102.79
*GROUP VISION **	$4.44	$84.36
ACCIDENTAL D&D	$2.04	$38.76
CRITICAL ILLNSS	$3.88	$73.72
VOLUNT LIFE EE	$0.78	$14.82
VOLUNT LIFE SP	$0.39	$7.41
VOLUNT LIFE CH	$0.52	$9.88
SHORT TERM DISA	$8.69	$165.11
*401(K) EMPLOYEE **	$98.75	$2,312.55
401(K) LOAN	$105.88	$2,011.72
NET PAY	$709.70	$17,429.26

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$4,604.34
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$255.74

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,245.30

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	48.05
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 05/05/2022 | Check Number: 99003071)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/25/2022**	**05/01/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$21,385.12
TIME AND 1/2				$5,763.13
VACATION-HRLY				$524.62
		TOTAL PAY	$1,234.40	$27,672.87

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$1,544.46
FEDERAL W/H TAX M-02	$62.21	$1,774.95
FICA-HI	$15.67	$361.20

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,502.36
*HEALTH SAV ACCT **	$10.00	$180.00
ACCIDENT PLAN	$5.41	$97.38
*GROUP VISION **	$4.44	$79.92
ACCIDENTAL D&D	$2.04	$36.72
CRITICAL ILLNSS	$3.88	$69.84
VOLUNT LIFE EE	$0.78	$14.04
VOLUNT LIFE SP	$0.39	$7.02
VOLUNT LIFE CH	$0.52	$9.36
SHORT TERM DISA	$8.69	$156.42
*401(K) EMPLOYEE **	$98.75	$2,213.80
401(K) LOAN	$105.88	$1,905.84
NET PAY	$709.70	$16,719.56

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$4,351.48
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$242.28

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$93.04	$1,189.75

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	45.74
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/28/2022 | Check Number: 99003100)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/18/2022**	**04/24/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$20,150.72
TIME AND 1/2	46.2900	18.00	$833.22	$5,763.13
VACATION-HRLY				$524.62
		TOTAL PAY	$2,067.62	$26,438.47

Taxes:

Description	Current	Year To Date
FICA-OASDI	$118.68	$1,477.44
FEDERAL W/H TAX M-02	$154.20	$1,712.74
FICA-HI	$27.76	$345.53

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,363.34
*HEALTH SAV ACCT **	$10.00	$170.00
ACCIDENT PLAN	$5.41	$91.97
*GROUP VISION **	$4.44	$75.48
ACCIDENTAL D&D	$2.04	$34.68
CRITICAL ILLNSS	$3.88	$65.96
VOLUNT LIFE EE	$0.78	$13.26
VOLUNT LIFE SP	$0.39	$6.63
VOLUNT LIFE CH	$0.52	$8.84
SHORT TERM DISA	$8.69	$147.73
*401(K) EMPLOYEE **	$165.41	$2,115.05
401(K) LOAN	$105.88	$1,799.96
NET PAY	$1,320.52	$16,009.86

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$4,098.62
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$228.82

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$1,096.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	43.43
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/21/2022 | Check Number: 99003143)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/11/2022**	**04/17/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$18,916.32
TIME AND 1/2				$4,929.91
VACATION-HRLY				$524.62
		TOTAL PAY	$1,234.40	$24,370.85

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$1,358.76
FEDERAL W/H TAX M-02	$62.21	$1,558.54
FICA-HI	$15.67	$317.77

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,224.32
*HEALTH SAV ACCT **	$10.00	$160.00
ACCIDENT PLAN	$5.41	$86.56
*GROUP VISION **	$4.44	$71.04
ACCIDENTAL D&D	$2.04	$32.64
CRITICAL ILLNSS	$3.88	$62.08
VOLUNT LIFE EE	$0.78	$12.48
VOLUNT LIFE SP	$0.39	$6.24
VOLUNT LIFE CH	$0.52	$8.32
SHORT TERM DISA	$8.69	$139.04
*401(K) EMPLOYEE **	$98.75	$1,949.64
401(K) LOAN	$105.88	$1,694.08
NET PAY	$709.70	$14,689.34

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$3,845.76
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$215.36

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$41.66	$1,041.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	41.12
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/14/2022 | Check Number: 99003299)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/04/2022**	**04/10/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$17,681.92
TIME AND 1/2				$4,929.91
VACATION-HRLY				$524.62
		TOTAL PAY	$925.80	$23,136.45

Taxes:

Description	Current	Year To Date
FICA-OASDI	$47.88	$1,291.74
FEDERAL W/H TAX M-02	$29.83	$1,496.33
FICA-HI	$11.20	$302.10

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$2,085.30
*HEALTH SAV ACCT **	$10.00	$150.00
ACCIDENT PLAN	$5.41	$81.15
*GROUP VISION **	$4.44	$66.60
ACCIDENTAL D&D	$2.04	$30.60
CRITICAL ILLNSS	$3.88	$58.20
VOLUNT LIFE EE	$0.78	$11.70
VOLUNT LIFE SP	$0.39	$5.85
VOLUNT LIFE CH	$0.52	$7.80
SHORT TERM DISA	$8.69	$130.35
*401(K) EMPLOYEE **	$74.06	$1,850.89
401(K) LOAN	$105.88	$1,588.20
NET PAY	$481.78	$13,979.64

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$3,592.90
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$201.90

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$54.16	$999.50

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	38.81
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/07/2022 | Check Number: 99003090)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/28/2022**	**04/03/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	24.00	$740.64	$16,756.12
TIME AND 1/2				$4,929.91
VACATION-HRLY	30.8600	15.00	$462.90	$524.62
		TOTAL PAY	$1,203.54	$22,210.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$65.11	$1,243.86
FEDERAL W/H TAX M-02	$58.80	$1,466.50
FICA-HI	$15.22	$290.90

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,946.28
*HEALTH SAV ACCT **	$10.00	$140.00
ACCIDENT PLAN	$5.41	$75.74
*GROUP VISION **	$4.44	$62.16
ACCIDENTAL D&D	$2.04	$28.56
CRITICAL ILLNSS	$3.88	$54.32
VOLUNT LIFE EE	$0.78	$10.92
VOLUNT LIFE SP	$0.39	$5.46
VOLUNT LIFE CH	$0.52	$7.28
SHORT TERM DISA	$8.69	$121.66
*401(K) EMPLOYEE **	$96.28	$1,776.83
401(K) LOAN	$105.88	$1,482.32
NET PAY	$687.08	$13,497.86

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$3,340.04
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$188.44

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$945.34

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.50
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/31/2022 | Check Number: 99003102)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/21/2022**	**03/27/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$16,015.48
TIME AND 1/2	46.2900	20.00	$925.80	$4,929.91
VACATION-HRLY				$61.72
		TOTAL PAY	$2,160.20	$21,007.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.42	$1,178.75
FEDERAL W/H TAX M-02	$164.42	$1,407.70
FICA-HI	$29.10	$275.68

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,807.26
*HEALTH SAV ACCT **	$10.00	$130.00
ACCIDENT PLAN	$5.41	$70.33
*GROUP VISION **	$4.44	$57.72
ACCIDENTAL D&D	$2.04	$26.52
CRITICAL ILLNSS	$3.88	$50.44
VOLUNT LIFE EE	$0.78	$10.14
VOLUNT LIFE SP	$0.39	$5.07
VOLUNT LIFE CH	$0.52	$6.76
SHORT TERM DISA	$8.69	$112.97
*401(K) EMPLOYEE **	$172.82	$1,680.55
401(K) LOAN	$105.88	$1,376.44
NET PAY	$1,388.39	$12,810.78

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$3,087.18
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$174.98

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$128.46	$848.13

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	49.19
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/24/2022 | Check Number: 99003259)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/14/2022**	**03/20/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$14,781.08
TIME AND 1/2	46.2900	35.00	$1,620.16	$4,004.11
VACATION-HRLY				$61.72
		TOTAL PAY	$2,854.56	$18,846.91

Taxes:

Description	Current	Year To Date
FICA-OASDI	$167.46	$1,054.33
FEDERAL W/H TAX M-02	$292.48	$1,243.28
FICA-HI	$39.17	$246.58

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,668.24
*HEALTH SAV ACCT **	$10.00	$120.00
ACCIDENT PLAN	$5.41	$64.92
*GROUP VISION **	$4.44	$53.28
ACCIDENTAL D&D	$2.04	$24.48
CRITICAL ILLNSS	$3.88	$46.56
VOLUNT LIFE EE	$0.78	$9.36
VOLUNT LIFE SP	$0.39	$4.68
VOLUNT LIFE CH	$0.52	$6.24
SHORT TERM DISA	$8.69	$104.28
*401(K) EMPLOYEE **	$228.36	$1,507.73
401(K) LOAN	$105.88	$1,270.56
NET PAY	$1,846.04	$11,422.39

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$2,834.32
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$161.52

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$719.67

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	46.88
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/17/2022 | Check Number: 99003043)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/07/2022**	**03/13/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$13,546.68
TIME AND 1/2				$2,383.95
VACATION-HRLY				$61.72
		TOTAL PAY	$1,234.40	$15,992.35

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$886.87
FEDERAL W/H TAX M-02	$62.21	$950.80
FICA-HI	$15.67	$207.41

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,529.22
*HEALTH SAV ACCT **	$10.00	$110.00
ACCIDENT PLAN	$5.41	$59.51
*GROUP VISION **	$4.44	$48.84
ACCIDENTAL D&D	$2.04	$22.44
CRITICAL ILLNSS	$3.88	$42.68
VOLUNT LIFE EE	$0.78	$8.58
VOLUNT LIFE SP	$0.39	$4.29
VOLUNT LIFE CH	$0.52	$5.72
SHORT TERM DISA	$8.69	$95.59
*401(K) EMPLOYEE **	$98.75	$1,279.37
401(K) LOAN	$105.88	$1,164.68
NET PAY	$709.70	$9,576.35

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$2,581.46
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$148.06

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$90.96	$664.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	44.57
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/10/2022 | Check Number: 99003077)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/28/2022**	**03/06/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$12,312.28
TIME AND 1/2	46.2900	17.00	$786.94	$2,383.95
VACATION-HRLY				$61.72
		TOTAL PAY	$2,021.34	$14,757.95

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.81	$819.85
FEDERAL W/H TAX M-02	$149.09	$888.59
FICA-HI	$27.09	$191.74

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,390.20
*HEALTH SAV ACCT **	$10.00	$100.00
ACCIDENT PLAN	$5.41	$54.10
*GROUP VISION **	$4.44	$44.40
ACCIDENTAL D&D	$2.04	$20.40
CRITICAL ILLNSS	$3.88	$38.80
VOLUNT LIFE EE	$0.78	$7.80
VOLUNT LIFE SP	$0.39	$3.90
VOLUNT LIFE CH	$0.52	$5.20
SHORT TERM DISA	$8.69	$86.90
*401(K) EMPLOYEE **	$161.71	$1,180.62
401(K) LOAN	$105.88	$1,058.80
NET PAY	$1,286.59	$8,866.65

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$2,328.60
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$134.60

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$96.17	$573.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	42.26
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/03/2022 | Check Number: 99003077)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/21/2022**	**02/27/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$11,077.88
TIME AND 1/2	46.2900	19.50	$902.66	$1,597.01
VACATION-HRLY				$61.72
		TOTAL PAY	$2,137.06	$12,736.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$122.98	$704.04
FEDERAL W/H TAX M-02	$161.86	$739.50
FICA-HI	$28.76	$164.65

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,251.18
*HEALTH SAV ACCT **	$10.00	$90.00
ACCIDENT PLAN	$5.41	$48.69
*GROUP VISION **	$4.44	$39.96
ACCIDENTAL D&D	$2.04	$18.36
CRITICAL ILLNSS	$3.88	$34.92
VOLUNT LIFE EE	$0.78	$7.02
VOLUNT LIFE SP	$0.39	$3.51
VOLUNT LIFE CH	$0.52	$4.68
SHORT TERM DISA	$8.69	$78.21
*401(K) EMPLOYEE **	$170.96	$1,018.91
401(K) LOAN	$105.88	$952.92
NET PAY	$1,371.45	$7,580.06

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$2,075.74
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$121.14

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$476.99

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.95
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 02/24/2022 | Check Number: 99003119)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/14/2022**	**02/20/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$9,843.48
TIME AND 1/2				$694.35
VACATION-HRLY				$61.72
		TOTAL PAY	$1,234.40	$10,599.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$581.06
FEDERAL W/H TAX M-02	$62.21	$577.64
FICA-HI	$15.67	$135.89

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$1,112.16
*HEALTH SAV ACCT **	$10.00	$80.00
ACCIDENT PLAN	$5.41	$43.28
*GROUP VISION **	$4.44	$35.52
ACCIDENTAL D&D	$2.04	$16.32
CRITICAL ILLNSS	$3.88	$31.04
VOLUNT LIFE EE	$0.78	$6.24
VOLUNT LIFE SP	$0.39	$3.12
VOLUNT LIFE CH	$0.52	$4.16
SHORT TERM DISA	$8.69	$69.52
*401(K) EMPLOYEE **	$98.75	$847.95
401(K) LOAN	$105.88	$847.04
NET PAY	$709.70	$6,208.61

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$1,822.88
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$107.68

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$421.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.64
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted] **2620**	**007579**

Payment Details (Pay Date: 02/17/2022 | Check Number: 99003090)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/07/2022**	**02/13/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$8,609.08
TIME AND 1/2				$694.35
VACATION-HRLY				$61.72
		TOTAL PAY	$1,234.40	$9,365.15

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.26	$514.04
FEDERAL W/H TAX M-02	$64.61	$515.43
FICA-HI	$15.97	$120.22

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$119.02	$973.14
*HEALTH SAV ACCT **	$10.00	$70.00
ACCIDENT PLAN	$5.41	$37.87
*GROUP VISION **	$4.44	$31.08
ACCIDENTAL D&D	$2.04	$14.28
CRITICAL ILLNSS	$3.88	$27.16
VOLUNT LIFE EE	$0.78	$5.46
VOLUNT LIFE SP	$0.39	$2.73
VOLUNT LIFE CH	$0.52	$3.64
SHORT TERM DISA	$8.69	$60.83
*401(K) EMPLOYEE **	$98.75	$749.20
401(K) LOAN	$105.88	$741.16
NET PAY	$725.76	$5,498.91

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$72.86	$1,570.02
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$94.22

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$365.89

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	35.33
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 02/10/2022 | Check Number: 99003097)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/31/2022**	**02/06/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$7,374.68
TIME AND 1/2				$694.35
VACATION-HRLY				$61.72
		TOTAL PAY	$1,234.40	$8,130.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$65.78	$445.78
FEDERAL W/H TAX M-02	$59.81	$450.82
FICA-HI	$15.38	$104.25

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$159.02	$854.12
*HEALTH SAV ACCT **	$10.00	$60.00
ACCIDENT PLAN	$5.41	$32.46
*GROUP VISION **	$4.44	$26.64
ACCIDENTAL D&D	$2.04	$12.24
CRITICAL ILLNSS	$3.88	$23.28
VOLUNT LIFE EE	$0.78	$4.68
VOLUNT LIFE SP	$0.39	$2.34
VOLUNT LIFE CH	$0.52	$3.12
SHORT TERM DISA	$8.69	$52.14
*401(K) EMPLOYEE **	$98.75	$650.45
401(K) LOAN	$105.88	$635.28
NET PAY	$693.63	$4,773.15

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$232.86	$1,497.16
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$80.76

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$310.34

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.02
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/03/2022 | Check Number: 99003117)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/24/2022**	**01/30/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	38.00	$1,172.68	$6,140.28
TIME AND 1/2				$694.35
VACATION-HRLY	30.8600	2.00	$61.72	$61.72
		TOTAL PAY	$1,234.40	$6,896.35

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$380.00
FEDERAL W/H TAX M-02	$62.21	$391.01
FICA-HI	$15.67	$88.87

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$695.10
*HEALTH SAV ACCT **	$10.00	$50.00
ACCIDENT PLAN	$5.41	$27.05
*GROUP VISION **	$4.44	$22.20
ACCIDENTAL D&D	$2.04	$10.20
CRITICAL ILLNSS	$3.88	$19.40
VOLUNT LIFE EE	$0.78	$3.90
VOLUNT LIFE SP	$0.39	$1.95
VOLUNT LIFE CH	$0.52	$2.60
SHORT TERM DISA	$8.69	$43.45
*401(K) EMPLOYEE **	$98.75	$551.70
401(K) LOAN	$105.88	$529.40
NET PAY	$709.70	$4,079.52

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$1,264.30
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$67.30

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$254.79

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.71
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	**[redacted]2620**	**007579**

Payment Details (Pay Date: 01/27/2022 | Check Number: 99003118)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/17/2022**	**01/23/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$4,967.60
TIME AND 1/2				$694.35
		TOTAL PAY	$1,234.40	$5,661.95

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.02	$312.98
FEDERAL W/H TAX M-02	$62.21	$328.80
FICA-HI	$15.68	$73.20

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$556.08
*HEALTH SAV ACCT **	$10.00	$40.00
ACCIDENT PLAN	$5.41	$21.64
*GROUP VISION **	$4.44	$17.76
ACCIDENTAL D&D	$2.04	$8.16
CRITICAL ILLNSS	$3.88	$15.52
VOLUNT LIFE EE	$0.78	$3.12
VOLUNT LIFE SP	$0.39	$1.56
VOLUNT LIFE CH	$0.52	$2.08
SHORT TERM DISA	$8.69	$34.76
*401(K) EMPLOYEE **	$98.75	$452.95
401(K) LOAN	$105.88	$423.52
NET PAY	$709.69	$3,369.82

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$1,011.44
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$53.84

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$199.24

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.40
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 01/20/2022 | Check Number: 99003126)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/10/2022**	**01/16/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$3,733.20
TIME AND 1/2	46.2900	10.00	$462.90	$694.35
		TOTAL PAY	$1,697.30	$4,427.55

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.71	$245.96
FEDERAL W/H TAX M-02	$113.31	$266.59
FICA-HI	$22.38	$57.52

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$417.06
*HEALTH SAV ACCT **	$10.00	$30.00
ACCIDENT PLAN	$5.41	$16.23
*GROUP VISION **	$4.44	$13.32
ACCIDENTAL D&D	$2.04	$6.12
CRITICAL ILLNSS	$3.88	$11.64
VOLUNT LIFE EE	$0.78	$2.34
VOLUNT LIFE SP	$0.39	$1.17
VOLUNT LIFE CH	$0.52	$1.56
SHORT TERM DISA	$8.69	$26.07
*401(K) EMPLOYEE **	$135.78	$354.20
401(K) LOAN	$105.88	$317.64
NET PAY	$1,049.07	$2,660.13

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$758.58
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$40.38

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$65.96	$122.86

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	28.09
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 01/13/2022 | Check Number: 99003064)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/03/2022**	**01/09/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$2,498.80
TIME AND 1/2	46.2900	5.00	$231.45	$231.45
		TOTAL PAY	$1,465.85	$2,730.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$81.37	$150.25
FEDERAL W/H TAX M-02	$87.76	$153.28
FICA-HI	$19.03	$35.14

