

**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 29, 2025 AT 11:00 A.M. (PREVAILING CENTRAL
TIME)**

The Reorganized Debtors file this Witness and Exhibit List for the hearing to be held on **September 29, 2025 at 11:00 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. Any witness necessary to authenticate a document.
3. Any witness called or designated by any other party in interest.
4. Any witness necessary to impeach or rebut the testimony of witnesses called or designated by any other party.

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**”).



249039125092500000000001

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

EXHIBITS

The Reorganized Debtors may introduce the following exhibits:

| EXHIBIT NO. | DESCRIPTION | MARK | OFFERED | OBJECTION | ADMITTED | W/D | DISPOSITION AFTER HEARING |
|----------------------------------|--|-------------|----------------|------------------|-----------------|------------|--|
| PREVIOUSLY-FILED EXHIBITS | | | | | | | |
| 1. | Claim No. 1640 - Coupel – ESR – Dkt. No. 195-75 | | | | | | |
| 2. | Claim No. 1640 - Coupel - Project Guidelines Acknowledgement – Dkt. No. 195-76 | | | | | | |
| 3. | Claim No. 1640 - Coupel - Employment Dates – Dkt. No. 195-77 | | | | | | |
| 4. | Claim No. 1640 - Coupel - Payslips 2023 – Dkt. No. 195-78 | | | | | | |
| 5. | Claim No. 1640 - Coupel - Payslips 2024 - – Dkt. No. 195-79 | | | | | | |
| “MAY INTRODUCE” EXHIBITS | | | | | | | |
| 6. | Claim No. 1640 – Coupel – SIMS Report | | | | | | |

The Reorganized Debtors reserve the right to introduce and rely upon any previously-filed documents or exhibits, or to introduce any other exhibits, for rebuttal or impeachment purposes.

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.

DATED: September 25, 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 25, 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.

EMPLOYEE STATUS AND RATING

FOR JOB OPPORTUNITIES WITH
Zachry Industrial, Inc (San Antonio)
CALL 1-800-JOBS-USA or visit
www.1800JOBSUSA.com

ZACHRY

Zachry Industrial, Inc. (San Antonio)

MEDICAL INSURANCE CONTINUATION INFORMATION

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

If you are insured through a Zachry medical plan, you and/or your dependents may elect to continue insurance under the plan (unless you were discharged for gross misconduct). You may also be eligible to continue other insurance. You and/or your dependents will be notified of the right to continue coverage under the medical plan. If you wish to inquire as to continuing other insurance, or if you have questions, please contact the Benefits Department at Post Office Box 240130, San Antonio, Texas 78224-0130 (800) 929-0481."

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

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

ADDRESS _____

CITY / STATE / ZIP _____

TELEPHONE # () _____

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

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

NAME Michael Coepel JOB & BADGE NO. 1554

OCCUPATION Warehouse Foreman S.S. NO. _____

LAST DAY WORKED 6/27/24 HOURS WORKED 10 E.I.N. 0146

*QUIT ☐

CYB PC

- (121) 21 ☐ Other employment
(122) 22 ☐ Moving from area
(123) 23 ☐ Personal illness / accident
(124) 24 ☐ Never returned to work
(125) 125 ☐ Family illness
(126) 26 ☐ To attend school
(300) 27 ☐ Retirement
(128) 28 ☐ Military service
(129) 29 ☐ Dissatisfied w/job
(130) 30 ☐ Other

*DISCHARGED ☐

CYB PC

- (141) 41 ☐ Absenteeism (need dates & no. of days)
(142) 42 ☐ Tardiness (need dates & amount of time)
(143) 43 ☐ Fighting on job
(144) 44 ☒ Damaging company property
(145) 45 ☐ Alcohol/drug related
(146) 46 ☐ Safety related
(147) 47 ☐ Insubordination
(148) 48 ☐ Dishonesty
(149) 49 ☐ Not qualified for job
(150) 50 ☐ Other

*OTHER ☐

CYB PC

- (200) 62 ☐ Inactive due to on the job injury
(600) 63 ☐ Reduction in force
(164) 64 ☐ Assigned to another job
(salaried employees only)
(400) 65 ☐ Deceased
(166) 66 ☐ Job/badge change
(800) **67 ☐ Inactive, possible labor dispute,
status undetermined
(168) **68 ☐ Administrative

EMPLOYEE SIGNATURE

Not here to sign

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

** REQUIRES PROJECT MANAGER INITIALS

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

*EXPLAIN

wrecked trailer
on truck into another
company truck causing
property damage

EMPLOYEE RATING

SAFETY ☐
ATTENDANCE ☐
PRODUCTIVITY ☐
SKILL RATING ☐
REHIRE ☐

☐ Does not meet expectations
☐ Does not meet expectations
☐ Does not meet expectations
☐ Poor ☐ Fair
☐ Not recommended for rehire
☐ Not recommended for rehire
at this job