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$278.04
*HEALTH SAV ACCT **	$10.00	$20.00
ACCIDENT PLAN	$5.41	$10.82
*GROUP VISION **	$4.44	$8.88
ACCIDENTAL D&D	$2.04	$4.08
CRITICAL ILLNSS	$3.88	$7.76
VOLUNT LIFE EE	$0.78	$1.56
VOLUNT LIFE SP	$0.39	$0.78
VOLUNT LIFE CH	$0.52	$1.04
SHORT TERM DISA	$8.69	$17.38
*401(K) EMPLOYEE **	$117.27	$218.42
401(K) LOAN	$105.88	$211.76
NET PAY	$879.37	$1,611.06

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$505.72
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$26.92

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.90	$56.90

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.78
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 01/06/2022 | Check Number: 99002983)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/27/2021**	**01/02/2022**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	10.00	$308.60	$1,264.40
REGULAR PAY	31.8600	30.00	$955.80	$1,264.40
		TOTAL PAY	$1,264.40	$1,264.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$68.88	$68.88
FEDERAL W/H TAX M-02	$65.52	$65.52
FICA-HI	$16.11	$16.11

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$139.02	$139.02
*HEALTH SAV ACCT **	$10.00	$10.00
ACCIDENT PLAN	$5.41	$5.41
*GROUP VISION **	$4.44	$4.44
ACCIDENTAL D&D	$2.04	$2.04
CRITICAL ILLNSS	$3.88	$3.88
VOLUNT LIFE EE	$0.78	$0.78
VOLUNT LIFE SP	$0.39	$0.39
VOLUNT LIFE CH	$0.52	$0.52
SHORT TERM DISA	$8.69	$8.69
*401(K) EMPLOYEE **	$101.15	$101.15
401(K) LOAN	$105.88	$105.88
NET PAY	$731.69	$731.69

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$252.86	$252.86
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$13.46

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$42.11	

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.47
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

EXHIBIT

120

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99001601)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/24/2023**	**04/30/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$19,663.60
TIME AND 1/2	46.2900	18.00	$833.23	$7,267.54
VACATION-HRLY				$2,391.65
		TOTAL PAY	$2,067.63	$29,322.79

Taxes:

Description	Current	Year To Date
FICA-OASDI	$118.16	$1,637.44
FEDERAL W/H TAX M-02	$161.28	$1,875.16
FICA-HI	$27.63	$382.95

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$2,652.48
*HEALTH SAV ACCT **	$10.00	$180.00
ACCIDENT PLAN	$5.41	$97.38
*GROUP VISION **	$4.44	$79.92
ACCIDENTAL D&D	$2.04	$36.72
CRITICAL ILLNSS	$3.88	$69.84
VOLUNT LIFE EE	$0.78	$14.04
VOLUNT LIFE SP	$0.39	$7.02
VOLUNT LIFE CH	$0.52	$9.36
SHORT TERM DISA	$9.97	$179.46
*401(K) EMPLOYEE **	$41.35	$1,418.83
401(K) LOAN	$105.88	$1,905.84
NET PAY	$1,428.54	$18,776.35

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$5,425.42
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$242.28

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$34.51	$1,065.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.36
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99001610)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/17/2023**	**04/23/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	10.00	$308.60	$18,429.20
REGULAR PAY	31.8600	28.00	$892.08	$18,429.20
TIME AND 1/2	46.2900	10.00	$462.90	$6,434.31
VACATION-HRLY	30.8600	2.00	$61.72	$2,391.65
		TOTAL PAY	$1,725.30	$27,255.16

Taxes:

Description	Current	Year To Date
FICA-OASDI	$96.93	$1,519.28
FEDERAL W/H TAX M-02	$121.02	$1,713.88
FICA-HI	$22.67	$355.32

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$2,505.12
*HEALTH SAV ACCT **	$10.00	$170.00
ACCIDENT PLAN	$5.41	$91.97
*GROUP VISION **	$4.44	$75.48
ACCIDENTAL D&D	$2.04	$34.68
CRITICAL ILLNSS	$3.88	$65.96
VOLUNT LIFE EE	$0.78	$13.26
VOLUNT LIFE SP	$0.39	$6.63
VOLUNT LIFE CH	$0.52	$8.84
SHORT TERM DISA	$9.97	$169.49
*401(K) EMPLOYEE **	$34.51	$1,377.48
401(K) LOAN	$105.88	$1,799.96
NET PAY	$1,159.50	$17,347.81

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$5,126.23
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$228.82

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$44.75	$1,030.85

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.05
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99001628)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/10/2023**	**04/16/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$17,228.52
TIME AND 1/2	46.2900	20.00	$925.80	$5,971.41
VACATION-HRLY	30.8600	2.50	$77.15	$2,329.93
		TOTAL PAY	$2,237.35	$25,529.86

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.69	$1,422.35
FEDERAL W/H TAX M-02	$181.23	$1,592.86
FICA-HI	$30.10	$332.65

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$2,357.76
*HEALTH SAV ACCT **	$10.00	$160.00
ACCIDENT PLAN	$5.41	$86.56
*GROUP VISION **	$4.44	$71.04
ACCIDENTAL D&D	$2.04	$32.64
CRITICAL ILLNSS	$3.88	$62.08
VOLUNT LIFE EE	$0.78	$12.48
VOLUNT LIFE SP	$0.39	$6.24
VOLUNT LIFE CH	$0.52	$8.32
SHORT TERM DISA	$9.97	$159.52
*401(K) EMPLOYEE **	$44.75	$1,342.97
401(K) LOAN	$105.88	$1,694.08
NET PAY	$1,561.91	$16,188.31

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$4,827.04
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$215.36

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$24.69	$986.10

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.74
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 04/13/2023 | Check Number: 99001631)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**04/03/2023**	**04/09/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	20.00	$617.20	$15,994.12
TIME AND 1/2				$5,045.61
VACATION-HRLY	30.8600	20.00	$617.20	$2,252.78
		TOTAL PAY	$1,234.40	$23,292.51

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.50	$1,293.66
FEDERAL W/H TAX M-02	$63.29	$1,411.63
FICA-HI	$15.55	$302.55

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$2,210.40
*HEALTH SAV ACCT **	$10.00	$150.00
ACCIDENT PLAN	$5.41	$81.15
*GROUP VISION **	$4.44	$66.60
ACCIDENTAL D&D	$2.04	$30.60
CRITICAL ILLNSS	$3.88	$58.20
VOLUNT LIFE EE	$0.78	$11.70
VOLUNT LIFE SP	$0.39	$5.85
VOLUNT LIFE CH	$0.52	$7.80
SHORT TERM DISA	$9.97	$149.55
*401(K) EMPLOYEE **	$24.69	$1,298.22
401(K) LOAN	$105.88	$1,588.20
NET PAY	$773.70	$14,626.40

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$4,527.85
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$201.90

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$24.97	$961.41

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.93
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 04/06/2023 | Check Number: 99001645)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/27/2023**	**04/02/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.8600	29.50	$939.87	$15,376.92
TIME AND 1/2				$5,045.61
VACATION-HRLY	30.8600	10.00	$308.60	$1,635.58
		TOTAL PAY	$1,248.47	$22,058.11

Taxes:

Description	Current	Year To Date
FICA-OASDI	$67.37	$1,227.16
FEDERAL W/H TAX M-02	$64.94	$1,348.34
FICA-HI	$15.76	$287.00

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$2,063.04
*HEALTH SAV ACCT **	$10.00	$140.00
ACCIDENT PLAN	$5.41	$75.74
*GROUP VISION **	$4.44	$62.16
ACCIDENTAL D&D	$2.04	$28.56
CRITICAL ILLNSS	$3.88	$54.32
VOLUNT LIFE EE	$0.78	$10.92
VOLUNT LIFE SP	$0.39	$5.46
VOLUNT LIFE CH	$0.52	$7.28
SHORT TERM DISA	$9.97	$139.58
*401(K) EMPLOYEE **	$24.97	$1,273.53
401(K) LOAN	$105.88	$1,482.32
NET PAY	$784.76	$13,852.70

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$4,228.66
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$188.44

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$936.44

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.62
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 03/30/2023 | Check Number: 99001830)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/20/2023**	**03/26/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$14,437.05
TIME AND 1/2				$5,045.61
VACATION-HRLY				$1,326.98
		TOTAL PAY	$1,234.40	$20,809.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.50	$1,159.79
FEDERAL W/H TAX M-02	$57.36	$1,283.40
FICA-HI	$15.55	$271.24

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,915.68
*HEALTH SAV ACCT **	$10.00	$130.00
ACCIDENT PLAN	$5.41	$70.33
*GROUP VISION **	$4.44	$57.72
ACCIDENTAL D&D	$2.04	$26.52
CRITICAL ILLNSS	$3.88	$50.44
VOLUNT LIFE EE	$0.78	$10.14
VOLUNT LIFE SP	$0.39	$5.07
VOLUNT LIFE CH	$0.52	$6.76
SHORT TERM DISA	$9.97	$129.61
*401(K) EMPLOYEE **	$74.06	$1,248.56
401(K) LOAN	$105.88	$1,376.44
NET PAY	$730.26	$13,067.94

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$3,929.47
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$174.98

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$880.89

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.31
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/23/2023 | Check Number: 99001547)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/13/2023**	**03/19/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$13,202.65
TIME AND 1/2	46.2900	10.00	$462.90	$5,045.61
VACATION-HRLY				$1,326.98
		TOTAL PAY	$1,697.30	$19,575.24

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.21	$1,093.29
FEDERAL W/H TAX M-02	$109.58	$1,226.04
FICA-HI	$22.27	$255.69

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,768.32
*HEALTH SAV ACCT **	$10.00	$120.00
ACCIDENT PLAN	$5.41	$64.92
*GROUP VISION **	$4.44	$53.28
ACCIDENTAL D&D	$2.04	$24.48
CRITICAL ILLNSS	$3.88	$46.56
VOLUNT LIFE EE	$0.78	$9.36
VOLUNT LIFE SP	$0.39	$4.68
VOLUNT LIFE CH	$0.52	$6.24
SHORT TERM DISA	$9.97	$119.64
*401(K) EMPLOYEE **	$101.84	$1,174.50
401(K) LOAN	$105.88	$1,270.56
NET PAY	$1,077.73	$12,337.68

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$3,630.28
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$161.52

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$804.51

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	29.00
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/16/2023 | Check Number: 99001554)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**03/06/2023**	**03/12/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$11,968.25
TIME AND 1/2	46.2900	20.00	$925.80	$4,582.71
VACATION-HRLY				$1,326.98
		TOTAL PAY	$2,160.20	$17,877.94

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.90	$998.08
FEDERAL W/H TAX M-02	$161.79	$1,116.46
FICA-HI	$28.97	$233.42

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,620.96
*HEALTH SAV ACCT **	$10.00	$110.00
ACCIDENT PLAN	$5.41	$59.51
*GROUP VISION **	$4.44	$48.84
ACCIDENTAL D&D	$2.04	$22.44
CRITICAL ILLNSS	$3.88	$42.68
VOLUNT LIFE EE	$0.78	$8.58
VOLUNT LIFE SP	$0.39	$4.29
VOLUNT LIFE CH	$0.52	$5.72
SHORT TERM DISA	$9.97	$109.67
*401(K) EMPLOYEE **	$129.61	$1,072.66
401(K) LOAN	$105.88	$1,164.68
NET PAY	$1,425.26	$11,259.95

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$3,331.09
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$148.06

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$48.60	$707.30

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.69
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/09/2023 | Check Number: 99001519)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/27/2023**	**03/05/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	35.00	$1,080.10	$10,733.85
TIME AND 1/2				$3,656.91
VACATION-HRLY				$1,326.98
		TOTAL PAY	$1,080.10	$15,717.74

Taxes:

Description	Current	Year To Date
FICA-OASDI	$56.93	$874.18
FEDERAL W/H TAX M-02	$40.35	$954.67
FICA-HI	$13.32	$204.45

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,473.60
*HEALTH SAV ACCT **	$10.00	$100.00
ACCIDENT PLAN	$5.41	$54.10
*GROUP VISION **	$4.44	$44.40
ACCIDENTAL D&D	$2.04	$20.40
CRITICAL ILLNSS	$3.88	$38.80
VOLUNT LIFE EE	$0.78	$7.80
VOLUNT LIFE SP	$0.39	$3.90
VOLUNT LIFE CH	$0.52	$5.20
SHORT TERM DISA	$9.97	$99.70
*401(K) EMPLOYEE **	$64.81	$943.05
401(K) LOAN	$105.88	$1,058.80
NET PAY	$614.02	$9,834.69

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$3,031.90
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$134.60

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$658.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	24.38
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 03/02/2023 | Check Number: 99001516)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/20/2023**	**02/26/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$9,653.75
TIME AND 1/2	46.2900	20.00	$925.80	$3,656.91
VACATION-HRLY				$1,326.98
		TOTAL PAY	$2,160.20	$14,637.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.90	$817.25
FEDERAL W/H TAX M-02	$161.79	$914.32
FICA-HI	$28.98	$191.13

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,326.24
*HEALTH SAV ACCT **	$10.00	$90.00
ACCIDENT PLAN	$5.41	$48.69
*GROUP VISION **	$4.44	$39.96
ACCIDENTAL D&D	$2.04	$18.36
CRITICAL ILLNSS	$3.88	$34.92
VOLUNT LIFE EE	$0.78	$7.02
VOLUNT LIFE SP	$0.39	$3.51
VOLUNT LIFE CH	$0.52	$4.68
SHORT TERM DISA	$9.97	$89.73
*401(K) EMPLOYEE **	$129.61	$878.24
401(K) LOAN	$105.88	$952.92
NET PAY	$1,425.25	$9,220.67

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$2,732.71
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$121.14

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$99.29	$561.49

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	22.07
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 02/23/2023 | Check Number: 99001533)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/13/2023**	**02/19/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$8,419.35
TIME AND 1/2	46.2900	21.00	$972.09	$2,731.11
VACATION-HRLY				$1,326.98
		TOTAL PAY	$2,206.49	$12,477.44

Taxes:

Description	Current	Year To Date
FICA-OASDI	$126.77	$693.35
FEDERAL W/H TAX M-02	$167.01	$752.53
FICA-HI	$29.64	$162.15

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,178.88
*HEALTH SAV ACCT **	$10.00	$80.00
ACCIDENT PLAN	$5.41	$43.28
*GROUP VISION **	$4.44	$35.52
ACCIDENTAL D&D	$2.04	$16.32
CRITICAL ILLNSS	$3.88	$31.04
VOLUNT LIFE EE	$0.78	$6.24
VOLUNT LIFE SP	$0.39	$3.12
VOLUNT LIFE CH	$0.52	$4.16
SHORT TERM DISA	$9.97	$79.76
*401(K) EMPLOYEE **	$132.39	$748.63
401(K) LOAN	$105.88	$847.04
NET PAY	$1,460.01	$7,795.42

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$2,433.52
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$107.68

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$76.38	$462.20

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	19.76
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 02/16/2023 | Check Number: 99001512)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**02/06/2023**	**02/12/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$7,184.95
TIME AND 1/2	46.2900	10.00	$462.90	$1,759.02
VACATION-HRLY				$1,326.98
		TOTAL PAY	$1,697.30	$10,270.95

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.20	$566.58
FEDERAL W/H TAX M-02	$109.58	$585.52
FICA-HI	$22.27	$132.51

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$1,031.52
*HEALTH SAV ACCT **	$10.00	$70.00
ACCIDENT PLAN	$5.41	$37.87
*GROUP VISION **	$4.44	$31.08
ACCIDENTAL D&D	$2.04	$14.28
CRITICAL ILLNSS	$3.88	$27.16
VOLUNT LIFE EE	$0.78	$5.46
VOLUNT LIFE SP	$0.39	$2.73
VOLUNT LIFE CH	$0.52	$3.64
SHORT TERM DISA	$9.97	$69.79
*401(K) EMPLOYEE **	$101.84	$616.24
401(K) LOAN	$105.88	$741.16
NET PAY	$1,077.74	$6,335.41

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$2,134.33
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$94.22

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$385.82

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	17.45
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 02/09/2023 | Check Number: 99001476)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/30/2023**	**02/05/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	27.00	$833.22	$5,950.55
TIME AND 1/2				$1,296.12
VACATION-HRLY	30.8600	13.00	$401.18	$1,326.98
		TOTAL PAY	$1,234.40	$8,573.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$66.50	$471.38
FEDERAL W/H TAX M-02	$57.36	$475.94
FICA-HI	$15.55	$110.24

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$884.16
*HEALTH SAV ACCT **	$10.00	$60.00
ACCIDENT PLAN	$5.41	$32.46
*GROUP VISION **	$4.44	$26.64
ACCIDENTAL D&D	$2.04	$12.24
CRITICAL ILLNSS	$3.88	$23.28
VOLUNT LIFE EE	$0.78	$4.68
VOLUNT LIFE SP	$0.39	$2.34
VOLUNT LIFE CH	$0.52	$3.12
SHORT TERM DISA	$9.97	$59.82
*401(K) EMPLOYEE **	$74.06	$514.40
401(K) LOAN	$105.88	$635.28
NET PAY	$730.26	$5,257.67

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$1,835.14
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$80.76

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$72.21	$330.27

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	15.14
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	ee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 02/02/2023 | Check Number: 99001567)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/23/2023**	**01/29/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$5,117.33
TIME AND 1/2	46.2900	8.00	$370.32	$1,296.12
VACATION-HRLY				$925.80
		TOTAL PAY	$1,604.72	$7,339.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.47	$404.88
FEDERAL W/H TAX M-02	$99.14	$418.58
FICA-HI	$20.92	$94.69

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$736.80
*HEALTH SAV ACCT **	$10.00	$50.00
ACCIDENT PLAN	$5.41	$27.05
*GROUP VISION **	$4.44	$22.20
ACCIDENTAL D&D	$2.04	$10.20
CRITICAL ILLNSS	$3.88	$19.40
VOLUNT LIFE EE	$0.78	$3.90
VOLUNT LIFE SP	$0.39	$1.95
VOLUNT LIFE CH	$0.52	$2.60
SHORT TERM DISA	$9.97	$49.85
*401(K) EMPLOYEE **	$96.28	$440.34
401(K) LOAN	$105.88	$529.40
NET PAY	$1,008.24	$4,527.41

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$1,535.95
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$67.30

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$97.21	$258.06

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	25.83
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 01/26/2023 | Check Number: 99001548)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/16/2023**	**01/22/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	40.00	$1,234.40	$3,882.93
TIME AND 1/2	46.2900	20.00	$925.80	$925.80
VACATION-HRLY				$925.80
		TOTAL PAY	$2,160.20	$5,734.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$126.38	$315.41
FEDERAL W/H TAX M-02	$166.59	$319.44
FICA-HI	$29.56	$73.77