☒ Meets expectations
☒ Meets expectations
☒ Meets expectations
☒ Good
☒ Recommended for rehire

☐ Exceeds expectations
☐ Exceeds expectations
☐ Exceeds expectations
☐ Excellent
☐ Highly recommended
For rehire

FOREMAN NO. 410

SUPERVISOR

Terry Waltman
(PRINT NAME)

ER _____

DATE FORM COMPLETED

6/28/24



ESR Employee Checkout List

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

Employee Name: Michael Coupel Badge #: 1554 Date: 6/29/24

Department Superintendent: Mark Lohmeyer

Safety Department: _____

Welder Specific Checkout:
(Attach Assessment form)

Hex Chrome Assessment Accepted ☐
Hex Chrome Assessment Declined ☐

Initials: _____
Initials: _____

Tool Room: _____

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

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

Toolbox Inspected By: _____

QA/QC Department (Welders & Inspectors Only): _____

Stencils Turned In (Welders Only): _____ (YES) _____ (NO)

Tablet Turned In (Inspectors Only): _____ (YES) _____ (NO)

Payroll Department: _____ ID BADGE _____ PARKING PASS _____

ANY REMAINING PAYCHECKS WILL BE HANDLED AS FOLLOWS:

ASK ABOUT ACCRUED VACATION

_____ My last check will be picked up by me at ADMINISTRATION BUILDING (located next to the employee parking area) on Thursday after 9:00 AM. I understand that this is the only time that I may pick up my check. If I do not pick up my check at this time, I understand that it will be mailed to the address on the check.

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

_____ Mail my last check to: _____

I CERTIFY THAT I HAVE REPORTED ALL INJURIES, ILLNESSES, INCLUDING FIRST AID, SPRAINS, AND BRUISES. I AM CURRENTLY NOT RECEIVING TREATMENT OR HAVING ANY PROBLEMS FROM ANY INJURY OR ILLNESS I INCURRED AS A RESULT OF WORKING FOR KZJV LLC. I HAVE READ THE STATEMENT AND AGREE TO THE INFORMATION STATED.

Employee Signature: Not Here to Sign Date: 6/29/24

EXHIBIT

2

**KZJV LLC
PLNG Project**

Project Guidelines and Information Acknowledgement

Please Sign and Return to Your Supervisor

I have been issued a copy of the Project Guidelines and Information containing project work rules, attendance policy, etc. for the PLNG Project. These guidelines have been reviewed and discussed with me.

I understand that these policies are in place for the protection of all employees at this site and will be adhered to by me.

Date: 01/16/2023

Employee Name (print): MICHAEL COUPEL

Employee Signature (sign): 

Employee Identification # 0146

July 2022



Michael T Coupel : Person Management

Person Number
0031929355

Employment x

Employment

Work Relationship ⓘ

Legal Employer Zachry Industrial, Inc.
Worker Type Employee
Legal Entity Hire Date 11/4/24

Country United States
Termination Date 11/8/24

Assignment: Material Handler 1 ⓘ ⓘ

Action Quit
Action Reason Abandon job / No show

Effective Start Date 11/9/24 (1 of 1)
Effective End Date

Assignment Details

Assignment Number E0031929355-2
Business Unit HBZ - EPC JV

Assignment Status Inactive - Payroll Eligible
Primary Yes



Michael T Coupel : Person Management

Person Number
0031929355

Employment x

Employment

Work Relationship ⓘ

Legal Employer Zachry Industrial, Inc.
Worker Type Employee
Legal Entity Hire Date 1/18/23

Country United States
Termination Date 6/30/24

Assignment: Foreman Warehouse ⓘ ⓘ

Action Discharge
Action Reason Unsafe Practices

Effective Start Date 7/1/24 (1 of 1)
Effective End Date

Detailed Job/Occupation History

0146 COUPEL, MICHAEL T

Employment-Status: ACTIVE-HR-F/T-SALBEN

| DIU | JOB/PH | BADGE | SF | EFF-DATE | ACTIVITY-DESC | --OCCUPATION INFO-- | R/C | RATE |
|-----|-------------|-------|----|------------|----------------------|---------------------|-----|---------|
| 430 | 11400001 | 01554 | 00 | 01-22-2024 | | 433102 | 1 | 34.0000 |
| | INDUS/POWER | | | | | FOREMAN, WAREHOUSE | | |
| 430 | 11400001 | 01554 | 00 | 01-22-2024 | Reclassification | 433102 | 1 | 34.0000 |
| | INDUS/POWER | | | | | FOREMAN, WAREHOUSE | | |
| 430 | 11400001 | 01554 | 00 | 09-04-2023 | Increase-Promotional | 414101 | 1 | 37.0000 |
| | INDUS/POWER | | | | | GEN FRMN, WAREHOUSE | | |
| 430 | 11400001 | 01554 | 00 | 06-13-2023 | Increase-Merit | 433102 | 1 | 34.0000 |
| | INDUS/POWER | | | | | FOREMAN, WAREHOUSE | | |
| 430 | 11400001 | 01554 | 00 | 05-29-2023 | Increase-Promotional | 433102 | 1 | 32.5000 |
| | INDUS/POWER | | | | | FOREMAN, WAREHOUSE | | |
| 430 | 11400001 | 01554 | 00 | 01-18-2023 | New Hire | 463102 | 1 | 29.5000 |
| | INDUS/POWER | | | | | MATERIAL HANDLER .1 | | |