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$107.36	$589.44
*HEALTH SAV ACCT **	$10.00	$40.00
ACCIDENT PLAN	$5.41	$21.64
*GROUP VISION **	$4.44	$17.76
ACCIDENTAL D&D	$2.04	$8.16
CRITICAL ILLNSS	$3.88	$15.52
VOLUNT LIFE EE	$0.78	$3.12
VOLUNT LIFE SP	$0.39	$1.56
VOLUNT LIFE CH	$0.52	$2.08
SHORT TERM DISA	$9.97	$39.88
*401(K) EMPLOYEE **	$129.61	$344.06
401(K) LOAN	$105.88	$423.52
NET PAY	$1,457.39	$3,519.17

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$379.19	$1,236.76
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$53.84

ZACHRY

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$49.30	$160.85

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	23.52
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 01/19/2023 | Check Number: 99001557)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/09/2023**	**01/15/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	35.50	$1,095.53	$2,648.53
VACATION-HRLY				$925.80
		TOTAL PAY	$1,095.53	$3,574.33

Taxes:

Description	Current	Year To Date
FICA-OASDI	$57.89	$189.03
FEDERAL W/H TAX M-02	$41.80	$152.85
FICA-HI	$13.54	$44.21

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$147.36	$482.08
*HEALTH SAV ACCT **	$10.00	$30.00
ACCIDENT PLAN	$5.41	$16.23
*GROUP VISION **	$4.44	$13.32
ACCIDENTAL D&D	$2.04	$6.12
CRITICAL ILLNSS	$3.88	$11.64
VOLUNT LIFE EE	$0.78	$2.34
VOLUNT LIFE SP	$0.39	$1.17
VOLUNT LIFE CH	$0.52	$1.56
SHORT TERM DISA	$9.97	$29.91
*401(K) EMPLOYEE **	$65.73	$214.45
401(K) LOAN	$105.88	$317.64
NET PAY	$625.90	$2,061.78

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$299.19	$857.57
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$40.38

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$55.55	$111.55

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	21.21
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]2620	**007579**

Payment Details (Pay Date: 01/12/2023 | Check Number: 99001594)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**01/02/2023**	**01/08/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	30.00	$925.80	$1,553.00
VACATION-HRLY	30.8600	10.00	$308.60	$925.80
		TOTAL PAY	$1,234.40	$2,478.80

Taxes:

Description	Current	Year To Date
FICA-OASDI	$65.26	$131.14
FEDERAL W/H TAX M-02	$54.96	$111.05
FICA-HI	$15.26	$30.67

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$167.36	$334.72
*HEALTH SAV ACCT **	$10.00	$20.00
ACCIDENT PLAN	$5.41	$10.82
*GROUP VISION **	$4.44	$8.88
ACCIDENTAL D&D	$2.04	$4.08
CRITICAL ILLNSS	$3.88	$7.76
VOLUNT LIFE EE	$0.78	$1.56
VOLUNT LIFE SP	$0.39	$0.78
VOLUNT LIFE CH	$0.52	$1.04
SHORT TERM DISA	$9.97	$19.94
*401(K) EMPLOYEE **	$74.06	$148.72
401(K) LOAN	$105.88	$211.76
NET PAY	$714.19	$1,435.88

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$279.19	$558.38
HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$26.92

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

401K COMPANY MATCH - PRIOR PAY PERIOD	$56.00	$56.00

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	18.90
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
TREVINO, JEFFERY D	**HB01**	[redacted]**2620**	**007579**

Payment Details (Pay Date: 01/05/2023 | Check Number: 99001574)

Name:	Company:	Period Start:	Period End:	Job#:
TREVINO, JEFFERY D	**HB01**	**12/26/2022**	**01/01/2023**	**007579**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	30.8600	10.00	$308.60	$627.20
REGULAR PAY	31.8600	10.00	$318.60	$627.20
VACATION-HRLY	30.8600	20.00	$617.20	$617.20
		TOTAL PAY	$1,244.40	$1,244.40

Taxes:

Description	Current	Year To Date
FICA-OASDI	$65.88	$65.88
FEDERAL W/H TAX M-02	$56.09	$56.09
FICA-HI	$15.41	$15.41

Deductions:

Description	Current	Year To Date
*HSA PLAN **	$167.36	$167.36
*HEALTH SAV ACCT **	$10.00	$10.00
ACCIDENT PLAN	$5.41	$5.41
*GROUP VISION **	$4.44	$4.44
ACCIDENTAL D&D	$2.04	$2.04
CRITICAL ILLNSS	$3.88	$3.88
VOLUNT LIFE EE	$0.78	$0.78
VOLUNT LIFE SP	$0.39	$0.39
VOLUNT LIFE CH	$0.52	$0.52
SHORT TERM DISA	$9.97	$9.97
*401(K) EMPLOYEE **	$74.66	$74.66
401(K) LOAN	$105.88	$105.88
NET PAY	$721.69	$721.69

Memos:

Description	Current Amount	YTDAmount
HSA PLAN CO CONTRIBUTION	$279.19	$279.19

ZACHRY

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

HSA (HEALTH SAVING ACCOUNT) - CO Contribution	$13.46	$13.46

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	26.59
VACATION ACCRUAL PER WEEK	2.31
VACATION HOURS ACCRUAL LIMIT	240.00

EXHIBIT

121

ZHI Employee History [redacted]7243 TREVINO, JEFFERY D

Employment-Status: ROF-HOURLY-F/T
Local-Phone: [redacted] Job-Phone: 361-242-5177
Addr: 3402 CREST CLIFF
CORPUS CHRISTI TX 78415
DOB: [redacted] Sex: M Veteran: N Eth-Origin: Hispanic/L Yrs-of-Service: 06
Orig-Hire-DT: 01-03-2017 Cont-Emply-DT: 01-03-2017 Adj-Serv-DT:
Last-Day-Wkd: 04-30-2023 Last-W/E-Prcd: 04-30-2023 Paid-Thru: 04-30-2023
Accrued-Vacation: 8.36 Eligible-Vacation: 8.36
****
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	00757901	01499	00	04-27-2023	Reduction-of-Force	115792		1	30.8600
MAINT PROCESS						MAINT-QC TECH III			
444	00757901	01499	01	04-27-2023	Reduction-of-Force	115730		1	31.8600
MAINT PROCESS						QA/QC INSPECTOR 4 ST			
444	00757901	01499	00	11-28-2022		115792		1	30.8600
MAINT PROCESS						MAINT-QC TECH III			
444	00757901	01499	01	10-18-2021	Increase-Merit	115730		1	31.8600
MAINT PROCESS						QA/QC INSPECTOR 4 ST			
MAINT PROCESS						QA/QC INSPECTOR 4 ST			
444	00757901	01499	01	07-26-2021	Replacemnt-Temporary	115730		1	31.3600
MAINT PROCESS						QA/QC INSPECTOR 4 ST			
444	00757901	01499	00	05-11-2020	Increase-Merit	115792		1	30.8600
MAINT PROCESS						QC TECH III			
444	00757901	01499	00	03-18-2019	Increase-Promotional	115792		1	30.5000
MAINT PROCESS						QC TECH III			
444	00757901	01499	00	04-16-2018	Increase-Merit	462317		1	27.0000
MAINT PROCESS						PAINTER 6			

Employment-Status: ROF-HOURLY-F/T

DIV	JOB/PH	BADGE	SF	EFF-DATE	ACTIVITY-DESC	--OCCUPATION INFO--		R/C	RATE
444	00757901	01499	00	01-03-2017	New Hire	462316		1	26.0000
MAINT PROCESS						PAINTER 5			

EXHIBIT

122

ZACHRY

SAFETY RULES SIGN – OFF SHEET

Please read, sign and return to your supervisor

This is to certify that I have received and read the Zachry Employee Safety and Health Handbook, and that I will follow these instructions while employed by this company.

I understand that if I am injured while at work, I must report immediately to my supervisor for proper first aid or medical care. I also understand that as a condition of my right to be on company premises or job site, I may be required to consent to a search of my person and/or my personal property on company premises, at any company job site or in a company vehicle.

I consent, as a condition of my employment, to submit to a drug and alcohol screening including pre-employment, random, selective and post-accident screenings. I acknowledge that Zachry is an at-will employer and that the failure to comply with safety rules and other Zachry regulations may result in termination.

EIN Number: [redacted]2620 Job Number: 7579 Date: 1-7-19

1499

Signature and Badge Number

Supervisor's Signature

Form 100

ZACHRY

Safety Principles

- Everyone is responsible and accountable for safety
- Working safely is a condition of employment
- Safety performance measurement is used to track success and continuous improvement
- Successful safety performance requires every individual's continuous involvement, teamwork, and leadership
- Superior safety performance results from following proven rules, practices and techniques
- All accidents are preventable
- All tasks can be completed safely
- Each safety deficiency must be addressed promptly and effectively
- Safety training is a Continuous Process
- Off-the-job safety is as important as On-the-job safety
- A Goal of "Zero Accidents" is good business, and it demonstrates our shared concern for each other

EMPLOYEE EXPECTATIONS

As an employee of Zachry, I can expect certain "safety behaviors" from the supervision at this site. I can be secure in the knowledge that....

I will not be instructed to perform a task that cannot be performed safely. If I consider any task to be unsafe, I can expect my supervisor to listen to my concerns, and together we will develop a safe way to accomplish the work.

I will be given an S.T.A. (Safety Task Assessment) before starting each new work activity. I can expect to understand what S.T.A. means.

I will be encouraged to act as a team player, to make this a safe work environment.

I will be told to expect other employees to look out for my well being, as well as, I for theirs.

I will be instructed on how I can participate in the Zachry Continuous Improvement Process. Zachry Continuous Improvement Process gives me an opportunity to have a voice in the continuous improvement of our team's performance in all areas --- including safety --- at this site.

I will be encouraged to continuously learn as much as I can about my job and my ability to perform it safely.

I will be encouraged to actively participate in the weekly Tool Box Safety Meetings.

I will be provided with the proper safety equipment to perform my job.

I will be encouraged to report all safety hazards and incidents (including first aid and near miss incidents) without fear that doing so will affect my job.

I will expect my supervisor to challenge any request to perform work that is unsafe.

I will expect my supervisor to set the example for working in a safe manner.

If any of the above safety behaviors are not followed by my supervisor, I am free to bring my concerns to the attention of the next appropriate level of management or the Safety Department without fear of retaliation.

Jeff Trevino
Employee Print

Employee Signature

Pete Villagomez
Supervisor Print

Supervisor Signature

1499
Employee Badge#

1-7-19
Date

Form 101

ZACHRY

Zachry Industrials, Inc. Job # 7579
Lyondellbasell Corpus Christi, TX
Site specific guidelines

It is our intent to provide a safe work environment at the Lyondellbasell – Corpus Christi plant site. There are several rules, policies, procedures and guidelines that you will be asked to follow as an employee of ZACHRY INDUSTRIAL, INC. to help maintain a safe work environment. These rules, policies, procedures and guidelines are to help assure your safety during your daily activities as well as your co-workers and are a condition of employment. Here are some specific items that require your immediate attention.

1. All employees will abide by ZACHRY INDUSTRIAL, INC. and LYONDELLBASELL safety policies and procedures while working at the Lyondellbasell Corpus Christi facility.
2. All employees will follow the ZACHRY INDUSTRIAL, INC. 100% **Fall Protection Policy.** Any time an employee is more than 6' off the ground, using a scaffold of any size or is in any type of a fall hazardous situation, the employee must have on and use a safety harness and double lanyards to restrict the employee's fall, if it should occur.
3. If an employee is unsure about a task assignment, you must ask your supervisor for a more clear definition of what is expected. **Do Not** attempt to proceed if there is any uncertainty.
4. If an injury/incident should occur, it must be reported immediately to the ZACHRY INDUSTRIAL, INC. Safety manager or a member of ZACHRY INDUSTRIAL, INC. management team. Make sure Emergency response teams have been notified as well.
5. Nomex is required to work in all units at this plant site. **No Cotton FRC**
6. Each employee will be issued an Employee Expectation Card. This process will be presented and explained to employee by their direct supervisor.
7. Each employee is aware of the ZACHRY INDUSTRIAL, INC. Drug and Alcohol Policy and agrees to random testing, as described in the Policy and Procedure Manual, which is available for review upon request.

We welcome each of you to ZACHRY INDUSTRIAL, INC. We intend to maintain an excellent safety culture with your assistance and support. If we can assist anyone to help make this jobsite a more safe, efficient and productive facility, please contact me at your earliest convenience.

Thank you,

Jeff Treviño		1-7-19
Employee Print	Employee Signature	Date

ZACHRY

Zachry Industrial, Inc.
Job # 7579 Lyondellbasell Corpus Christi, TX
Work Rules and Regulations

Sign-off sheet

I certify that I have received a copy of the Zachry Industrial, Inc Job # 7579 Lyondellbasell Corpus Christi, TX work rules and regulations.

Jeff Trevino
Name (Print)

Name (Signature)

1499
Badge #

1-7-19
Date

Form 106A

ZACHRY

Zachry Industrial, Inc.
Job #7579
Site Specific Policies

- **Lock Out/Tag Out Policy**

It is the responsibility of all affected employees who are working in conjunction with a Lock-out/Tag-out procedure to insure that the affected machinery and/or equipment has been properly isolated, drained and verified and there is documentation to support it. **Any violation that would create a condition where serious injury or death could result will be treated with ZERO TOLERANCE.**

- **Glove Policy**

Employees will be required to have gloves on their person at all times while working in the Lyondellbasell process or fabrication areas. Gloves are not required to be worn at all times, however all employees will be required to have their gloves with them to provide the ability of protecting their hands when performing any task.

- **Long Sleeve and Shirt Tail Policy**

Employees will be required to wear Nomex FRC's with the sleeves fully extended to the wrist and have their shirt tails tucked into their pants at all times.

- **Jewelry Policy**

Employees with job duties that require them to work in the Lyondellbasell process or fabrication areas will be required to remove all jewelry prior to working in those identified areas.

This includes but not limited to:

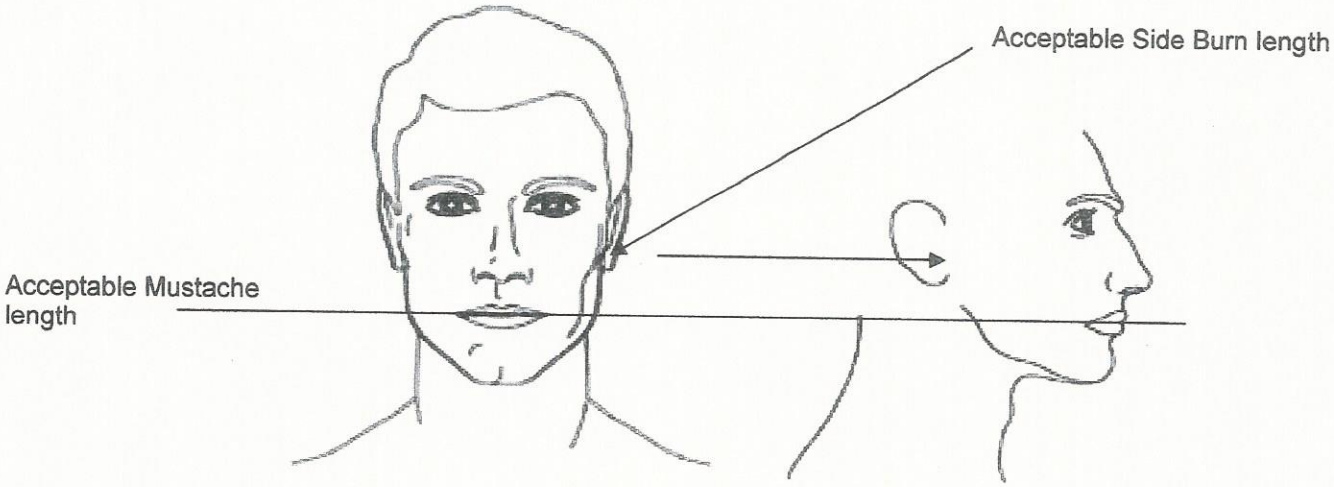
- Rings (with the exception of wedding bands)
- Ear rings
- Necklaces
- Facial piercings (eye brow, nose, lip, etc.)
- Bracelets (exception would be a medical alert bracelet)
- Wrist watches will be allowed in the plant

ZACHRY

- ## Facial Hair Policy

Employees with job duties that require them to work in the Lyondellbasell process or fabrication areas will report to work clean-shaven everyday to assure a proper fit of respiratory equipment as the need arises.

- No Beards
- Mustaches must not extend past corner of the mouth
- No goatee beards
- No long sideburns



- ## Tobacco Policy

There is no place on site or any of Lyondellbasell's property where smoking is allowed.

This includes:

- All areas in the plant
- Vehicles in the plant
- All parking lots
- All areas outside of the fence that is Lyondellbasell's property
- In personal vehicles while parked on Lyondellbasells's property

ZACHRY

- 48 **Cell phone policy**

At no time shall any employee be permitted to use or carry a cellular phone or other electronic device (pager, camera, recording device, etc.) while in Lyondellbasell's process unit's or in any of the site's fabrication shop's. Cell phone use is strictly prohibited while operating any vehicle or any equipment. Cell phone use is allowed before work, during lunch, scheduled breaks, and after work in approved areas.

NOTE: By signing this document employee acknowledges that they have been made aware of and will follow said policies. Failure to follow said policies will result in disciplinary action up to and including termination.

Jeff Treviño
Name (Print)

Name (Signature)

1-7-19
Date

1499
Badge #

ZACHRY

NOTICE

All new hires must have completed 90 calendar days from date of hire to be eligible to receive Holiday pay.

Employees of Zachry Industrial, Inc. working at the Lyondellbasell Corpus Christi location must work their scheduled day before the holiday and their scheduled day after the holiday to receive holiday pay from Zachry.

The exception to this policy is if the employee has pre-approved time off/vacation scheduled for the day before the holiday and/or the day after the holiday.

Print Name: Jeff Trevino Date: 1-7-19

Signature:

Rev. 6-12-2013 Form111

ZACHRY

Job 7579
NEAR MISS REPORTING PROGRAM

CRITERIA:

Develop, implement and maintain a program to promote the proactive reporting of Near Hits or Near Misses. This program will focus on the positive lessons learned obtained from an event that could have resulted in an injury or damage of some kind.

Definition: ***Near Miss*** *- Any unplanned event in the work place that does not result in damage to property, product or personnel. This is different from an* ***"at risk" behavior****, which is more proactive than a near miss. At risk behaviors are observed before an event occurs."*

The program must be documented and address the following:

1. The site will recognize employees to encourage participation
   i. Does not necessarily have to be monetary recognition, but should be conducted during monthly mass meetings. In addition, recognition need not recognize all participants, but could recognize a percentage, via employee drawing, raffle, etc.
   ii. Near Misses receiving recognition must be tracked, i.e. Safety committee minutes, Smart Focus, HITS, etc.
2. Method to communicate to the site employees Near Hits or Near Misses, as well as the lessons learned associated with them

METHODS OF REPORTING A NEAR MISS

All Near Miss events should be reported no matter how minor they seem to be. All near miss events shall be reported as soon as possible to the appropriate supervision and/or Safety Department. Employees are to follow their proper chain of command when reporting near misses and/or incidents. Employees may be called upon to assist in investigation of reported near miss events.

Examples of Near Miss vs. At Risk Behavior:

1. *You are walking through the unit and you slip on algae. You don't fall and hurt yourself. You have been involved in a "Near Miss." You are expected to promptly report the issue so that it can be corrected.*

2. *You are driving down a plant road and a distracted driver almost strikes your vehicle. You are expected to promptly report this "Near Miss."*

ZACHRY

Job 7579
NEAR MISS REPORTING PROGRAM

3. *You are working overhead in the unit, and a tool falls from your tool belt and strikes the ground or falls to the level below. This is a "Near Miss" and you are expected to report it.*

4. *An employee is grinding, but has forgotten to put on his face shield. This is **NOT** a "**Near Miss**" this is an "**At Risk Behavior**." You should coach your fellow employee.*

EMPLOYEE COMMUNICATION:

All near hits/misses will be communicated to Zachry employees at the following week's toolbox meeting (or current week, depending on which occurs first).

RECOGNITION:

To help promote this program, an awards system has been established for individuals who demonstrate commitment to this safety effort.

Employees that report "Near Misses" will be eligible for an award to be determined by the Safety Committee at the Monthly Mass Safety Meeting. (Employees may wish to remain anonymous)

Exception: If the employee that reports the "Near Miss" was involved with a Procedure/ Policy violation that caused the incident, they will not be eligible for recognition.

ZACHRY

Zachry Industrial Inc.
Disaster Contact Information Sheet 2014

Employee Name:
Employee Physical Address:(not P.O. Box) 3402 Crest Cliff, Corpus Christi TX 78415

Employee Phone Numbers: **(home)** (361) 779-3843
(cell)
(work)

Disaster Contact Telephone Numbers

For this section please list two different people who live in a **different** geographic location than where you live.

Name: Tracy Mondragon Relationship: wife
Disaster Contact Phone Number:
Cell Phone Number: [redacted]

Name: Hallie Treviño Relationship: Daughter
Disaster Contact Phone Number:
Cell Phone Number: [redacted]

Emergency Contact Telephone Numbers

Name: Relationship:
Emergency Contact #1:
Cell Phone Number:

Name: Relationship:
Emergency Contact #2:
Cell Phone Number:

ZACHRY INDUSTRIAL, INC.

LyondellBasell Job#7579 Attendance Policy

Mission Statement

Zachry Industrial Inc. here at LyondellBasell believes it is very important to maintain a good attendance record during our tenor here at this site. It is the belief of the Zachry Industrial Inc. management team here onsite to provide LyondellBasell with adequate support throughout the plants day to day/maintenance operation's needs. In order to accomplish this, all Zachry Industrial Inc. employees must maintain all schedules and request set forth here onsite in a timely and professional manner.

Overview

For all of the Zachry Industrial Inc. employees working here at the LyondellBasell site to maintain the best attendance record possible. This enables Zachry Industrial Inc. to support LyondellBasell during normal and abnormal plant operations. That being, said below are the sites policy and expectations for all of the Zachry Industrial Inc. employees working here at the LyondellBasell site.

Definitions:

Excused absences not counted as days/hours missed:

- Vacations, with minimum 2-week prior approval, paid or non- paid
- Doctor's Visit/Hospital stay: employee, immediate family member (spouse, child, mother, father, sibling).
- Jury Duty/Court Subpoena.
- Death of an immediate family member.

Unexcused absences will be counted as days/hours missed:

- Days missed without a doctor's excuse, which does not fall under excused absences.
- 4-tardys/early outs in any combination < 15 minutes will be counted as ½ day absent.
- Days missed resulting from disciplinary actions.

ZACHRY INDUSTRIAL, INC.

LyondellBasell Job#7579 Attendance Policy

Quarters:

1st quarter-January-March
2nd quarter-April-June
3rd quarter-July-September
4th quarter-October-December

Scheduled work day:

- A scheduled work day is defined as, employee's normal work scheduled i.e. Monday-Thursday including any additional days assigned and acknowledged by employee i.e. Call Out/Friday-Sunday.

Policy Violation

- An employee that accrues > 20 hours (2 days) of unexcused scheduled work hours in a 2 week period.
- An employee that accrues > 40 hours (4 days) of unexcused scheduled work hours in a 30 day period.
- An employee that accrues > 120 hours (12 days) unexcused scheduled work hours in one quarter.

Disciplinary Actions

- Employees in violation of this policy per the criteria listed below the Policy Violation terms, could receive days off without pay and or termination of employment from Zachry Industrial Inc. here at this site.

Employee Signature	1499 Badge#	1-7-19 Date

EXHIBIT

123

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008241)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/18/2023**	**12/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$47,512.75
TIME AND 1/2	51.0000	10.50	$535.50	$21,218.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$7.50
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$20,385.00
		TOTAL PAY	$1,895.75	$89,535.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$117.54	$4,287.33
FEDERAL W/H TAX S-00	$262.91	$10,914.10
FICA-HI	$27.49	$1,002.68
LOUISIANA S-00	$59.73	$2,414.83

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$7.50
*401(K) EMPLOYEE **	$189.55	$1,231.65
NET PAY	$1,238.28	$69,677.33

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$387.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.20
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008242)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$47,512.75
TIME AND 1/2				$21,218.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$7.50
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$20,980.00
		TOTAL PAY	$595.00	$90,130.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,287.33
FEDERAL W/H TAX S-00	$0.00	$10,914.10
FICA-HI	$0.00	$1,002.68
LOUISIANA S-00	$0.00	$2,414.83

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.50
*401(K) EMPLOYEE **		$1,231.65
NET PAY	$595.00	$70,272.33

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$387.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	36.20
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
GRABERT, BRANDON C	**HB01**	[redacted]0417	**114000**

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008694)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/11/2023**	**12/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$46,152.75
TIME AND 1/2	51.0000	9.00	$459.00	$20,683.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$7.25
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$19,790.00
		TOTAL PAY	$1,819.25	$87,044.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$112.79	$4,169.79
FEDERAL W/H TAX S-00	$247.77	$10,651.19
FICA-HI	$26.38	$975.19
LOUISIANA S-00	$56.80	$2,355.10

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$7.25
*401(K) EMPLOYEE **	$181.90	$1,042.10
NET PAY	$1,193.36	$67,844.05

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$74.97	$387.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.66
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008695)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$46,152.75
TIME AND 1/2				$20,683.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$7.25
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$20,385.00
		TOTAL PAY	$595.00	$87,639.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,169.79
FEDERAL W/H TAX S-00	$0.00	$10,651.19
FICA-HI	$0.00	$975.19
LOUISIANA S-00	$0.00	$2,355.10

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.25
*401(K) EMPLOYEE **		$1,042.10
NET PAY	$595.00	$68,439.05

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$387.09

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	34.66
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008552)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/04/2023**	**12/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$44,792.75
TIME AND 1/2	51.0000	6.00	$306.00	$20,224.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$7.00
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$19,280.00
		TOTAL PAY	$1,666.25	$84,715.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$103.31	$4,057.00
FEDERAL W/H TAX S-00	$217.47	$10,403.42
FICA-HI	$24.16	$948.81
LOUISIANA S-00	$50.95	$2,298.30

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$7.00
*401(K) EMPLOYEE **	$166.60	$860.20
NET PAY	$1,103.51	$66,140.69

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$99.07	$312.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.12
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008553)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/04/2023**	**12/10/2023**	**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				$44,792.75
TIME AND 1/2				$20,224.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$7.00
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$510.00	$19,790.00
		TOTAL PAY	$510.00	$85,225.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$4,057.00
FEDERAL W/H TAX S-00	$0.00	$10,403.42
FICA-HI	$0.00	$948.81
LOUISIANA S-00	$0.00	$2,298.30

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.00
*401(K) EMPLOYEE **		$860.20
NET PAY	$510.00	$66,650.69

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$312.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	33.12
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008494)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**11/27/2023**	**12/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$43,432.75
TIME AND 1/2	51.0000	16.50	$841.50	$19,918.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$6.75
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$18,685.00
		TOTAL PAY	$2,201.75	$82,454.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$136.51	$3,953.69
FEDERAL W/H TAX S-00	$324.43	$10,185.95
FICA-HI	$31.92	$924.65
LOUISIANA S-00	$71.44	$2,247.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$6.75
*401(K) EMPLOYEE **	$220.15	$693.60
NET PAY	$1,417.05	$64,442.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$45.90	$213.05

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.58
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008495)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$43,432.75
TIME AND 1/2				$19,918.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$6.75
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$19,280.00
		TOTAL PAY	$595.00	$83,049.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,953.69
FEDERAL W/H TAX S-00	$0.00	$10,185.95
FICA-HI	$0.00	$924.65
LOUISIANA S-00	$0.00	$2,247.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.75
*401(K) EMPLOYEE **		$693.60
NET PAY	$595.00	$65,037.18

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$213.05

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	31.58
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
GRABERT, BRANDON C	**HB01**	[redacted] **0417**	**114000**

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008347)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**11/20/2023**	**11/26/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	20.00	$680.00	$42,072.75
TIME AND 1/2				$19,076.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$6.50
VAC SALARY/CLER	34.0000	10.00	$340.00	$340.00
NONTAX PER DIEM				$18,260.00
		TOTAL PAY	$1,020.25	$79,827.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$63.26	$3,817.18
FEDERAL W/H TAX S-00	$93.84	$9,861.52
FICA-HI	$14.80	$892.73
LOUISIANA S-00	$26.57	$2,175.91

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$6.50
*401(K) EMPLOYEE **	$102.00	$473.45
NET PAY	$719.53	$62,600.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$97.92	$167.15

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.04
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008348)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**11/20/2023**	**11/26/2023**	**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				$42,072.75
TIME AND 1/2				$19,076.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$6.50
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$425.00	$18,685.00
		TOTAL PAY	$425.00	$80,252.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,817.18
FEDERAL W/H TAX S-00	$0.00	$9,861.52
FICA-HI	$0.00	$892.73
LOUISIANA S-00	$0.00	$2,175.91

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.50
*401(K) EMPLOYEE **		$473.45
NET PAY	$425.00	$63,025.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$167.15

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.04
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008710)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**11/13/2023**	**11/19/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$41,392.75
TIME AND 1/2	51.0000	16.00	$816.00	$19,076.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$6.25
NONTAX PER DIEM				$17,665.00
		TOTAL PAY	$2,176.25	$78,212.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$134.92	$3,753.92
FEDERAL W/H TAX S-00	$318.92	$9,767.68
FICA-HI	$31.55	$877.93
LOUISIANA S-00	$70.46	$2,149.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$6.25
*401(K) EMPLOYEE **	$217.60	$371.45
NET PAY	$1,402.55	$61,285.60

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$69.23	$69.23

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: 99008711)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$41,392.75
TIME AND 1/2				$19,076.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$6.25
NONTAX PER DIEM			$595.00	$18,260.00
		TOTAL PAY	$595.00	$78,807.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,753.92
FEDERAL W/H TAX S-00	$0.00	$9,767.68
FICA-HI	$0.00	$877.93
LOUISIANA S-00	$0.00	$2,149.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.25
*401(K) EMPLOYEE **		$371.45
NET PAY	$595.00	$61,880.60

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$69.23

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008559)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**11/06/2023**	**11/12/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$40,032.75
TIME AND 1/2	51.0000	3.50	$178.50	$18,260.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$6.00
NONTAX PER DIEM				$17,070.00
		TOTAL PAY	$1,538.75	$75,440.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.41	$3,619.00
FEDERAL W/H TAX S-00	$192.23	$9,448.76
FICA-HI	$22.31	$846.38
LOUISIANA S-00	$46.08	$2,078.88

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$6.00
*401(K) EMPLOYEE **	$153.85	$153.85
NET PAY	$1,028.62	$59,288.05

Memos:

Description	Current Amount	YTDAmount
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: 99008560)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$40,032.75
TIME AND 1/2				$18,260.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$6.00
NONTAX PER DIEM			$595.00	$17,665.00
		TOTAL PAY	$595.00	$76,035.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,619.00
FEDERAL W/H TAX S-00	$0.00	$9,448.76
FICA-HI	$0.00	$846.38
LOUISIANA S-00	$0.00	$2,078.88

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.00
*401(K) EMPLOYEE **		$153.85
NET PAY	$595.00	$59,883.05

Memos:

Description	Current Amount	YTDAmount
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008496)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/30/2023**	**11/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$38,672.75
TIME AND 1/2	51.0000	15.50	$790.50	$18,082.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$5.75
NONTAX PER DIEM				$16,475.00
		TOTAL PAY	$2,150.75	$73,307.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.34	$3,523.59
FEDERAL W/H TAX S-00	$365.03	$9,256.53
FICA-HI	$31.19	$824.07
LOUISIANA S-00	$78.62	$2,032.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$5.75
NET PAY	$1,542.32	$57,664.43

Memos:

Description	Current Amount	YTDAmount
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: 99008497)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/30/2023**	**11/05/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$38,672.75

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

TIME AND 1/2				$18,082.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$5.75
NONTAX PER DIEM			$595.00	$17,070.00
		TOTAL PAY	$595.00	$73,902.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,523.59
FEDERAL W/H TAX S-00	$0.00	$9,256.53
FICA-HI	$0.00	$824.07
LOUISIANA S-00	$0.00	$2,032.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.75
NET PAY	$595.00	$58,259.43

Memos:

Description	Current Amount	YTDAmount
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008498)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/23/2023**	**10/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$37,312.75
TIME AND 1/2	51.0000	20.50	$1,045.50	$17,291.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$5.50
NONTAX PER DIEM				$15,880.00
		TOTAL PAY	$2,405.75	$70,561.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$149.16	$3,390.25
FEDERAL W/H TAX S-00	$426.23	$8,891.50
FICA-HI	$34.88	$792.88
LOUISIANA S-00	$89.46	$1,954.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$5.50
NET PAY	$1,705.77	$55,527.11

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: 99008499)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/23/2023**	**10/29/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$37,312.75

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

TIME AND 1/2				$17,291.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$5.50
NONTAX PER DIEM			$595.00	$16,475.00
		TOTAL PAY	$595.00	$71,156.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,390.25
FEDERAL W/H TAX S-00	$0.00	$8,891.50
FICA-HI	$0.00	$792.88
LOUISIANA S-00	$0.00	$1,954.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.50
NET PAY	$595.00	$56,122.11

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008559)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/16/2023**	**10/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$35,952.75
TIME AND 1/2	51.0000	10.00	$510.00	$16,246.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$5.25
NONTAX PER DIEM				$15,285.00
		TOTAL PAY	$1,870.25	$67,560.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.95	$3,241.09
FEDERAL W/H TAX S-00	$299.00	$8,465.27
FICA-HI	$27.12	$758.00
LOUISIANA S-00	$66.70	$1,864.72

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$5.25
NET PAY	$1,361.23	$53,226.34

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: 99008560)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/16/2023**	**10/22/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$35,952.75

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

TIME AND 1/2				$16,246.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$5.25
NONTAX PER DIEM			$595.00	$15,880.00
		TOTAL PAY	$595.00	$68,155.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,241.09
FEDERAL W/H TAX S-00	$0.00	$8,465.27
FICA-HI	$0.00	$758.00
LOUISIANA S-00	$0.00	$1,864.72

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.25
NET PAY	$595.00	$53,821.34

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008328)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/09/2023**	**10/15/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$34,592.75
TIME AND 1/2	51.0000	5.00	$255.00	$15,736.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$5.00
NONTAX PER DIEM				$14,690.00
		TOTAL PAY	$1,615.25	$65,095.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.15	$3,125.14
FEDERAL W/H TAX S-00	$242.90	$8,166.27
FICA-HI	$23.42	$730.88
LOUISIANA S-00	$55.87	$1,798.02

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$5.00
NET PAY	$1,192.66	$51,270.11

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: 99008329)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/09/2023**	**10/15/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$34,592.75

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

TIME AND 1/2				$15,736.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$5.00
NONTAX PER DIEM			$595.00	$15,285.00
		TOTAL PAY	$595.00	$65,690.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,125.14
FEDERAL W/H TAX S-00	$0.00	$8,166.27
FICA-HI	$0.00	$730.88
LOUISIANA S-00	$0.00	$1,798.02

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.00
NET PAY	$595.00	$51,865.11

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008243)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/02/2023**	**10/08/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$33,232.75
TIME AND 1/2				$15,481.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$4.75
NONTAX PER DIEM				$14,095.00
		TOTAL PAY	$1,360.25	$62,885.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$84.33	$3,024.99
FEDERAL W/H TAX S-00	$186.80	$7,923.37
FICA-HI	$19.73	$707.46
LOUISIANA S-00	$45.03	$1,742.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$4.75
NET PAY	$1,024.11	$49,482.45

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: 99008244)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**10/02/2023**	**10/08/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$33,232.75

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

TIME AND 1/2				$15,481.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$4.75
NONTAX PER DIEM			$595.00	$14,690.00
		TOTAL PAY	$595.00	$63,480.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$3,024.99
FEDERAL W/H TAX S-00	$0.00	$7,923.37
FICA-HI	$0.00	$707.46
LOUISIANA S-00	$0.00	$1,742.15

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.75
NET PAY	$595.00	$50,077.45

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

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008257)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/25/2023**	**10/01/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$31,872.75
TIME AND 1/2	51.0000	20.00	$1,020.00	$15,481.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$4.50
NONTAX PER DIEM				$13,500.00
		TOTAL PAY	$2,380.25	$60,929.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$147.58	$2,940.66
FEDERAL W/H TAX S-00	$420.11	$7,736.57
FICA-HI	$34.51	$687.73
LOUISIANA S-00	$88.38	$1,697.12

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$4.50
NET PAY	$1,689.42	$47,863.34

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: 99008258)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/25/2023**	**10/01/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$31,872.75

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

TIME AND 1/2				$15,481.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$4.50
NONTAX PER DIEM			$595.00	$14,095.00
		TOTAL PAY	$595.00	$61,524.92

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,940.66
FEDERAL W/H TAX S-00	$0.00	$7,736.57
FICA-HI	$0.00	$687.73
LOUISIANA S-00	$0.00	$1,697.12

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.50
NET PAY	$595.00	$48,458.34

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008513)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/18/2023**	**09/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$30,512.75
TIME AND 1/2	51.0000	23.00	$1,173.00	$14,461.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$4.25
NONTAX PER DIEM				$12,905.00
		TOTAL PAY	$2,533.25	$57,954.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$157.06	$2,793.08
FEDERAL W/H TAX S-00	$456.83	$7,316.46
FICA-HI	$36.73	$653.22
LOUISIANA S-00	$94.88	$1,608.74

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$4.25
NET PAY	$1,787.50	$45,578.92

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: 99008514)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/18/2023**	**09/24/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$30,512.75

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

TIME AND 1/2				$14,461.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$4.25
NONTAX PER DIEM			$595.00	$13,500.00
		TOTAL PAY	$595.00	$58,549.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,793.08
FEDERAL W/H TAX S-00	$0.00	$7,316.46
FICA-HI	$0.00	$653.22
LOUISIANA S-00	$0.00	$1,608.74

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.25
NET PAY	$595.00	$46,173.92