EXHIBIT

4

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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008183)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/18/2023 | 12/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$62,812.25 |
| TIME AND 1/2 | 55.5000 | 19.50 | \$1,082.25 | \$36,851.67 |
| DOUBLETIME | 74.0000 | 8.50 | \$629.00 | \$629.00 |
| TAXABLE GTL | | | \$0.28 | \$8.40 |
| NONTAX PER DIEM | | | | \$26,770.00 |
| TOTAL PAY | | | \$3,191.53 | \$127,071.32 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$197.87 | \$6,218.68 |
| FEDERAL W/H TAX M-02 | \$380.53 | \$9,604.48 |
| FICA-HI | \$46.28 | \$1,454.37 |
| LOUISIANA S-02 | \$114.01 | \$3,560.91 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$8.40 |
| 401(K) EMPLOYEE * | \$191.48 | \$1,074.50 |
| ROTH 401(K) | \$95.74 | \$537.25 |
| NET PAY | \$2,165.34 | \$104,612.73 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 46.20 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008184)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/18/2023 | 12/24/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$62,812.25 |
| TIME AND 1/2 | | | | \$36,851.67 |
| DOUBLETIME | | | | \$629.00 |
| TAXABLE GTL | | | | \$8.40 |
| NONTAX PER DIEM | | | \$595.00 | \$27,365.00 |
| TOTAL PAY | | | \$595.00 | \$127,666.32 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$6,218.68 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$9,604.48 |
| FICA-HI | \$0.00 | \$1,454.37 |
| LOUISIANA S-02 | \$0.00 | \$3,560.91 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$8.40 |
| 401(K) EMPLOYEE * | | \$1,074.50 |
| ROTH 401(K) | | \$537.25 |
| NET PAY | \$595.00 | \$105,207.73 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 46.20 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008637)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/11/2023 | 12/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$61,332.25 |
| TIME AND 1/2 | 55.5000 | 30.00 | \$1,665.00 | \$35,769.42 |
| TAXABLE GTL | | | \$0.28 | \$8.12 |
| NONTAX PER DIEM | | | | \$26,175.00 |
| TOTAL PAY | | | \$3,145.28 | \$123,284.79 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$195.01 | \$6,020.81 |
| FEDERAL W/H TAX M-02 | \$370.97 | \$9,223.95 |
| FICA-HI | \$45.60 | \$1,408.09 |
| LOUISIANA S-02 | \$112.16 | \$3,446.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$8.12 |
| 401(K) EMPLOYEE * | \$188.70 | \$883.02 |
| ROTH 401(K) | \$94.35 | \$441.51 |
| NET PAY | \$2,138.21 | \$101,852.39 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$30.80 | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 44.66 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008638)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/11/2023 | 12/17/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$61,332.25 |
| TIME AND 1/2 | | | | \$35,769.42 |
| TAXABLE GTL | | | | \$8.12 |
| NONTAX PER DIEM | | | \$595.00 | \$26,770.00 |
| TOTAL PAY | | | \$595.00 | \$123,879.79 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$6,020.81 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$9,223.95 |
| FICA-HI | \$0.00 | \$1,408.09 |
| LOUISIANA S-02 | \$0.00 | \$3,446.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$8.12 |
| 401(K) EMPLOYEE * | | \$883.02 |
| ROTH 401(K) | | \$441.51 |
| NET PAY | \$595.00 | \$102,447.39 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 44.66 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008495)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/04/2023 | 12/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 18.50 | \$684.50 | \$59,852.25 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | \$0.28 | \$7.84 |
| NONTAX PER DIEM | | | | \$25,580.00 |
| TOTAL PAY | | | \$684.78 | \$119,544.51 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$42.46 | \$5,825.80 |
| FEDERAL W/H TAX M-02 | \$19.37 | \$8,852.98 |
| FICA-HI | \$9.93 | \$1,362.49 |
| LOUISIANA S-02 | \$16.25 | \$3,334.74 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$7.84 |
| 401(K) EMPLOYEE * | \$41.07 | \$694.32 |
| ROTH 401(K) | \$20.54 | \$347.16 |
| NET PAY | \$534.88 | \$99,119.18 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$91.58 | \$489.94 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 43.12 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008496)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/04/2023 | 12/10/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$59,852.25 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | | \$7.84 |
| NONTAX PER DIEM | | | \$595.00 | \$26,175.00 |
| TOTAL PAY | | | \$595.00 | \$120,139.51 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,825.80 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,852.98 |
| FICA-HI | \$0.00 | \$1,362.49 |
| LOUISIANA S-02 | \$0.00 | \$3,334.74 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.84 |
| 401(K) EMPLOYEE * | | \$694.32 |
| ROTH 401(K) | | \$347.16 |
| NET PAY | \$595.00 | \$99,714.18 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$489.94 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 43.12 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008432)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/27/2023 | 12/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$59,167.75 |
| TIME AND 1/2 | 55.5000 | 10.00 | \$555.00 | \$34,104.42 |
| TAXABLE GTL | | | \$0.28 | \$7.56 |