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008404)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/11/2023**	**09/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$29,152.75
TIME AND 1/2	51.0000	17.50	$892.50	$13,288.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$4.00
NONTAX PER DIEM				$12,310.00
		TOTAL PAY	$2,252.75	$54,826.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$139.67	$2,636.02
FEDERAL W/H TAX S-00	$389.51	$6,859.63
FICA-HI	$32.67	$616.49
LOUISIANA S-00	$82.96	$1,513.86

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$4.00
NET PAY	$1,607.69	$43,196.42

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: 99008405)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/11/2023**	**09/17/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$29,152.75

ZACHRY

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

TIME AND 1/2				$13,288.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$4.00
NONTAX PER DIEM			$595.00	$12,905.00
		TOTAL PAY	$595.00	$55,421.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,636.02
FEDERAL W/H TAX S-00	$0.00	$6,859.63
FICA-HI	$0.00	$616.49
LOUISIANA S-00	$0.00	$1,513.86

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.00
NET PAY	$595.00	$43,791.42

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008365)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/04/2023**	**09/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$27,792.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$12,395.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$3.75
NONTAX PER DIEM				$11,715.00
		TOTAL PAY	$2,431.25	$51,978.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$2,496.35
FEDERAL W/H TAX S-00	$432.35	$6,470.12
FICA-HI	$35.25	$583.82
LOUISIANA S-00	$90.55	$1,430.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$3.75
NET PAY	$1,722.11	$40,993.73

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: 99008366)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**09/04/2023**	**09/10/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$27,792.75

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

TIME AND 1/2				$12,395.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$3.75
NONTAX PER DIEM			$595.00	$12,310.00
		TOTAL PAY	$595.00	$52,573.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,496.35
FEDERAL W/H TAX S-00	$0.00	$6,470.12
FICA-HI	$0.00	$583.82
LOUISIANA S-00	$0.00	$1,430.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.75
NET PAY	$595.00	$41,588.73

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008420)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$26,432.75
TIME AND 1/2	51.0000	1.50	$76.50	$11,324.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$3.50
NONTAX PER DIEM				$11,120.00
		TOTAL PAY	$1,436.75	$48,952.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$89.08	$2,345.61
FEDERAL W/H TAX S-00	$203.63	$6,037.77
FICA-HI	$20.83	$548.57
LOUISIANA S-00	$48.28	$1,340.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$3.50
NET PAY	$1,074.68	$38,676.62

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: 99008421)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**08/28/2023**	**09/03/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$26,432.75

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

TIME AND 1/2				$11,324.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$3.50
NONTAX PER DIEM			$595.00	$11,715.00
		TOTAL PAY	$595.00	$49,547.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,345.61
FEDERAL W/H TAX S-00	$0.00	$6,037.77
FICA-HI	$0.00	$548.57
LOUISIANA S-00	$0.00	$1,340.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.50
NET PAY	$595.00	$39,271.62

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008410)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$25,072.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$11,248.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$3.25
NONTAX PER DIEM				$10,525.00
		TOTAL PAY	$2,431.25	$46,920.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$2,256.53
FEDERAL W/H TAX S-00	$432.35	$5,834.14
FICA-HI	$35.26	$527.74
LOUISIANA S-00	$90.55	$1,292.07

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$3.25
NET PAY	$1,722.10	$37,006.94

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: 99008411)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**08/21/2023**	**08/27/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$25,072.75

ZACHRY

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

TIME AND 1/2				$11,248.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$3.25
NONTAX PER DIEM			$595.00	$11,120.00
		TOTAL PAY	$595.00	$47,515.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,256.53
FEDERAL W/H TAX S-00	$0.00	$5,834.14
FICA-HI	$0.00	$527.74
LOUISIANA S-00	$0.00	$1,292.07

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.25
NET PAY	$595.00	$37,601.94

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008532)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$23,712.75
TIME AND 1/2	51.0000	20.50	$1,045.50	$10,177.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$3.00
NONTAX PER DIEM				$9,930.00
		TOTAL PAY	$2,405.75	$43,894.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$149.15	$2,105.79
FEDERAL W/H TAX S-00	$426.23	$5,401.79
FICA-HI	$34.88	$492.48
LOUISIANA S-00	$89.46	$1,201.52

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$3.00
NET PAY	$1,705.78	$34,689.84

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: 99008533)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**08/14/2023**	**08/20/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$23,712.75

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

TIME AND 1/2				$10,177.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$3.00
NONTAX PER DIEM			$595.00	$10,525.00
		TOTAL PAY	$595.00	$44,489.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$2,105.79
FEDERAL W/H TAX S-00	$0.00	$5,401.79
FICA-HI	$0.00	$492.48
LOUISIANA S-00	$0.00	$1,201.52

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.00
NET PAY	$595.00	$35,284.84

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]0417	**114000**

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008644)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$22,352.75
TIME AND 1/2	51.0000	12.00	$612.00	$9,131.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$2.75
NONTAX PER DIEM				$9,335.00
		TOTAL PAY	$1,972.25	$40,893.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$122.28	$1,956.64
FEDERAL W/H TAX S-00	$322.19	$4,975.56
FICA-HI	$28.60	$457.60
LOUISIANA S-00	$71.04	$1,112.06

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$2.75
NET PAY	$1,427.89	$32,389.06

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: 99008645)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**08/07/2023**	**08/13/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$22,352.75

ZACHRY

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

TIME AND 1/2				$9,131.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$2.75
NONTAX PER DIEM			$595.00	$9,930.00
		TOTAL PAY	$595.00	$41,488.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,956.64
FEDERAL W/H TAX S-00	$0.00	$4,975.56
FICA-HI	$0.00	$457.60
LOUISIANA S-00	$0.00	$1,112.06

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.75
NET PAY	$595.00	$32,984.06

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008294)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$20,992.75
TIME AND 1/2	51.0000	12.50	$637.50	$8,519.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$2.50
NONTAX PER DIEM				$8,740.00
		TOTAL PAY	$1,997.75	$38,326.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.86	$1,834.36
FEDERAL W/H TAX S-00	$328.31	$4,653.37
FICA-HI	$28.96	$429.00
LOUISIANA S-00	$72.12	$1,041.02

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$2.50
NET PAY	$1,444.25	$30,366.17

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: 99008295)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**07/31/2023**	**08/06/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$20,992.75

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

TIME AND 1/2				$8,519.67
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$2.50
NONTAX PER DIEM			$595.00	$9,335.00
		TOTAL PAY	$595.00	$38,921.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,834.36
FEDERAL W/H TAX S-00	$0.00	$4,653.37
FICA-HI	$0.00	$429.00
LOUISIANA S-00	$0.00	$1,041.02

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.50
NET PAY	$595.00	$30,961.17

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008203)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$19,632.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$7,882.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL			$0.25	$2.25
NONTAX PER DIEM				$8,145.00
		TOTAL PAY	$2,431.25	$35,733.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.74	$1,710.50
FEDERAL W/H TAX S-00	$432.35	$4,325.06
FICA-HI	$35.26	$400.04
LOUISIANA S-00	$90.55	$968.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$2.25
NET PAY	$1,722.10	$28,326.92

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: 99008204)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**07/24/2023**	**07/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$19,632.75

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

TIME AND 1/2				$7,882.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$2.25
NONTAX PER DIEM			$595.00	$8,740.00
		TOTAL PAY	$595.00	$36,328.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,710.50
FEDERAL W/H TAX S-00	$0.00	$4,325.06
FICA-HI	$0.00	$400.04
LOUISIANA S-00	$0.00	$968.90

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.25
NET PAY	$595.00	$28,921.92

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008266)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$18,272.75
TIME AND 1/2	51.0000	21.00	$1,071.00	$6,811.17
SHIFT 2/UPLIFT	1.5000	21.00	$31.50	$71.50
SHIFT 2/UPLIFT	1.0000	40.00	$40.00	$71.50
TAXABLE GTL			$0.25	$2.00
NONTAX PER DIEM				$7,550.00
		TOTAL PAY	$2,502.75	$32,707.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$155.17	$1,559.76
FEDERAL W/H TAX S-00	$449.51	$3,892.71
FICA-HI	$36.29	$364.78
LOUISIANA S-00	$93.58	$878.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$2.00
NET PAY	$1,767.95	$26,009.82

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: 99008267)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**07/17/2023**	**07/23/2023**	**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				$18,272.75
TIME AND 1/2				$6,811.17
SHIFT 2/UPLIFT				$71.50
TAXABLE GTL				$2.00
NONTAX PER DIEM			$595.00	$8,145.00
		TOTAL PAY	$595.00	$33,302.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,559.76
FEDERAL W/H TAX S-00	$0.00	$3,892.71
FICA-HI	$0.00	$364.78
LOUISIANA S-00	$0.00	$878.35

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.00
NET PAY	$595.00	$26,604.82

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
GRABERT, BRANDON C	**HB01**	[redacted]0417	**114000**

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008054)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$16,912.75
TIME AND 1/2	51.0000	19.00	$969.00	$5,740.17
TAXABLE GTL			$0.25	$1.75
NONTAX PER DIEM				$6,955.00
		TOTAL PAY	$2,329.25	$29,609.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$144.41	$1,404.59
FEDERAL W/H TAX S-00	$407.87	$3,443.20
FICA-HI	$33.77	$328.49
LOUISIANA S-00	$86.21	$784.77

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$1.75
NET PAY	$1,656.74	$23,646.87

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: 99008055)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**07/10/2023**	**07/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$16,912.75
TIME AND 1/2				$5,740.17

ZACHRY

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

TAXABLE GTL				$1.75
NONTAX PER DIEM			$595.00	$7,550.00
		TOTAL PAY	$595.00	$30,204.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,404.59
FEDERAL W/H TAX S-00	$0.00	$3,443.20
FICA-HI	$0.00	$328.49
LOUISIANA S-00	$0.00	$784.77

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.75
NET PAY	$595.00	$24,241.87

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	ee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007843)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$15,552.75
TIME AND 1/2	51.0000	10.00	$510.00	$4,771.17
TAXABLE GTL			$0.25	$1.50
NONTAX PER DIEM				$6,360.00
		TOTAL PAY	$1,870.25	$26,685.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$115.96	$1,260.18
FEDERAL W/H TAX S-00	$299.00	$3,035.33
FICA-HI	$27.12	$294.72
LOUISIANA S-00	$66.70	$698.56

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$1.50
NET PAY	$1,361.22	$21,395.13

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: 99007844)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**07/03/2023**	**07/09/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$15,552.75
TIME AND 1/2				$4,771.17

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

TAXABLE GTL				$1.50
NONTAX PER DIEM			$595.00	$6,955.00
		TOTAL PAY	$595.00	$27,280.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,260.18
FEDERAL W/H TAX S-00	$0.00	$3,035.33
FICA-HI	$0.00	$294.72
LOUISIANA S-00	$0.00	$698.56

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.50
NET PAY	$595.00	$21,990.13

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	ee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 07/06/2023 | Check Number: 99008005)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/26/2023**	**07/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	37.50	$1,275.00	$14,192.75
TIME AND 1/2				$4,261.17
TAXABLE GTL			$0.50	$1.25
NONTAX PER DIEM				$5,765.00
		TOTAL PAY	$1,275.50	$24,220.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$79.08	$1,144.22
FEDERAL W/H TAX S-00	$168.16	$2,736.33
FICA-HI	$18.49	$267.60
LOUISIANA S-00	$41.43	$631.86

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.50	$1.25
NET PAY	$967.84	$19,438.91

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: 99008006)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/26/2023**	**07/02/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$14,192.75
TIME AND 1/2				$4,261.17

ZACHRY

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

TAXABLE GTL				$1.25
NONTAX PER DIEM			$595.00	$6,360.00
		TOTAL PAY	$595.00	$24,815.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,144.22
FEDERAL W/H TAX S-00	$0.00	$2,736.33
FICA-HI	$0.00	$267.60
LOUISIANA S-00	$0.00	$631.86

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.25
NET PAY	$595.00	$20,033.91

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

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008124)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/19/2023**	**06/25/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	30.50	$1,037.00	$12,917.75
TIME AND 1/2				$4,261.17
TAXABLE GTL			$0.50	$0.75
NONTAX PER DIEM				$5,170.00
		TOTAL PAY	$1,037.50	$22,349.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$64.33	$1,065.14
FEDERAL W/H TAX S-00	$115.80	$2,568.17
FICA-HI	$15.05	$249.11
LOUISIANA S-00	$31.31	$590.43

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.50	$0.75
NET PAY	$810.51	$17,876.07

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: 99008125)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/19/2023**	**06/25/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$12,917.75
TIME AND 1/2				$4,261.17

ZACHRY

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

TAXABLE GTL				$0.75
NONTAX PER DIEM			$595.00	$5,765.00
		TOTAL PAY	$595.00	$22,944.67

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,065.14
FEDERAL W/H TAX S-00	$0.00	$2,568.17
FICA-HI	$0.00	$249.11
LOUISIANA S-00	$0.00	$590.43

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.75
NET PAY	$595.00	$18,471.07

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

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]0417	**114000**

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007949)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$11,880.75
TIME AND 1/2	51.0000	12.50	$637.50	$4,261.17
TAXABLE GTL			$0.25	$0.25
NONTAX PER DIEM				$4,575.00
		TOTAL PAY	$1,997.75	$20,717.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$123.86	$1,000.81
FEDERAL W/H TAX S-00	$328.31	$2,452.37
FICA-HI	$28.97	$234.06
LOUISIANA S-00	$72.12	$559.12

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.25	$0.25
NET PAY	$1,444.24	$16,470.56

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: 99007950)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/12/2023**	**06/18/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$11,880.75
TIME AND 1/2				$4,261.17

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

TAXABLE GTL				$0.25
NONTAX PER DIEM			$595.00	$5,170.00
		TOTAL PAY	$595.00	$21,312.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,000.81
FEDERAL W/H TAX S-00	$0.00	$2,452.37
FICA-HI	$0.00	$234.06
LOUISIANA S-00	$0.00	$559.12

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.25
NET PAY	$595.00	$17,065.56

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007925)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$10,520.75
TIME AND 1/2	48.7500	23.00	$1,121.27	$3,623.67
NONTAX PER DIEM				$4,050.00
		TOTAL PAY	$2,421.27	$18,194.42

Taxes:

Description	Current	Year To Date
FICA-OASDI	$150.11	$876.95
FEDERAL W/H TAX S-00	$429.95	$2,124.06
FICA-HI	$35.10	$205.09
LOUISIANA S-00	$90.12	$487.00

Deductions:

Description	Current	Year To Date
NET PAY	$1,715.99	$14,501.32

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: 99007926)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/05/2023**	**06/11/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$10,520.75
TIME AND 1/2				$3,623.67
NONTAX PER DIEM			$525.00	$4,575.00
		TOTAL PAY	$525.00	$18,719.42

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$876.95
FEDERAL W/H TAX S-00	$0.00	$2,124.06
FICA-HI	$0.00	$205.09
LOUISIANA S-00	$0.00	$487.00

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$15,026.32

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007806)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$9,220.75
TIME AND 1/2	48.7500	0.50	$24.38	$2,502.40
NONTAX PER DIEM				$3,525.00
		TOTAL PAY	$1,324.38	$15,248.15

Taxes:

Description	Current	Year To Date
FICA-OASDI	$82.12	$726.84
FEDERAL W/H TAX S-00	$178.91	$1,694.11
FICA-HI	$19.21	$169.99
LOUISIANA S-00	$43.50	$396.88

Deductions:

Description	Current	Year To Date
NET PAY	$1,000.64	$12,260.33

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: 99007807)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/29/2023**	**06/04/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$9,220.75
TIME AND 1/2				$2,502.40
NONTAX PER DIEM			$525.00	$4,050.00
		TOTAL PAY	$525.00	$15,773.15

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$726.84
FEDERAL W/H TAX S-00	$0.00	$1,694.11
FICA-HI	$0.00	$169.99
LOUISIANA S-00	$0.00	$396.88

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$12,785.33

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

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008250)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$7,920.75
TIME AND 1/2				$2,478.02
NONTAX PER DIEM				$3,000.00
		TOTAL PAY	$1,180.00	$13,398.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.16	$644.72
FEDERAL W/H TAX S-00	$147.15	$1,515.20
FICA-HI	$17.11	$150.78
LOUISIANA S-00	$37.37	$353.38

Deductions:

Description	Current	Year To Date
NET PAY	$905.21	$10,734.69

Memos:

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

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008251)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/22/2023**	**05/28/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,920.75
TIME AND 1/2				$2,478.02
NONTAX PER DIEM			$525.00	$3,525.00
		TOTAL PAY	$525.00	$13,923.77

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$644.72
FEDERAL W/H TAX S-00	$0.00	$1,515.20
FICA-HI	$0.00	$150.78
LOUISIANA S-00	$0.00	$353.38

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$11,259.69

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008291)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$6,740.75
TIME AND 1/2	44.2500	20.00	$885.00	$2,478.02
NONTAX PER DIEM				$2,475.00
		TOTAL PAY	$2,065.00	$11,693.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.03	$571.56
FEDERAL W/H TAX S-00	$344.45	$1,368.05
FICA-HI	$29.94	$133.67
LOUISIANA S-00	$74.98	$316.01

Deductions:

Description	Current	Year To Date
NET PAY	$1,487.60	$9,304.48

Memos:

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

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008292)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/15/2023**	**05/21/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,740.75
TIME AND 1/2				$2,478.02
NONTAX PER DIEM			$525.00	$3,000.00
		TOTAL PAY	$525.00	$12,218.77

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$571.56
FEDERAL W/H TAX S-00	$0.00	$1,368.05
FICA-HI	$0.00	$133.67
LOUISIANA S-00	$0.00	$316.01

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$9,829.48

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008163)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$5,560.75
TIME AND 1/2	44.2500	10.00	$442.50	$1,593.02
NONTAX PER DIEM				$1,950.00
		TOTAL PAY	$1,622.50	$9,103.77

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.59	$443.53
FEDERAL W/H TAX S-00	$244.50	$1,023.60
FICA-HI	$23.53	$103.73
LOUISIANA S-00	$56.17	$241.03

Deductions:

Description	Current	Year To Date
NET PAY	$1,197.71	$7,291.88

Memos:

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

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008164)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/08/2023**	**05/14/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$5,560.75
TIME AND 1/2				$1,593.02
NONTAX PER DIEM			$525.00	$2,475.00
		TOTAL PAY	$525.00	$9,628.77

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$443.53
FEDERAL W/H TAX S-00	$0.00	$1,023.60
FICA-HI	$0.00	$103.73
LOUISIANA S-00	$0.00	$241.03

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$7,816.88

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008308)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$4,380.75
TIME AND 1/2	44.2500	16.00	$708.02	$1,150.52
NONTAX PER DIEM				$1,425.00
		TOTAL PAY	$1,888.02	$6,956.27

Taxes:

Description	Current	Year To Date
FICA-OASDI	$117.06	$342.94
FEDERAL W/H TAX S-00	$302.91	$779.10
FICA-HI	$27.37	$80.20
LOUISIANA S-00	$67.46	$184.86

Deductions:

Description	Current	Year To Date
NET PAY	$1,373.22	$5,569.17

Memos:

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

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008309)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/01/2023**	**05/07/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,380.75
TIME AND 1/2				$1,150.52
NONTAX PER DIEM			$525.00	$1,950.00
		TOTAL PAY	$525.00	$7,481.27