| NONTAX PER DIEM | | | | \$24,985.00 |
| TOTAL PAY | | | \$2,035.28 | \$118,264.73 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$126.18 | \$5,783.34 |
| FEDERAL W/H TAX M-02 | \$167.12 | \$8,833.61 |
| FICA-HI | \$29.52 | \$1,352.56 |
| LOUISIANA S-02 | \$67.82 | \$3,318.49 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$7.56 |
| 401(K) EMPLOYEE * | \$122.10 | \$653.25 |
| ROTH 401(K) | \$61.05 | \$326.62 |
| NET PAY | \$1,461.21 | \$97,989.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$33.30 | \$398.36 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 41.58 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008433)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/27/2023 | 12/03/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$59,167.75 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | | \$7.56 |
| NONTAX PER DIEM | | | \$595.00 | \$25,580.00 |
| TOTAL PAY | | | \$595.00 | \$118,859.73 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,783.34 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,833.61 |
| FICA-HI | \$0.00 | \$1,352.56 |
| LOUISIANA S-02 | \$0.00 | \$3,318.49 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.56 |
| 401(K) EMPLOYEE * | | \$653.25 |
| ROTH 401(K) | | \$326.62 |
| NET PAY | \$595.00 | \$98,584.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$398.36 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 41.58 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008299)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/20/2023 | 11/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 20.00 | \$740.00 | \$57,687.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | \$0.28 | \$7.28 |
| NONTAX PER DIEM | | | | \$24,560.00 |
| TOTAL PAY | | | \$740.28 | \$115,804.45 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$45.90 | \$5,657.16 |
| FEDERAL W/H TAX M-02 | \$24.59 | \$8,666.49 |
| FICA-HI | \$10.73 | \$1,323.04 |
| LOUISIANA S-02 | \$18.07 | \$3,250.67 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$7.28 |
| 401(K) EMPLOYEE * | \$44.40 | \$531.15 |
| ROTH 401(K) | \$22.20 | \$265.57 |
| NET PAY | \$574.11 | \$96,103.09 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$70.35 | \$365.06 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 40.04 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008300)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/20/2023 | 11/26/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$57,687.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | | \$7.28 |
| NONTAX PER DIEM | | | \$425.00 | \$24,985.00 |
| TOTAL PAY | | | \$425.00 | \$116,229.45 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,657.16 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,666.49 |
| FICA-HI | \$0.00 | \$1,323.04 |
| LOUISIANA S-02 | \$0.00 | \$3,250.67 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.28 |
| 401(K) EMPLOYEE * | | \$531.15 |
| ROTH 401(K) | | \$265.57 |
| NET PAY | \$425.00 | \$96,528.09 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$365.06 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 40.04 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008662)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/13/2023 | 11/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$56,947.75 |
| TIME AND 1/2 | 55.5000 | 1.50 | \$83.25 | \$33,549.42 |
| TAXABLE GTL | | | \$0.28 | \$7.00 |
| NONTAX PER DIEM | | | | \$23,965.00 |
| TOTAL PAY | | | \$1,563.53 | \$114,469.17 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$96.94 | \$5,611.26 |
| FEDERAL W/H TAX M-02 | \$113.91 | \$8,641.90 |
| FICA-HI | \$22.67 | \$1,312.31 |
| LOUISIANA S-02 | \$48.97 | \$3,232.60 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$7.00 |
| 401(K) EMPLOYEE * | \$93.80 | \$486.75 |
| ROTH 401(K) | \$46.90 | \$243.37 |
| NET PAY | \$1,140.06 | \$94,933.98 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$117.80 | \$294.71 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 38.50 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008663)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/13/2023 | 11/19/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$56,947.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | | \$7.00 |
| NONTAX PER DIEM | | | \$595.00 | \$24,560.00 |
| TOTAL PAY | | | \$595.00 | \$115,064.17 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,611.26 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,641.90 |
| FICA-HI | \$0.00 | \$1,312.31 |
| LOUISIANA S-02 | \$0.00 | \$3,232.60 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.00 |
| 401(K) EMPLOYEE * | | \$486.75 |
| ROTH 401(K) | | \$243.37 |
| NET PAY | \$595.00 | \$95,528.98 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$294.71 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 38.50 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008513)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/06/2023 | 11/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$55,467.75 |
| TIME AND 1/2 | 55.5000 | 20.50 | \$1,137.75 | \$33,466.17 |
| TAXABLE GTL | | | \$0.28 | \$6.72 |
| NONTAX PER DIEM | | | | \$23,370.00 |
| TOTAL PAY | | | \$2,618.03 | \$112,310.64 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$162.32 | \$5,514.32 |
| FEDERAL W/H TAX M-02 | \$261.93 | \$8,527.99 |
| FICA-HI | \$37.96 | \$1,289.64 |
| LOUISIANA S-02 | \$91.10 | \$3,183.63 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.72 |
| 401(K) EMPLOYEE * | \$157.07 | \$392.95 |
| ROTH 401(K) | \$78.53 | \$196.47 |
| NET PAY | \$1,828.84 | \$93,198.92 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$85.33 | \$176.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 36.96 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008514)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/06/2023 | 11/12/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$55,467.75 |
| TIME AND 1/2 | | | | \$33,466.17 |
| TAXABLE GTL | | | | \$6.72 |
| NONTAX PER DIEM | | | \$595.00 | \$23,965.00 |
| TOTAL PAY | | | \$595.00 | \$112,905.64 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,514.32 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,527.99 |
| FICA-HI | \$0.00 | \$1,289.64 |
| LOUISIANA S-02 | \$0.00 | \$3,183.63 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.72 |
| 401(K) EMPLOYEE * | | \$392.95 |
| ROTH 401(K) | | \$196.47 |
| NET PAY | \$595.00 | \$93,793.92 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$176.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 36.96 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008451)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/30/2023 | 11/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$53,987.75 |
| TIME AND 1/2 | 55.5000 | 7.50 | \$416.25 | \$32,328.42 |
| TAXABLE GTL | | | \$0.28 | \$6.44 |
| NONTAX PER DIEM | | | | \$22,775.00 |
| TOTAL PAY | | | \$1,896.53 | \$109,097.61 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$117.58 | \$5,352.00 |
| FEDERAL W/H TAX M-02 | \$151.47 | \$8,266.06 |
| FICA-HI | \$27.50 | \$1,251.68 |
| LOUISIANA S-02 | \$62.27 | \$3,092.53 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.44 |
| 401(K) EMPLOYEE * | \$113.78 | \$235.88 |
| ROTH 401(K) | \$56.89 | \$117.94 |
| NET PAY | \$1,366.76 | \$90,775.08 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$91.58 | \$91.58 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 35.42 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008452)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/30/2023 | 11/05/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$53,987.75 |
| TIME AND 1/2 | | | | \$32,328.42 |
| TAXABLE GTL | | | | \$6.44 |
| NONTAX PER DIEM | | | \$595.00 | \$23,370.00 |
| TOTAL PAY | | | \$595.00 | \$109,692.61 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,352.00 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,266.06 |
| FICA-HI | \$0.00 | \$1,251.68 |
| LOUISIANA S-02 | \$0.00 | \$3,092.53 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.44 |
| 401(K) EMPLOYEE * | | \$235.88 |
| ROTH 401(K) | | \$117.94 |
| NET PAY | \$595.00 | \$91,370.08 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$91.58 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 35.42 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008453)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/23/2023 | 10/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$52,507.75 |
| TIME AND 1/2 | 55.5000 | 10.00 | \$555.00 | \$31,912.17 |
| TAXABLE GTL | | | \$0.28 | \$6.16 |
| NONTAX PER DIEM | | | | \$22,180.00 |
| TOTAL PAY | | | \$2,035.28 | \$106,606.08 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$126.19 | \$5,234.42 |
| FEDERAL W/H TAX M-02 | \$167.12 | \$8,114.59 |
| FICA-HI | \$29.51 | \$1,224.18 |
| LOUISIANA S-02 | \$67.82 | \$3,030.26 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.16 |
| 401(K) EMPLOYEE * | \$122.10 | \$122.10 |
| ROTH 401(K) | \$61.05 | \$61.05 |
| NET PAY | \$1,461.21 | \$88,813.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 33.88 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008454)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/23/2023 | 10/29/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$52,507.75 |
| TIME AND 1/2 | | | | \$31,912.17 |
| TAXABLE GTL | | | | \$6.16 |
| NONTAX PER DIEM | | | \$595.00 | \$22,775.00 |
| TOTAL PAY | | | \$595.00 | \$107,201.08 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,234.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,114.59 |
| FICA-HI | \$0.00 | \$1,224.18 |
| LOUISIANA S-02 | \$0.00 | \$3,030.26 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.16 |
| 401(K) EMPLOYEE * | | \$122.10 |
| ROTH 401(K) | | \$61.05 |
| NET PAY | \$595.00 | \$89,408.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 33.88 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008516)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/16/2023 | 10/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$51,027.75 |
| TIME AND 1/2 | 55.5000 | 21.00 | \$1,165.50 | \$31,357.17 |
| TAXABLE GTL | | | \$0.28 | \$5.88 |
| NONTAX PER DIEM | | | | \$21,585.00 |
| TOTAL PAY | | | \$2,645.78 | \$103,975.80 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$164.04 | \$5,108.23 |
| FEDERAL W/H TAX M-02 | \$302.59 | \$7,947.47 |
| FICA-HI | \$38.37 | \$1,194.67 |
| LOUISIANA S-02 | \$98.95 | \$2,962.44 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.88 |
| NET PAY | \$2,041.55 | \$86,757.11 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.34 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008517)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/16/2023 | 10/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$51,027.75 |
| TIME AND 1/2 | | | | \$31,357.17 |