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$342.94
FEDERAL W/H TAX S-00	$0.00	$779.10
FICA-HI	$0.00	$80.20
LOUISIANA S-00	$0.00	$184.86

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$6,094.17

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008298)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$3,200.75
TIME AND 1/2				$442.50
NONTAX PER DIEM				$525.00
		TOTAL PAY	$1,180.00	$4,168.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.16	$225.88
FEDERAL W/H TAX S-00	$147.15	$476.19
FICA-HI	$17.11	$52.83
LOUISIANA S-00	$37.37	$117.40

Deductions:

Description	Current	Year To Date
NET PAY	$905.21	$3,295.95

Memos:

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

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008299)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/24/2023**	**04/30/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,200.75
TIME AND 1/2				$442.50
NONTAX PER DIEM			$900.00	$1,425.00
		TOTAL PAY	$900.00	$5,068.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$225.88
FEDERAL W/H TAX S-00	$0.00	$476.19
FICA-HI	$0.00	$52.83
LOUISIANA S-00	$0.00	$117.40

Deductions:

Description	Current	Year To Date
NET PAY	$900.00	$4,195.95

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008405)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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	$2,020.75
TIME AND 1/2	44.2500	10.00	$442.50	$442.50
		TOTAL PAY	$1,622.50	$2,463.25

Taxes:

Description	Current	Year To Date
FICA-OASDI	$100.59	$152.72
FEDERAL W/H TAX S-00	$244.50	$329.04
FICA-HI	$23.53	$35.72
LOUISIANA S-00	$56.17	$80.03

Deductions:

Description	Current	Year To Date
NET PAY	$1,197.71	$1,865.74

Memos:

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

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008406)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/17/2023**	**04/23/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$2,020.75
TIME AND 1/2				$442.50
NONTAX PER DIEM			$525.00	$525.00
		TOTAL PAY	$525.00	$2,988.25

ZACHRY

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

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$152.72
FEDERAL W/H TAX S-00	$0.00	$329.04
FICA-HI	$0.00	$35.72
LOUISIANA S-00	$0.00	$80.03

Deductions:

Description	Current	Year To Date
NET PAY	$525.00	$2,390.74

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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008305)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/10/2023**	**04/16/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	29.5000	28.50	$840.75	$840.75
		TOTAL PAY	$840.75	$840.75

Taxes:

Description	Current	Year To Date
FICA-OASDI	$52.13	$52.13
FEDERAL W/H TAX S-00	$84.54	$84.54
FICA-HI	$12.19	$12.19
LOUISIANA S-00	$23.86	$23.86

Deductions:

Description	Current	Year To Date
NET PAY	$668.03	$668.03

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
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	it FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	407.34	56,137.87
Imputed Earnings	0.00	13.20
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	28.51	2,984.56
Employee Tax Deductions	50.27	14,305.82
Voluntary Deductions	23.25	257.50
Net Payment	305.31	46,991.79

Earnings		
Description	Current	Year to Date
Group Term Life	0.00	13.20
OT Time	0.00	14,850.50
OT Time Prem	0.00	14,563.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	0.00	5,950.00
Regular Hours	0.00	32,606.50
Special Allowance	0.00	753.58
Vacation Regulatory Payout	407.34	407.34

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
OT Time Hours Worked	0.00	323.50
OT Time Prem Hours Worked	0.00	323.50

Pay Details

Regular Hours Hours Worked	0.00	1,045.00
Total Hours Worked	0.00	1,368.50
Vacation Entitlement Hours	0.00	40.00
Vacation Regulatory Payout Hours Worked	13.14	13.14

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	0.00	4.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	28.51	2,984.56

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	25.26	3,480.55
FIT Withheld	9.81	8,127.75
Medicare Employee Withheld	5.91	814.00
SIT Withheld (LA)	9.29	1,883.52

Other Deductions

Description	Current	Year to Date
Badge Replacement Retroactive (Badge Replacement)	0.00	25.00
ZHI 401k Loan (0)	23.25	232.50

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	99.90
LTD ER	0.00	58.56
ZHI 401K Employer Match	18.33	2,195.39

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
968660560	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	305.31

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	nit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	1,519.44	55,135.53
Imputed Earnings	0.44	13.20
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	106.33	2,956.04
Employee Tax Deductions	318.98	14,053.85
Voluntary Deductions	23.25	234.25
Net Payment	1,070.44	46,293.18

Earnings		
Description	Current	Year to Date
Group Term Life	0.44	13.20
OT Time	186.00	14,850.50
OT Time Prem	93.00	14,563.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	0.00	5,355.00
Regular Hours	1,240.00	32,606.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
OT Time Hours Worked	6.00	323.50
OT Time Prem Hours Worked	6.00	323.50
Regular Hours Hours Worked	40.00	1,045.00

Pay Details

Total Hours Worked	0.00	1,368.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	0.00	3.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	106.33	2,956.05

Tax Deductions

Description	Current	Year to Date
FIT Withheld	153.88	7,987.04
Social Security Employee Withheld	94.20	3,418.40
Medicare Employee Withheld	22.04	799.47
SIT Withheld (LA)	48.86	1,848.94

Other Deductions

Description	Current	Year to Date
Badge Replacement Retroactive (Badge Replacement)	0.00	25.00
ZHI 401k Loan (0)	23.25	209.25

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	3.33	99.90
LTD ER	3.66	58.56
ZHI 401K Employer Match	68.36	2,177.06

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
865782634	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	1,070.44

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	nit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	595.00	55,730.53
Imputed Earnings	0.00	13.20
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	0.00	2,956.04
Employee Tax Deductions	201.70	14,255.55
Voluntary Deductions	0.00	234.25
Net Payment	393.30	46,686.48

Earnings		
Description	Current	Year to Date
Group Term Life	0.00	13.20
OT Time	0.00	14,850.50
OT Time Prem	0.00	14,563.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	595.00	5,950.00
Regular Hours	0.00	32,606.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
OT Time Hours Worked	0.00	323.50
OT Time Prem Hours Worked	0.00	323.50
Regular Hours Hours Worked	0.00	1,045.00

Pay Details

Total Hours Worked	0.00	1,368.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	1.00	4.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	0.00	2,956.05

Tax Deductions

Description	Current	Year to Date
FIT Withheld	130.90	8,117.94
Social Security Employee Withheld	36.89	3,455.29
Medicare Employee Withheld	8.62	808.09
SIT Withheld (LA)	25.29	1,874.23

Other Deductions

Description	Current	Year to Date
Badge Replacement Retroactive (Badge Replacement)	0.00	25.00
ZHI 401k Loan (0)	0.00	209.25

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	99.90
LTD ER	0.00	58.56
ZHI 401K Employer Match	0.00	2,177.06

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
865782625	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	393.30

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	nit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	255.00	53,616.09
Imputed Earnings	0.00	12.76
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	0.00	2,849.72
Employee Tax Deductions	85.13	13,734.87
Voluntary Deductions	0.00	211.00
Net Payment	169.87	45,222.74

Earnings		
Description	Current	Year to Date
Group Term Life	0.00	12.76
OT Time	0.00	14,664.50
OT Time Prem	0.00	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	255.00	5,355.00
Regular Hours	0.00	31,366.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
OT Time Hours Worked	0.00	317.50
OT Time Prem Hours Worked	0.00	317.50
Regular Hours Hours Worked	0.00	1,005.00

Pay Details

Total Hours Worked	0.00	1,322.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	1.00	3.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	0.00	2,849.72

Tax Deductions

Description	Current	Year to Date
FIT Withheld	56.10	7,833.16
Social Security Employee Withheld	15.81	3,324.20
Medicare Employee Withheld	3.69	777.43
SIT Withheld (LA)	9.53	1,800.08

Other Deductions

Description	Current	Year to Date
Badge Replacement Retroactive (Badge Replacement)	0.00	25.00
ZHI 401k Loan (0)	0.00	186.00

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	96.57
LTD ER	0.00	54.90
ZHI 401K Employer Match	0.00	2,108.70

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
761231672	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	169.87

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	Unit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	837.44	53,361.09
Imputed Earnings	0.44	12.76
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	50.22	2,849.72
Employee Tax Deductions	143.90	13,649.74
Voluntary Deductions	48.25	211.00
Net Payment	594.63	45,052.88

Earnings		
Description	Current	Year to Date
Group Term Life	0.44	12.76
OT Time	0.00	14,664.50
OT Time Prem	0.00	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	0.00	5,100.00
Regular Hours	837.00	31,366.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
OT Time Hours Worked	0.00	317.50
OT Time Prem Hours Worked	0.00	317.50
Regular Hours Hours Worked	27.00	1,005.00

Pay Details

Total Hours Worked	0.00	1,322.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	0.00	2.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	50.22	2,849.72

Tax Deductions

Description	Current	Year to Date
FIT Withheld	56.26	7,777.06
Social Security Employee Withheld	51.92	3,308.39
Medicare Employee Withheld	12.15	773.74
SIT Withheld (LA)	23.57	1,790.55

Other Deductions

Description	Current	Year to Date
Badge Replacement Retroactive (Badge Replacement)	25.00	25.00
ZHI 401k Loan (0)	23.25	186.00

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	3.33	96.57
LTD ER	3.66	54.90
ZHI 401K Employer Match	37.66	2,108.70

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
761231674	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	594.63

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	Unit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	310.44	52,438.65
Imputed Earnings	0.44	12.32
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	18.60	2,799.50
Employee Tax Deductions	31.04	13,477.66
Voluntary Deductions	23.25	162.75
Net Payment	237.11	44,401.42

Earnings		
Description	Current	Year to Date
Group Term Life	0.44	12.32
OT Time	0.00	14,664.50
OT Time Prem	0.00	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	0.00	5,015.00
Regular Hours	310.00	30,529.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
HED_500	0.00	62.50
OT Time Hours Worked	0.00	317.50
OT Time Prem Hours Worked	0.00	317.50

Pay Details

Regular Hours Hours Worked	10.00	978.00
Total Hours Worked	0.00	1,295.50
Vacation Entitlement Hours	0.00	40.00

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	18.60	2,799.49

Tax Deductions

Description	Current	Year to Date
Social Security Employee Withheld	19.25	3,251.20
Medicare Employee Withheld	4.50	760.36
FIT Withheld	1.06	7,702.10
SIT Withheld (LA)	6.23	1,764.00

Other Deductions

Description	Current	Year to Date
ZHI 401k Loan (0)	23.25	162.75

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	3.33	93.24
LTD ER	3.66	51.24
ZHI 401K Employer Match	13.95	2,071.04

Absence Accruals

Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	Hours	40.00
Vacation Accrual Hours	Hours	10.83

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
660776765	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	237.11

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	Unit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	85.00	52,523.65
Imputed Earnings	0.00	12.32
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	0.00	2,799.50
Employee Tax Deductions	28.18	13,505.84
Voluntary Deductions	0.00	162.75
Net Payment	56.82	44,458.24

Earnings		
Description	Current	Year to Date
Group Term Life	0.00	12.32
OT Time	0.00	14,664.50
OT Time Prem	0.00	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	85.00	5,100.00
Regular Hours	0.00	30,529.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
HED_500	0.00	62.50
OT Time Hours Worked	0.00	317.50
OT Time Prem Hours Worked	0.00	317.50

Pay Details

Regular Hours Hours Worked	0.00	978.00
Total Hours Worked	0.00	1,295.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	1.00	2.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	0.00	2,799.49

Tax Deductions

Description	Current	Year to Date
FIT Withheld	18.70	7,720.80
Social Security Employee Withheld	5.27	3,256.47
Medicare Employee Withheld	1.23	761.59
SIT Withheld (LA)	2.98	1,766.98

Other Deductions

Description	Current	Year to Date
ZHI 401k Loan (0)	0.00	162.75

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	93.24
LTD ER	0.00	51.24
ZHI 401K Employer Match	0.00	2,071.04

Absence Accruals

Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	Hours	40.00
Vacation Accrual Hours	Hours	10.83

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
670399675	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	56.82

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	g Unit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	1,821.69	51,618.21
Imputed Earnings	0.44	11.88
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	109.28	2,780.90
Employee Tax Deductions	420.67	13,273.72
Voluntary Deductions	23.25	139.50
Net Payment	1,268.06	43,827.22

Earnings		
Description	Current	Year to Date
Group Term Life	0.44	11.88
OT Time	387.50	14,664.50
OT Time Prem	193.75	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	0.00	4,505.00
Regular Hours	1,240.00	30,219.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
HED_500	0.00	52.50
OT Time Hours Worked	12.50	317.50
OT Time Prem Hours Worked	12.50	317.50

Pay Details

Regular Hours Hours Worked	**40.00**	**968.00**
Total Hours Worked	**0.00**	**1,285.50**
Vacation Entitlement Hours	**0.00**	**40.00**

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	**109.28**	**2,780.89**

Tax Deductions

Description	Current	Year to Date
FIT Withheld	**219.73**	**7,588.84**
Social Security Employee Withheld	**112.95**	**3,200.33**
Medicare Employee Withheld	**26.41**	**748.46**
SIT Withheld (LA)	**61.58**	**1,736.09**

Other Deductions

Description	Current	Year to Date
ZHI 401k Loan (0)	**23.25**	**139.50**

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	**3.33**	**89.91**
LTD ER	**3.66**	**47.58**
ZHI 401K Employer Match	**81.96**	**2,057.09**

Absence Accruals

Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	**Hours**	**40.00**
Vacation Accrual Hours	**Hours**	**10.06**

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
552054207	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	**1,268.06**

Pay Details

Please go to website TBD to see your time off accruals and balances

Employee Name	Salary Basis Name	Payroll
Brandon C Grabert	US Hourly	US Weekly Sunday
Number	Assignment Number	Hire Date
[redacted]2259	E0031952259	12-Apr-2023
Work Phone	Unit FEIN	Tax Reporting Unit Name
(210) 588-5000	[redacted]	Zachry Industrial, Inc.
	Employee Address	Tax Reporting Unit Address
	4046 Highway One Raceland, LA 70394 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	31.00

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	510.00	52,128.21
Imputed Earnings	0.00	11.88
Nonpayroll Payment	0.00	8,415.00
Pretax Deductions	0.00	2,780.90
Employee Tax Deductions	172.90	13,446.62
Voluntary Deductions	0.00	139.50
Net Payment	337.10	44,164.32

Earnings		
Description	Current	Year to Date
Group Term Life	0.00	11.88
OT Time	0.00	14,664.50
OT Time Prem	0.00	14,470.75
Per Diem Non Taxable	0.00	8,415.00
Per Diem Taxable	510.00	5,015.00
Regular Hours	0.00	30,219.50
Special Allowance	0.00	753.58

Absences		
Description	Current	Year to Date
Vacation Entitlement Payment	0.00	1,270.00

Hours		
Description	Current	Year to Date
HED_500	0.00	52.50
OT Time Hours Worked	0.00	317.50
OT Time Prem Hours Worked	0.00	317.50

Pay Details

Regular Hours Hours Worked	0.00	968.00
Total Hours Worked	0.00	1,285.50
Vacation Entitlement Hours	0.00	40.00

Other Units

Description	Current	Year to Date
Per Diem Taxable Other Units	1.00	1.00

Pretax Deductions

Description	Current	Year to Date
ZHI 401K	0.00	2,780.89

Tax Deductions

Description	Current	Year to Date
FIT Withheld	112.20	7,701.04
Social Security Employee Withheld	31.62	3,231.95
Medicare Employee Withheld	7.40	755.86
SIT Withheld (LA)	21.68	1,757.77

Other Deductions

Description	Current	Year to Date
ZHI 401k Loan (0)	0.00	139.50

Company Contributions

Description	Current	Year to Date
Group Term Life Insurance ER	0.00	89.91
LTD ER	0.00	47.58
ZHI 401K Employer Match	0.00	2,057.09

Absence Accruals

Description	Unit of Measure	Inception to Date
Jury Duty Accrual Hours	Hours	40.00
Vacation Accrual Hours	Hours	10.06

Net Pay Distribution

Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
561865463	CAPITAL ONE	CAPITAL ONE 031176110	[redacted]	USD	337.10

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002370)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/17/2024**	**06/23/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	20.50	$635.50	$28,979.50
TIME AND 1/2				$14,277.00
TAXABLE GTL			$0.44	$11.44
VAC SALARY/CLER				$340.00
VACATION-HRLY				$930.00
PER DIEM-TAXABL			$85.00	$4,505.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$720.94	$58,211.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$44.69	$3,087.38
FEDERAL W/H TAX S-00	$72.13	$7,369.11
FICA-HI	$10.45	$722.05
LOUISIANA S-00	$18.33	$1,674.51

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$11.44
*401(K) EMPLOYEE **	$38.13	$2,671.62
401(K) LOAN	$23.25	$116.25
NET PAY	$513.52	$42,559.16

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$76.73	$1,975.13

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	9.29
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/20/2024 | Check Number: 99002344)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/10/2024**	**06/16/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$28,344.00
TIME AND 1/2	46.5000	10.00	$465.00	$14,277.00
TAXABLE GTL			$0.44	$11.00
VAC SALARY/CLER				$340.00
VACATION-HRLY				$930.00
PER DIEM-TAXABL			$595.00	$4,420.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,300.44	$57,490.58

Taxes:

Description	Current	Year To Date
FICA-OASDI	$142.63	$3,042.69
FEDERAL W/H TAX S-00	$363.07	$7,296.98
FICA-HI	$33.36	$711.60
LOUISIANA S-00	$80.64	$1,656.18

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$11.00
*401(K) EMPLOYEE **	$102.30	$2,633.49
401(K) LOAN	$23.25	$93.00
NET PAY	$1,554.75	$42,045.64

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$98.70	$1,898.40

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	8.52
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 06/13/2024 | Check Number: 99002415)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**06/03/2024**	**06/09/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$27,104.00
TIME AND 1/2	46.5000	20.50	$953.25	$13,812.00
TAXABLE GTL			$0.44	$10.56
VAC SALARY/CLER				$340.00
VACATION-HRLY				$930.00
PER DIEM-TAXABL			$595.00	$3,825.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,788.69	$55,190.14

Taxes:

Description	Current	Year To Date
FICA-OASDI	$172.90	$2,900.06
FEDERAL W/H TAX S-00	$464.31	$6,933.91
FICA-HI	$40.44	$678.24
LOUISIANA S-00	$100.14	$1,575.54

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$10.56
*401(K) EMPLOYEE **	$131.60	$2,531.19
401(K) LOAN	$23.25	$69.75
NET PAY	$1,855.61	$40,490.89

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$41.85	$1,799.70

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	7.75
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 06/06/2024 | Check Number: 99002499)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/27/2024**	**06/02/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	30.00	$930.00	$25,864.00
TIME AND 1/2				$12,858.75
TAXABLE GTL			$0.44	$10.12
VAC SALARY/CLER				$340.00
VACATION-HRLY				$930.00
PER DIEM-TAXABL			$255.00	$3,230.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$1,185.44	$52,401.45

Taxes:

Description	Current	Year To Date
FICA-OASDI	$73.50	$2,727.16
FEDERAL W/H TAX S-00	$142.75	$6,469.60
FICA-HI	$17.19	$637.80
LOUISIANA S-00	$35.23	$1,475.40

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$10.12
*401(K) EMPLOYEE **	$55.80	$2,399.59
401(K) LOAN	$23.25	$46.50
NET PAY	$837.28	$38,635.28

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$76.73	$1,757.85

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.98
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 05/30/2024 | Check Number: 99003701)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/20/2024**	**05/26/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$24,934.00
TIME AND 1/2	46.5000	10.00	$465.00	$12,858.75
TAXABLE GTL			$0.44	$9.68
VAC SALARY/CLER				$340.00
VACATION-HRLY				$930.00
PER DIEM-TAXABL			$595.00	$2,975.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,300.44	$51,216.01

Taxes:

Description	Current	Year To Date
FICA-OASDI	$142.62	$2,653.66
FEDERAL W/H TAX S-00	$363.07	$6,326.85
FICA-HI	$33.35	$620.61
LOUISIANA S-00	$80.64	$1,440.17

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$9.68
*401(K) EMPLOYEE **	$102.30	$2,343.79
401(K) LOAN	$23.25	$23.25
NET PAY	$1,554.77	$37,798.00

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$80.21	$1,681.12

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	6.21
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 05/23/2024 | Check Number: 99003754)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/13/2024**	**05/19/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$23,694.00
TIME AND 1/2	46.5000	5.00	$232.50	$12,393.75
TAXABLE GTL			$0.44	$9.24
VAC SALARY/CLER				$340.00
VACATION-HRLY	31.0000	10.00	$310.00	$930.00
PER DIEM-TAXABL			$595.00	$2,380.00
SPEC ALLOWANCE				$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,377.94	$48,915.57

Taxes:

Description	Current	Year To Date
FICA-OASDI	$147.44	$2,511.04
FEDERAL W/H TAX S-00	$379.10	$5,963.78
FICA-HI	$34.48	$587.26
LOUISIANA S-00	$83.73	$1,359.53

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$9.24
*401(K) EMPLOYEE **	$106.95	$2,241.49
NET PAY	$1,625.80	$36,243.23

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$76.73	$1,600.91

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	5.44
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 05/16/2024 | Check Number: 99005228)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**05/06/2024**	**05/12/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$22,454.00
TIME AND 1/2	46.5000	10.00	$465.00	$12,161.25
TAXABLE GTL			$0.44	$8.80
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
PER DIEM-TAXABL			$595.00	$1,785.00
SPEC ALLOWANCE				$753.58
SPEC ALLOWANCE			$753.58	$753.58
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,300.44	$46,537.63

Taxes:

Description	Current	Year To Date
FICA-OASDI	$142.63	$2,363.60
FEDERAL W/H TAX S-00	$363.07	$5,584.68
FICA-HI	$33.36	$552.78
LOUISIANA S-00	$80.64	$1,275.80

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$8.80
*401(K) EMPLOYEE **	$102.30	$2,134.54
NET PAY	$1,578.00	$34,617.43

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$93.47	$1,524.18

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	14.67
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 05/09/2024 | Check Number: 99005291)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/29/2024**	**05/05/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$21,214.00
TIME AND 1/2	46.5000	18.00	$837.00	$11,696.25
TAXABLE GTL			$0.44	$8.36
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
PER DIEM-TAXABL			$595.00	$1,190.00
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,672.44	$43,483.61

Taxes:

Description	Current	Year To Date
FICA-OASDI	$165.69	$2,174.25
FEDERAL W/H TAX S-00	$440.00	$5,055.82
FICA-HI	$38.75	$508.49
LOUISIANA S-00	$95.50	$1,165.02

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$8.36
*401(K) EMPLOYEE **	$124.62	$2,032.24
NET PAY	$1,807.44	$32,539.43

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.00	$1,430.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.90
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 05/02/2024 | Check Number: 99005451)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/22/2024**	**04/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$19,974.00
TIME AND 1/2	46.5000	13.00	$604.50	$10,859.25
TAXABLE GTL			$0.44	$7.92
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
PER DIEM-TAXABL			$595.00	$595.00
NONTAX PER DIEM				$8,415.00
		TOTAL PAY	$2,439.94	$40,811.17

Taxes:

Description	Current	Year To Date
FICA-OASDI	$151.27	$2,008.56
FEDERAL W/H TAX S-00	$391.92	$4,615.82
FICA-HI	$35.37	$469.74
LOUISIANA S-00	$86.21	$1,069.52

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$7.92
*401(K) EMPLOYEE **	$110.67	$1,907.62
NET PAY	$1,664.06	$30,731.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$96.60	$1,347.71

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	13.13
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005566)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/15/2024**	**04/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$18,734.00
TIME AND 1/2	46.5000	19.50	$906.75	$10,254.75
TAXABLE GTL			$0.44	$7.48
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$7,820.00
		TOTAL PAY	$2,147.19	$37,776.23

Taxes:

Description	Current	Year To Date
FICA-OASDI	$133.13	$1,857.29
FEDERAL W/H TAX S-00	$323.52	$4,223.90
FICA-HI	$31.14	$434.37
LOUISIANA S-00	$73.00	$983.31

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$7.48
*401(K) EMPLOYEE **	$128.81	$1,796.95
NET PAY	$1,457.15	$28,472.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$71.49	$1,251.11

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.36
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005567)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/15/2024**	**04/21/2024**	**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				$18,734.00
TIME AND 1/2				$10,254.75
TAXABLE GTL				$7.48
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$8,415.00
		TOTAL PAY	$595.00	$38,371.23

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,857.29
FEDERAL W/H TAX S-00	$0.00	$4,223.90
FICA-HI	$0.00	$434.37
LOUISIANA S-00	$0.00	$983.31

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.48
*401(K) EMPLOYEE **		$1,796.95
NET PAY	$595.00	$29,067.93

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,251.11

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	12.36
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005640)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/08/2024**	**04/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$17,494.00
TIME AND 1/2	46.5000	7.50	$348.75	$9,348.00
TAXABLE GTL			$0.44	$7.04
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$7,225.00
		TOTAL PAY	$1,589.19	$35,034.04

Taxes:

Description	Current	Year To Date
FICA-OASDI	$98.53	$1,724.16
FEDERAL W/H TAX S-00	$208.13	$3,900.38
FICA-HI	$23.04	$403.23
LOUISIANA S-00	$50.71	$910.31

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$7.04
*401(K) EMPLOYEE **	$95.33	$1,668.14
NET PAY	$1,113.01	$26,420.78

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$97.65	$1,179.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.59
VACATION ACCRUAL PER WEEK	0.77
VACATION HOURS ACCRUAL LIMIT	80.00

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005641)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/08/2024**	**04/14/2024**	**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				$17,494.00
TIME AND 1/2				$9,348.00
TAXABLE GTL				$7.04
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$7,820.00
		TOTAL PAY	$595.00	$35,629.04

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,724.16
FEDERAL W/H TAX S-00	$0.00	$3,900.38
FICA-HI	$0.00	$403.23
LOUISIANA S-00	$0.00	$910.31

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$7.04
*401(K) EMPLOYEE **		$1,668.14
NET PAY	$595.00	$27,015.78

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,179.62

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	11.59
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005671)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/01/2024**	**04/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$16,254.00
TIME AND 1/2	46.5000	20.00	$930.00	$8,999.25
TAXABLE GTL			$0.44	$6.60
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$6,630.00
		TOTAL PAY	$2,170.44	$32,849.85

Taxes:

Description	Current	Year To Date
FICA-OASDI	$134.57	$1,625.63
FEDERAL W/H TAX S-00	$328.33	$3,692.25
FICA-HI	$31.47	$380.19
LOUISIANA S-00	$73.93	$859.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$6.60
*401(K) EMPLOYEE **	$130.20	$1,572.81
NET PAY	$1,471.50	$24,712.77

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$114.40	$1,081.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005672)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**04/01/2024**	**04/07/2024**	**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				$16,254.00
TIME AND 1/2				$8,999.25
TAXABLE GTL				$6.60
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$7,225.00
		TOTAL PAY	$595.00	$33,444.85

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,625.63
FEDERAL W/H TAX S-00	$0.00	$3,692.25
FICA-HI	$0.00	$380.19
LOUISIANA S-00	$0.00	$859.60

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.60
*401(K) EMPLOYEE **		$1,572.81
NET PAY	$595.00	$25,307.77

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$1,081.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005949)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/25/2024**	**03/31/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	27.00	$837.00	$15,014.00
TIME AND 1/2				$8,069.25
TAXABLE GTL			$0.44	$6.16
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$6,375.00
		TOTAL PAY	$837.44	$30,424.41

Taxes:

Description	Current	Year To Date
FICA-OASDI	$51.92	$1,491.06
FEDERAL W/H TAX S-00	$76.16	$3,363.92
FICA-HI	$12.15	$348.72
LOUISIANA S-00	$21.98	$785.67

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$6.16
*401(K) EMPLOYEE **	$50.22	$1,442.61
NET PAY	$624.57	$22,986.27

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$967.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005950)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/25/2024**	**03/31/2024**	**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				$15,014.00
TIME AND 1/2				$8,069.25
TAXABLE GTL				$6.16
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$255.00	$6,630.00
		TOTAL PAY	$255.00	$30,679.41

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,491.06
FEDERAL W/H TAX S-00	$0.00	$3,363.92
FICA-HI	$0.00	$348.72
LOUISIANA S-00	$0.00	$785.67

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$6.16
*401(K) EMPLOYEE **		$1,442.61
NET PAY	$255.00	$23,241.27

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$967.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006713)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/18/2024**	**03/24/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$14,177.00
TIME AND 1/2	46.5000	10.00	$465.00	$8,069.25
TAXABLE GTL			$0.44	$5.72
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$5,780.00
		TOTAL PAY	$1,705.44	$28,991.97

Taxes:

Description	Current	Year To Date
FICA-OASDI	$105.74	$1,439.14
FEDERAL W/H TAX S-00	$232.17	$3,287.76
FICA-HI	$24.73	$336.57
LOUISIANA S-00	$55.35	$763.69

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$5.72
*401(K) EMPLOYEE **	$102.30	$1,392.39
NET PAY	$1,184.71	$21,766.70

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$75.68	$967.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006714)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/18/2024**	**03/24/2024**	**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				$14,177.00
TIME AND 1/2				$8,069.25
TAXABLE GTL				$5.72
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$6,375.00
		TOTAL PAY	$595.00	$29,586.97

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,439.14
FEDERAL W/H TAX S-00	$0.00	$3,287.76
FICA-HI	$0.00	$336.57
LOUISIANA S-00	$0.00	$763.69

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.72
*401(K) EMPLOYEE **		$1,392.39
NET PAY	$595.00	$22,361.70

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$967.57

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006989)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/11/2024**	**03/17/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$12,937.00
TIME AND 1/2	46.5000	9.50	$441.75	$7,604.25
TAXABLE GTL			$0.44	$5.28
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$5,185.00
		TOTAL PAY	$1,682.19	$26,691.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$104.29	$1,333.40
FEDERAL W/H TAX S-00	$227.36	$3,055.59
FICA-HI	$24.39	$311.84
LOUISIANA S-00	$54.42	$708.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$5.28
*401(K) EMPLOYEE **	$100.91	$1,290.09
NET PAY	$1,170.38	$19,986.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$90.33	$891.89

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006990)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/11/2024**	**03/17/2024**	**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				$12,937.00
TIME AND 1/2				$7,604.25
TAXABLE GTL				$5.28
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$5,780.00
		TOTAL PAY	$595.00	$27,286.53

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,333.40
FEDERAL W/H TAX S-00	$0.00	$3,055.59
FICA-HI	$0.00	$311.84
LOUISIANA S-00	$0.00	$708.34

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$5.28
*401(K) EMPLOYEE **		$1,290.09
NET PAY	$595.00	$20,581.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$891.89

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 03/14/2024 | Check Number: 99007090)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/04/2024**	**03/10/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$11,697.00
TIME AND 1/2	46.5000	16.50	$767.25	$7,162.50
TAXABLE GTL			$0.44	$4.84
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$4,590.00
		TOTAL PAY	$2,007.69	$24,414.34

Taxes:

Description	Current	Year To Date
FICA-OASDI	$124.48	$1,229.11
FEDERAL W/H TAX S-00	$294.68	$2,828.23
FICA-HI	$29.11	$287.45
LOUISIANA S-00	$67.43	$653.92

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$4.84
*401(K) EMPLOYEE **	$120.44	$1,189.18
NET PAY	$1,371.11	$18,221.61

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$69.40	$801.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 03/14/2024 | Check Number: 99007091)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**03/04/2024**	**03/10/2024**	**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				$11,697.00
TIME AND 1/2				$7,162.50
TAXABLE GTL				$4.84
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$5,185.00
		TOTAL PAY	$595.00	$25,009.34

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,229.11
FEDERAL W/H TAX S-00	$0.00	$2,828.23
FICA-HI	$0.00	$287.45
LOUISIANA S-00	$0.00	$653.92

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.84
*401(K) EMPLOYEE **		$1,189.18
NET PAY	$595.00	$18,816.61

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$801.56

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007308)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/26/2024**	**03/03/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$10,457.00
TIME AND 1/2	46.5000	6.50	$302.25	$6,395.25
TAXABLE GTL			$0.44	$4.40
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM				$3,995.00
		TOTAL PAY	$1,542.69	$21,811.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$95.64	$1,104.63
FEDERAL W/H TAX S-00	$198.51	$2,533.55
FICA-HI	$22.37	$258.34
LOUISIANA S-00	$48.85	$586.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$4.40
*401(K) EMPLOYEE **	$92.54	$1,068.74
NET PAY	$1,084.34	$16,255.50

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$55.80	$732.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007309)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/26/2024**	**03/03/2024**	**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				$10,457.00
TIME AND 1/2				$6,395.25
TAXABLE GTL				$4.40
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$595.00	$4,590.00
		TOTAL PAY	$595.00	$22,406.65

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,104.63
FEDERAL W/H TAX S-00	$0.00	$2,533.55
FICA-HI	$0.00	$258.34
LOUISIANA S-00	$0.00	$586.49

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$4.40
*401(K) EMPLOYEE **		$1,068.74
NET PAY	$595.00	$16,850.50

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$732.16

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007348)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/19/2024**	**02/25/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	20.00	$620.00	$9,217.00
TIME AND 1/2				$6,093.00
TAXABLE GTL			$0.44	$3.96
VAC SALARY/CLER				$340.00
VACATION-HRLY	31.0000	20.00	$620.00	$620.00
NONTAX PER DIEM				$3,825.00
		TOTAL PAY	$1,240.44	$20,098.96

Taxes:

Description	Current	Year To Date
FICA-OASDI	$76.91	$1,008.99
FEDERAL W/H TAX S-00	$136.01	$2,335.04
FICA-HI	$17.98	$235.97
LOUISIANA S-00	$36.77	$537.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$3.96
*401(K) EMPLOYEE **	$74.40	$976.20
NET PAY	$897.93	$15,001.16

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$114.39	$676.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007349)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/19/2024**	**02/25/2024**	**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				$9,217.00
TIME AND 1/2				$6,093.00
TAXABLE GTL				$3.96
VAC SALARY/CLER				$340.00
VACATION-HRLY				$620.00
NONTAX PER DIEM			$170.00	$3,995.00
		TOTAL PAY	$170.00	$20,268.96

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$1,008.99
FEDERAL W/H TAX S-00	$0.00	$2,335.04
FICA-HI	$0.00	$235.97
LOUISIANA S-00	$0.00	$537.64

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.96
*401(K) EMPLOYEE **		$976.20
NET PAY	$170.00	$15,171.16

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$676.36

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	10.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007473)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/12/2024**	**02/18/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$8,597.00
TIME AND 1/2	46.5000	28.00	$1,302.00	$6,093.00
TAXABLE GTL			$0.44	$3.52
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$3,230.00
		TOTAL PAY	$2,542.44	$18,263.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$157.63	$932.08
FEDERAL W/H TAX S-00	$412.09	$2,199.03
FICA-HI	$36.87	$217.99
LOUISIANA S-00	$88.79	$500.87

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$3.52
*401(K) EMPLOYEE **	$152.52	$901.80
NET PAY	$1,694.10	$13,508.23

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$114.39	$561.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007474)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/12/2024**	**02/18/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$8,597.00

ZACHRY

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

TIME AND 1/2				$6,093.00
TAXABLE GTL				$3.52
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$3,825.00
		TOTAL PAY	$595.00	$18,858.52

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$932.08
FEDERAL W/H TAX S-00	$0.00	$2,199.03
FICA-HI	$0.00	$217.99
LOUISIANA S-00	$0.00	$500.87

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.52
*401(K) EMPLOYEE **		$901.80
NET PAY	$595.00	$14,103.23

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$561.97

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007864)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/05/2024**	**02/11/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$7,357.00
TIME AND 1/2	46.5000	28.00	$1,302.00	$4,791.00
TAXABLE GTL			$0.44	$3.08
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$2,635.00
		TOTAL PAY	$2,542.44	$15,126.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$157.63	$774.45
FEDERAL W/H TAX S-00	$412.09	$1,786.94
FICA-HI	$36.86	$181.12
LOUISIANA S-00	$88.79	$412.08

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$3.08
*401(K) EMPLOYEE **	$152.52	$749.28
NET PAY	$1,694.11	$11,219.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$99.74	$447.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007865)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**02/05/2024**	**02/11/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$7,357.00

ZACHRY

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

TIME AND 1/2				$4,791.00
TAXABLE GTL				$3.08
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$3,230.00
		TOTAL PAY	$595.00	$15,721.08

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$774.45
FEDERAL W/H TAX S-00	$0.00	$1,786.94
FICA-HI	$0.00	$181.12
LOUISIANA S-00	$0.00	$412.08

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$3.08
*401(K) EMPLOYEE **		$749.28
NET PAY	$595.00	$11,814.13

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$447.58

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007994)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/29/2024**	**02/04/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$6,117.00
TIME AND 1/2	46.5000	21.00	$976.50	$3,489.00
TAXABLE GTL			$0.44	$2.64
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$2,040.00
		TOTAL PAY	$2,216.94	$11,988.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$137.45	$616.82
FEDERAL W/H TAX S-00	$338.66	$1,374.85
FICA-HI	$32.15	$144.26
LOUISIANA S-00	$75.79	$323.29

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$2.64
*401(K) EMPLOYEE **	$132.99	$596.76
NET PAY	$1,499.46	$8,930.02

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$93.47	$347.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007995)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/29/2024**	**02/04/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$6,117.00

ZACHRY

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

TIME AND 1/2				$3,489.00
TAXABLE GTL				$2.64
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$2,635.00
		TOTAL PAY	$595.00	$12,583.64

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$616.82
FEDERAL W/H TAX S-00	$0.00	$1,374.85
FICA-HI	$0.00	$144.26
LOUISIANA S-00	$0.00	$323.29

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.64
*401(K) EMPLOYEE **		$596.76
NET PAY	$595.00	$9,525.02