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

| | | | | |
|------------------|--|--|----------|--------------|
| TAXABLE GTL | | | | \$5.88 |
| NONTAX PER DIEM | | | \$595.00 | \$22,180.00 |
| TOTAL PAY | | | \$595.00 | \$104,570.80 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,108.23 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,947.47 |
| FICA-HI | \$0.00 | \$1,194.67 |
| LOUISIANA S-02 | \$0.00 | \$2,962.44 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.88 |
| NET PAY | \$595.00 | \$87,352.11 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.34 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008284)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/09/2023 | 10/15/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$49,547.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$30,191.67 |
| TAXABLE GTL | | | \$0.28 | \$5.60 |
| NONTAX PER DIEM | | | | \$20,990.00 |
| TOTAL PAY | | | \$2,590.28 | \$100,735.02 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.60 | \$4,944.19 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$7,644.88 |
| FICA-HI | \$37.56 | \$1,156.30 |
| LOUISIANA S-02 | \$96.59 | \$2,863.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.60 |
| NET PAY | \$2,004.87 | \$84,120.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 30.80 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008285)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/09/2023 | 10/15/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$49,547.75 |
| TIME AND 1/2 | | | | \$30,191.67 |



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

| | | | | |
|------------------|--|--|----------|--------------|
| TAXABLE GTL | | | | \$5.60 |
| NONTAX PER DIEM | | | \$595.00 | \$21,585.00 |
| TOTAL PAY | | | \$595.00 | \$101,330.02 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,944.19 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,644.88 |
| FICA-HI | \$0.00 | \$1,156.30 |
| LOUISIANA S-02 | \$0.00 | \$2,863.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.60 |
| NET PAY | \$595.00 | \$84,715.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 30.80 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008201)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/02/2023 | 10/08/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 31.00 | \$1,147.00 | \$48,067.75 |
| TIME AND 1/2 | | | | \$29,081.67 |
| TAXABLE GTL | | | \$0.28 | \$5.32 |
| NONTAX PER DIEM | | | | \$20,395.00 |
| TOTAL PAY | | | \$1,147.28 | \$97,549.74 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$71.13 | \$4,783.59 |
| FEDERAL W/H TAX M-02 | \$75.21 | \$7,354.50 |
| FICA-HI | \$16.63 | \$1,118.74 |
| LOUISIANA S-02 | \$35.27 | \$2,766.90 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$5.32 |
| NET PAY | \$948.76 | \$81,520.69 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 29.26 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008202)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/02/2023 | 10/08/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$48,067.75 |
| TIME AND 1/2 | | | | \$29,081.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$5.32 |
| NONTAX PER DIEM | | | \$595.00 | \$20,990.00 |
| TOTAL PAY | | | \$595.00 | \$98,144.74 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,783.59 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,354.50 |
| FICA-HI | \$0.00 | \$1,118.74 |
| LOUISIANA S-02 | \$0.00 | \$2,766.90 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.32 |
| NET PAY | \$595.00 | \$82,115.69 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 29.26 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008215)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/25/2023 | 10/01/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$46,920.75 |
| TIME AND 1/2 | 55.5000 | 12.50 | \$693.75 | \$29,081.67 |
| TAXABLE GTL | | | \$0.28 | \$5.04 |
| NONTAX PER DIEM | | | | \$19,800.00 |
| TOTAL PAY | | | \$2,174.03 | \$95,807.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$134.79 | \$4,712.46 |
| FEDERAL W/H TAX M-02 | \$198.81 | \$7,279.29 |
| FICA-HI | \$31.53 | \$1,102.11 |
| LOUISIANA S-02 | \$78.90 | \$2,731.63 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.04 |
| NET PAY | \$1,729.72 | \$79,976.93 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 27.72 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008216)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/25/2023 | 10/01/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$46,920.75 |
| TIME AND 1/2 | | | | \$29,081.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$5.04 |
| NONTAX PER DIEM | | | \$595.00 | \$20,395.00 |
| TOTAL PAY | | | \$595.00 | \$96,402.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,712.46 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,279.29 |
| FICA-HI | \$0.00 | \$1,102.11 |
| LOUISIANA S-02 | \$0.00 | \$2,731.63 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.04 |
| NET PAY | \$595.00 | \$80,571.93 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 27.72 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008468)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/18/2023 | 09/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$45,440.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$28,387.92 |
| TAXABLE GTL | | | \$0.28 | \$4.76 |
| NONTAX PER DIEM | | | | \$19,205.00 |
| TOTAL PAY | | | \$2,590.28 | \$93,038.43 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.59 | \$4,577.67 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$7,080.48 |
| FICA-HI | \$37.55 | \$1,070.58 |
| LOUISIANA S-02 | \$96.59 | \$2,652.73 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.76 |
| NET PAY | \$2,004.89 | \$77,652.21 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 26.18 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008469)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/18/2023 | 09/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$45,440.75 |
| TIME AND 1/2 | | | | \$28,387.92 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.76 |
| NONTAX PER DIEM | | | \$595.00 | \$19,800.00 |
| TOTAL PAY | | | \$595.00 | \$93,633.43 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,577.67 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,080.48 |
| FICA-HI | \$0.00 | \$1,070.58 |
| LOUISIANA S-02 | \$0.00 | \$2,652.73 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.76 |
| NET PAY | \$595.00 | \$78,247.21 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 26.18 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008360)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/11/2023 | 09/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$43,960.75 |
| TIME AND 1/2 | 55.5000 | 22.50 | \$1,248.75 | \$27,277.92 |
| TAXABLE GTL | | | \$0.28 | \$4.48 |
| NONTAX PER DIEM | | | | \$18,610.00 |
| TOTAL PAY | | | \$2,729.03 | \$89,853.15 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$169.20 | \$4,417.08 |
| FEDERAL W/H TAX M-02 | \$320.91 | \$6,790.10 |
| FICA-HI | \$39.58 | \$1,033.03 |
| LOUISIANA S-02 | \$102.49 | \$2,556.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.48 |
| NET PAY | \$2,096.57 | \$75,052.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 24.64 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008361)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/11/2023 | 09/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$43,960.75 |
| TIME AND 1/2 | | | | \$27,277.92 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.48 |
| NONTAX PER DIEM | | | \$595.00 | \$19,205.00 |
| TOTAL PAY | | | \$595.00 | \$90,448.15 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,417.08 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,790.10 |
| FICA-HI | \$0.00 | \$1,033.03 |
| LOUISIANA S-02 | \$0.00 | \$2,556.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.48 |
| NET PAY | \$595.00 | \$75,647.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 24.64 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008319)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/04/2023 | 09/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$42,480.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$26,029.17 |
| TAXABLE GTL | | | \$0.28 | \$4.20 |
| NONTAX PER DIEM | | | | \$18,015.00 |
| TOTAL PAY | | | \$2,590.28 | \$86,529.12 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.60 | \$4,247.88 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$6,469.19 |
| FICA-HI | \$37.55 | \$993.45 |
| LOUISIANA S-02 | \$96.59 | \$2,453.65 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.20 |
| NET PAY | \$2,004.88 | \$72,360.75 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 23.10 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008320)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/04/2023 | 09/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$42,480.75 |
| TIME AND 1/2 | | | | \$26,029.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.20 |
| NONTAX PER DIEM | | | \$595.00 | \$18,610.00 |
| TOTAL PAY | | | \$595.00 | \$87,124.12 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,247.88 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,469.19 |
| FICA-HI | \$0.00 | \$993.45 |
| LOUISIANA S-02 | \$0.00 | \$2,453.65 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.20 |
| NET PAY | \$595.00 | \$72,955.75 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 23.10 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008361)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/28/2023 | 09/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$41,000.75 |
| TIME AND 1/2 | 51.0000 | 29.50 | \$1,504.50 | \$24,919.17 |
| TAXABLE GTL | | | \$0.28 | \$3.92 |
| NONTAX PER DIEM | | | | \$17,420.00 |
| TOTAL PAY | | | \$2,864.78 | \$83,343.84 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$177.62 | \$4,087.28 |
| FEDERAL W/H TAX M-02 | \$350.77 | \$6,178.81 |
| FICA-HI | \$41.54 | \$955.90 |
| LOUISIANA S-02 | \$108.26 | \$2,357.06 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.92 |
| NET PAY | \$2,186.31 | \$69,760.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 21.56 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008362)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/28/2023 | 09/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$41,000.75 |
| TIME AND 1/2 | | | | \$24,919.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.92 |
| NONTAX PER DIEM | | | \$595.00 | \$18,015.00 |
| TOTAL PAY | | | \$595.00 | \$83,938.84 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,087.28 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,178.81 |
| FICA-HI | \$0.00 | \$955.90 |
| LOUISIANA S-02 | \$0.00 | \$2,357.06 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.92 |
| NET PAY | \$595.00 | \$70,355.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 21.56 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008346)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/21/2023 | 08/27/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$39,640.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$23,414.67 |
| TAXABLE GTL | | | \$0.28 | \$3.64 |
| NONTAX PER DIEM | | | | \$16,825.00 |
| TOTAL PAY | | | \$2,431.28 | \$79,884.06 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$3,909.66 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$5,828.04 |