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$347.84

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008120)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/22/2024**	**01/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$4,877.00
TIME AND 1/2	46.5000	18.00	$837.00	$2,512.50
TAXABLE GTL			$0.44	$2.20
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$1,445.00
		TOTAL PAY	$2,077.44	$9,176.70

Taxes:

Description	Current	Year To Date
FICA-OASDI	$128.81	$479.37
FEDERAL W/H TAX S-00	$309.10	$1,036.19
FICA-HI	$30.12	$112.11
LOUISIANA S-00	$70.21	$247.50

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$2.20
*401(K) EMPLOYEE **	$124.62	$463.77
NET PAY	$1,414.14	$6,835.56

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$83.00	$254.37

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008121)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/22/2024**	**01/28/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$4,877.00

ZACHRY

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

TIME AND 1/2				$2,512.50
TAXABLE GTL				$2.20
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$2,040.00
		TOTAL PAY	$595.00	$9,771.70

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$479.37
FEDERAL W/H TAX S-00	$0.00	$1,036.19
FICA-HI	$0.00	$112.11
LOUISIANA S-00	$0.00	$247.50

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$2.20
*401(K) EMPLOYEE **		$463.77
NET PAY	$595.00	$7,430.56

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$254.37

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008136)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/15/2024**	**01/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	31.0000	40.00	$1,240.00	$3,637.00
TIME AND 1/2	46.5000	13.00	$604.50	$1,675.50
TAXABLE GTL			$0.44	$1.76
VAC SALARY/CLER				$340.00
NONTAX PER DIEM				$850.00
		TOTAL PAY	$1,844.94	$6,504.26

Taxes:

Description	Current	Year To Date
FICA-OASDI	$114.38	$350.56
FEDERAL W/H TAX S-00	$261.02	$727.09
FICA-HI	$26.75	$81.99
LOUISIANA S-00	$60.92	$177.29

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$1.76
*401(K) EMPLOYEE **	$110.67	$339.15
NET PAY	$1,270.76	$4,826.42

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$29.84	$171.37

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008137)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/15/2024**	**01/21/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$3,637.00

ZACHRY

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

TIME AND 1/2				$1,675.50
TAXABLE GTL				$1.76
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$595.00	$1,445.00
		TOTAL PAY	$595.00	$7,099.26

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$350.56
FEDERAL W/H TAX S-00	$0.00	$727.09
FICA-HI	$0.00	$81.99
LOUISIANA S-00	$0.00	$177.29

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.76
*401(K) EMPLOYEE **		$339.15
NET PAY	$595.00	$5,421.42

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$171.37

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82

ZACHRY

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

Pay Details

Name	Company	Employee Id	Job Number
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008269)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/08/2024**	**01/14/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	9.50	$323.00	$2,397.00
TIME AND 1/2				$1,071.00
TAXABLE GTL			$0.44	$1.32
VAC SALARY/CLER	34.0000	10.00	$340.00	$340.00
NONTAX PER DIEM				$765.00
		TOTAL PAY	$663.44	$4,574.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$41.14	$236.18
FEDERAL W/H TAX S-00	$56.53	$466.07
FICA-HI	$9.62	$55.24
LOUISIANA S-00	$16.26	$116.37

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$1.32
*401(K) EMPLOYEE **	$39.78	$228.48
NET PAY	$499.67	$3,470.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$86.45	$141.53

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008270)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$2,397.00
TIME AND 1/2				$1,071.00
TAXABLE GTL				$1.32
VAC SALARY/CLER				$340.00
NONTAX PER DIEM			$85.00	$850.00
		TOTAL PAY	$85.00	$4,659.32

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$236.18
FEDERAL W/H TAX S-00	$0.00	$466.07
FICA-HI	$0.00	$55.24
LOUISIANA S-00	$0.00	$116.37

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$1.32
*401(K) EMPLOYEE **		$228.48
NET PAY	$85.00	$3,555.66

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$141.53

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	30.82
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
GRABERT, BRANDON C	**HB01**	**[redacted]0417**	**114000**

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007770)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**01/01/2024**	**01/07/2024**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	40.00	$1,360.00	$2,074.00
TIME AND 1/2	51.0000	11.00	$561.00	$1,071.00
TAXABLE GTL			$0.44	$0.88
NONTAX PER DIEM				$255.00
		TOTAL PAY	$1,921.44	$3,400.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$119.12	$195.04
FEDERAL W/H TAX S-00	$276.84	$409.54
FICA-HI	$27.87	$45.62
LOUISIANA S-00	$63.98	$100.11

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$0.88
*401(K) EMPLOYEE **	$115.26	$188.70
NET PAY	$1,317.93	$2,460.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD	$55.08	$55.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.28
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007771)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**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				$2,074.00
TIME AND 1/2				$1,071.00
TAXABLE GTL				$0.88
NONTAX PER DIEM			$510.00	$765.00
		TOTAL PAY	$510.00	$3,910.88

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$195.04
FEDERAL W/H TAX S-00	$0.00	$409.54
FICA-HI	$0.00	$45.62
LOUISIANA S-00	$0.00	$100.11

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.88
*401(K) EMPLOYEE **		$188.70
NET PAY	$510.00	$2,970.99

Memos:

Description	Current Amount	YTDAmount
401K COMPANY MATCH - PRIOR PAY PERIOD		$55.08

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	39.28
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
GRABERT, BRANDON C	**HB01**	[redacted]**0417**	**114000**

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004145)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/25/2023**	**12/31/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY	34.0000	21.00	$714.00	$714.00
TIME AND 1/2	51.0000	10.00	$510.00	$510.00
TAXABLE GTL			$0.44	$0.44
		TOTAL PAY	$1,224.44	$1,224.44

Taxes:

Description	Current	Year To Date
FICA-OASDI	$75.92	$75.92
FEDERAL W/H TAX S-00	$132.70	$132.70
FICA-HI	$17.75	$17.75
LOUISIANA S-00	$36.13	$36.13

Deductions:

Description	Current	Year To Date
TAXABLE GTL	$0.44	$0.44
*401(K) EMPLOYEE **	$73.44	$73.44
NET PAY	$888.06	$888.06

Memos:

Description	Current Amount	YTDAmount

Accrual Balances

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004146)

Name:	Company:	Period Start:	Period End:	Job#:
GRABERT, BRANDON C	**HB01**	**12/25/2023**	**12/31/2023**	**114000**

Earnings:

Description	Rate	Current Hours	Current Amount	YTDAmount
REGULAR PAY				$714.00
TIME AND 1/2				$510.00

ZACHRY

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

TAXABLE GTL				$0.44
NONTAX PER DIEM			$255.00	$255.00
		TOTAL PAY	$255.00	$1,479.44

Taxes:

Description	Current	Year To Date
FICA-OASDI	$0.00	$75.92
FEDERAL W/H TAX S-00	$0.00	$132.70
FICA-HI	$0.00	$17.75
LOUISIANA S-00	$0.00	$36.13

Deductions:

Description	Current	Year To Date
TAXABLE GTL		$0.44
*401(K) EMPLOYEE **		$73.44
NET PAY	$255.00	$1,143.06

Memos:

Description	Current Amount	YTDAmount
Accrual Balances		

Accrual Type	Accrual Amount
VACATION HOURS ACCRUED	37.74
VACATION ACCRUAL PER WEEK	1.54
VACATION HOURS ACCRUAL LIMIT	160.00

EXHIBIT

125

ZHI Employee History [redacted]2259 GRABERT, BRANDON C

Employment-Status: ACTIVE-HOURLY-F/T

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

Addr: 4046 HIGHWAY ONE

RACELAND LA 70394

DOB: [redacted] Sex: M Veteran: N Eth-Origin: White(Not Yrs-of-Service: 01

Orig-Hire-DT: 04-12-2023 Cont-Emply-DT: 04-12-2023 Adj-Serv-DT:

Last-Day-Wkd: 06-21-2024 Last-W/E-Prcd: 06-23-2024 Paid-Thru: 06-23-2024

Accrued-Vacation: 9.29 Eligible-Vacation: 9.29

****

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	03011	00	01-15-2024	Reclassification	463102	1	31.0000
INDUS/POWER						MATERIAL HANDLER 1		
430	11400001	03011	00	06-13-2023	Increase-Merit	433102	1	34.0000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	03011	00	05-29-2023	Increase-Promotional	433102	1	32.5000
INDUS/POWER						FOREMAN, WAREHOUSE		
430	11400001	03011	00	04-12-2023	New Hire	463102	1	29.5000
INDUS/POWER						MATERIAL HANDLER 1		

EXHIBIT

126

Case: 4609 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment : Supervision

Case Snapshot

Opened:
08/24/2023
Days Open:
41
Last modified:
10/05/2023 3:18 PM
Date Closed:
10/05/2023
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
4609
Received/Reported date:
08/24/2023
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
Unfair/Unequal Treatment : Supervision

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

Is the reporter an employee?
Yes
Reporter anonymous:
No
Reporter first name:
Von
Reporter last name:
Addison
Phone number:
504-598-2372
Email address:
vonaddison@yahoo.com
Contact availability:
Anytime

Case Information

Separation Category:
Discharged - Absenteeism
Employee ID Number (EIN):
[redacted]
Badge Number:
2701
Position Title:
tool room helper
Please identify the person(s) engaged in this behavior:
Brandon Grabert - foreman
Ashley Nunez - (last name unknown)
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?
Unfear treatment and discrimination
Where did this incident or violation occur?
20200 LA – 23 S
Port Sulphur, LA 70083
Please provide the specific or approximate time this incident occurred:
August 24, 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 July 2023, Ashley and Brandon have been mistreating Von. Von was told that he was not allowed inside the warehouse and was informed by the employees (names withheld) that most of the rules implemented were directed specifically at him. Von is uncertain as to why he is being singled out.

On August 24, Ashley falsely accused Von of overspending Von's break and being inside the warehouse. Von was inside the warehouse helping on the forklift, as he was the only one certified to drive it at the time.
Job Number:
11400001
COID:
HB01
Division:
430

Group:
Projects

Follow-ups

08/24/2023 - Reporter
Von requested for the report to be canceled.

09/01/2023 - Reporter
On September 1, Von was made aware that his name was being forged on documents at work that he did not complete. Von walked around the warehouse and he noticed the employees were submitting documents for inventory in the system. Von noticed his name and former employees' names were on the documents and he took a picture of it. Von suspects that the foremen instructed the employees to falsify documents. Von suspects that his name was falsified on the documents because he would be blamed if anything goes wrong.

Von requested that this report is not canceled but investigated by Zachary.

09/24/2023 - Reporter
On September 18, 2023, Von received a text message from Brandon Grabert, foreman. In the text message Brandon asked Von if he had any blues, which referred to blue pills. Von responded to Brandon's text message. Von told Brandon, "I don't have any of those right now."

On September 19, Von received a text message from Brandon. In the text message Brandon told Von, "today has to be the day." Von did not respond to Brandon's text message.

On September 21, Michael Coupel, general foreman, terminated Von from Zachry. Michael gave Von a written document which stated that Von was dissatisfied with the job and that Von was insubordinate, which was false. Michael also wrote in the document that Von also showed tardiness. Michael always threatened to terminate Von from Zachry for no reason and Von had witnesses (names unknown) to the situation.

Von wants Zachry to be aware of the situation.

Von requested this report to be investigated immediately.

Assignments & Access

Case assignee(s):
Martinez, Roland (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
Brandon Grabert	foreman	None	None	None	
Ashley Nunez	(last name unknown)	None	None	None	
Von Addison	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
ADDISON, VON 2701 ESR JOB 114000.01.pdf		10/05/2023 09:55:00 AM	
Von Addison 9-15-23 Reprimands.pdf		10/05/2023 01:03:00 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:
Von contacted the helpline on 8/24 right after filing the report and requested for the report to be canceled.

10/03/23 - Spoke with Von Addison (B), Helper, Tool Room, and he said he felt like his supervisors were picking on him and singling him out from the beginning. Von's example of being singled out was that co-workers were telling him that the FM was going around telling them that certain rules only applied to Von. I asked Von which rules were those and he said to ask his witnesses, Krystal McBride, Material Handler 1, and Keely Gay, Material Handler 1.

I asked Von is the absenteeism is true and he said he has been late 6 times in the past 60 days. I asked Von if he is familiar with the absentee policy, and he said that he was. Von also stated that he has two write ups and on the second write up he was also suspended for 3 days.

**Spoke with Terry Waltman (W), GF, Warehouse, and he stated that Von started out good but after while he began to miss time, come in late, and absent. I asked Terry if he had documentation on this and he said yes, he did and he will send it over to me in the morning. I asked Terry if he knew about the allegation of Brandon Grabert, FM, Warehouse, and Ashley Nunez, Expeditor II, harassing Von and Terry said he did not.

10/05/23 - Called Krystal McBride, Material Handler 1, witness, and the phone number has been changed or is no longer in service. Could not corroborate the allegation of the FM singling out Von.

**Spoke with Keely Gay (W), Material Handler 1, and she stated that she did see how certain rules seemed to only apply to Von and no one else. I asked Keely for an example, and she said she really didn't have any examples but by the time she started on site she could tell that Von already had a target on his back. Keely stated she felt that Von should not have been terminated. Keely stated that Von had rec'd 3 days off and when he came back someone in the office had said Von was being sarcastic towards supervision. Keely stated that she heard from Ashley, who happens to be her roommate, they have been trying to get rid of Von, but he always brings up the race card.

Keely stated one time Von had been looking for a crate in the laydown yard at about 9 am and was drenched in sweat and that Von sat down for a bit. Von got back up to look for the crate again and then sat down for a bit and that is when Von was said to be sitting down for 30 minutes and not working. I asked Keely who said that, and she said she didn't know the person's name.

**LVM for Brandon Grabert, FM, Warehouse, to return my call. I called initially and a male said hello and then hung up the phone. Spoke with Brandon and explained the phone call. Brandon stated that Von was always in the warehouse sitting down and talking with the female coworkers when he needed to be outside working in the laydown yard. If Von felt like he was being singled out, that is why, b/c he should be outside working and not sitting in the warehouse. Brandon stated there are cool down stations out in the laydown yard. Brandon stated that another FM even called and text him to come and get Von out of the warehouse as he was there too often. I asked Brandon if Von was certified to drive a forklift and he said yes but should only drive it when instructed to not when he felt like it. Brandon stated he gave Von many chances and did write him up for being in the warehouse excessively, Brandon will send me a copy of the write up.

**Called Ashley Nunez, Expeditor II, and vm was full, could not leave message. Spoke with Ashley and she corroborated Brandon Grabert's statements. Ashley stated that Von was always in the warehouse and on his phone. Von would be assigned to do inventories but would not complete those assigned tasks. Ashley stated Von was told several times not to be in the warehouse so he would be in the cool down station and ducking and hiding to avoid being seen. Ashley stated she walked the laydown yard twice and seen Von in the cool down station when she began her walkdown and when she was done, and that was approximately 50 minutes.

10/05/23 - Spoke with Von and informed him the separation from the company will stand for tardiness. I explained to Von that I had a copy of the clock report showing where he was late at least 6 times in a 60-day period. Plus, he had admitted to me on the intake phone call that he had been tardy in a 60-day period. Von asked if he could reapply and told him yes, there is nothing in his file saying he is not rehirable.

Von asked me what I found out about his name being forged on documents. I told Von this was the first I hear about this b/c nothing on the initial report was said about forgery. Von said he had proof of that. I told Von to call the hotline to put in a case to be documented and it will be looked into. Von said ok and we ended the phone call.

Tasks

No Tasks

Case Notes

None

Related Cases

Cases Marked as Related to This Case

None

EXHIBIT

127

Case: 7382 - Hotline Phone
Zachry Group
Unfair/Unequal Treatment

Case Snapshot

Opened:
07/23/2024
Days Open:
2
Last modified:
08/06/2024 2:15 PM
Date Closed:
07/26/2024
Intake Method:
Hotline Phone
Status:
Closed
Alert:
Green

General Case Info

Case number:
7382
Received/Reported date:
07/23/2024
Language:
English
Assigned tier:
Zachry Group

Issue

Primary issue:
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:
PLNG PH I - CONSTRUCTION
City:
BRAITHWAITE
State/Province:
LA

Reporter Information

Is the reporter an employee?
Yes
Reporter anonymous:
No
Reporter first name:
Brandon
Reporter last name:
Grabert
Phone number:
504-259-6365
Email address:
bubblegrabert@gmail.com
Contact availability:
Anytime

Case Information

Separation Category:
Discharged - Alcohol/Drug Related
Employee ID Number (EIN):
[redacted]0417
Badge Number:
3011
Position Title:
material handler I
Please identify the person(s) engaged in this behavior:
Michael Cheramie Jr. - general foreman
Jacob Harveson - foreman manager
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?
Michael sent Brandon home from work.
Where did this incident or violation occur?
20200 Highway 23
Port Sulphur, LA 70083
Please provide the specific or approximate time this incident occurred:
July 22, 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
Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:
Unknown
Case Details:
In December 2023, Brandon and Jacob got into an argument because Jacob took one of Brandon's assigned trailers. Michael Coupel, general foreman, and Michael Cheramie Jr. called Brandon and Jacob together for a discussion, explaining that Brandon and Jacob should "get it together" and learn to work together. As soon as the conversation was finished, Brandon walked away, and Jacob started yelling many threatening words at Brandon saying, "I will kill you," and "I will shoot you." These threats were witnessed by Michael Coupel and James E Samuel, material handler I. Brandon believes that Michael Cheramie Jr. should have acted and terminated Jacob.

On July 22, 2024, Brandon was on his way to work. Brandon texted Michael Cheramie Jr. saying that he was currently on highway 23 and would arrive late to work; however, Brandon did not receive a reply. When Brandon arrived at work, a male security guard (name unknown) awaited his arrival with Zachry trained dogs. The security guard told Brandon that the dogs picked up a scent coming from the truck. Brandon explained that the truck was

only three days old, and all he had in the truck was a marijuana pen.

The male security guard profiled Brandon and told him to take the day off. A male employee (name and job title unknown) took Brandon's badge and parking pass, and told him to call this hotline and file a report.

Brandon would like to know if he was terminated or what his actions are moving forward?

Job Number:
11400001

COID:
HB01

Division:
430

Group:
Projects

Follow-ups

There are no additional notes for this incident.

Assignments & Access

Case assignee(s):
Cooley, Royce (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
Brandon Grabert	None	None	Reporter	None	
Michael Cheramie Jr.	general foreman	None	None	None	
Jacob Harveson	foreman manager	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

7.22.24 Brandon Grabert.docx	Notes	07/25/2024 08:32:00 PM	Security statements
7.22.24 Shayne Zamaria.pdf	Notes	07/25/2024 08:32:00 PM	Security statements

Synopsis

Outcome of case

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

Additional details

Synopsis:
Security K9 alerted to Brandon's vehicle upon entry to the site. Brandon admitted that he had a vape pen that contained THC. Brandon was separated from the company for violation of the Substance Abuse Policy.

In Dec 2023, Brandon and Jacob Harbison were both foremen in the warehouse. According to the General foreman Michael Cheramie, they got into an argument about work. He said he was present, and no one made any threats of violence towards one another.

Tasks

No Tasks

Case Notes

None

Related Cases

Cases Marked as Related to This Case

None