| FICA-HI | \$35.26 | \$914.36 |
| LOUISIANA S-02 | \$89.84 | \$2,248.80 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.64 |
| NET PAY | \$1,899.76 | \$66,979.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 20.02 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008347)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/21/2023 | 08/27/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$39,640.75 |
| TIME AND 1/2 | | | | \$23,414.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.64 |
| NONTAX PER DIEM | | | \$595.00 | \$17,420.00 |
| TOTAL PAY | | | \$595.00 | \$80,479.06 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,909.66 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,828.04 |
| FICA-HI | \$0.00 | \$914.36 |
| LOUISIANA S-02 | \$0.00 | \$2,248.80 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.64 |
| NET PAY | \$595.00 | \$67,574.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 20.02 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008464)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/14/2023 | 08/20/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$38,280.75 |
| TIME AND 1/2 | 51.0000 | 12.50 | \$637.50 | \$22,343.67 |
| TAXABLE GTL | | | \$0.28 | \$3.36 |
| NONTAX PER DIEM | | | | \$16,230.00 |
| TOTAL PAY | | | \$1,997.78 | \$76,857.78 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$123.86 | \$3,758.92 |
| FEDERAL W/H TAX M-02 | \$177.27 | \$5,572.64 |
| FICA-HI | \$28.96 | \$879.10 |
| LOUISIANA S-02 | \$71.41 | \$2,158.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.36 |
| NET PAY | \$1,596.00 | \$64,484.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 18.48 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008465)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/14/2023 | 08/20/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$38,280.75 |
| TIME AND 1/2 | | | | \$22,343.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.36 |
| NONTAX PER DIEM | | | \$595.00 | \$16,825.00 |
| TOTAL PAY | | | \$595.00 | \$77,452.78 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,758.92 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,572.64 |
| FICA-HI | \$0.00 | \$879.10 |
| LOUISIANA S-02 | \$0.00 | \$2,158.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.36 |
| NET PAY | \$595.00 | \$65,079.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 18.48 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008583)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/07/2023 | 08/13/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$36,920.75 |
| TIME AND 1/2 | 51.0000 | 9.50 | \$484.50 | \$21,706.17 |
| TAXABLE GTL | | | \$0.28 | \$3.08 |
| NONTAX PER DIEM | | | | \$15,635.00 |
| TOTAL PAY | | | \$1,844.78 | \$74,265.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$114.38 | \$3,635.06 |
| FEDERAL W/H TAX M-02 | \$158.91 | \$5,395.37 |
| FICA-HI | \$26.75 | \$850.14 |
| LOUISIANA S-02 | \$64.91 | \$2,087.55 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.08 |
| NET PAY | \$1,479.55 | \$62,293.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 16.94 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008584)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/07/2023 | 08/13/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$36,920.75 |
| TIME AND 1/2 | | | | \$21,706.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.08 |
| NONTAX PER DIEM | | | \$595.00 | \$16,230.00 |
| TOTAL PAY | | | \$595.00 | \$74,860.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,635.06 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,395.37 |
| FICA-HI | \$0.00 | \$850.14 |
| LOUISIANA S-02 | \$0.00 | \$2,087.55 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.08 |
| NET PAY | \$595.00 | \$62,888.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 16.94 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008255)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/31/2023 | 08/06/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$35,560.75 |
| TIME AND 1/2 | 51.0000 | 20.50 | \$1,045.50 | \$21,221.67 |
| TAXABLE GTL | | | \$0.28 | \$2.80 |
| NONTAX PER DIEM | | | | \$15,040.00 |
| TOTAL PAY | | | \$2,405.78 | \$71,825.22 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$149.15 | \$3,520.68 |
| FEDERAL W/H TAX M-02 | \$249.79 | \$5,236.46 |
| FICA-HI | \$34.89 | \$823.39 |
| LOUISIANA S-02 | \$88.75 | \$2,022.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.80 |
| NET PAY | \$1,882.92 | \$60,219.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 15.40 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008256)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/31/2023 | 08/06/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$35,560.75 |
| TIME AND 1/2 | | | | \$21,221.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.80 |
| NONTAX PER DIEM | | | \$595.00 | \$15,635.00 |
| TOTAL PAY | | | \$595.00 | \$72,420.22 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,520.68 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,236.46 |
| FICA-HI | \$0.00 | \$823.39 |
| LOUISIANA S-02 | \$0.00 | \$2,022.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.80 |
| NET PAY | \$595.00 | \$60,814.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 15.40 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008161)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/24/2023 | 07/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$34,200.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$20,176.17 |
| TAXABLE GTL | | | \$0.28 | \$2.52 |
| NONTAX PER DIEM | | | | \$14,445.00 |
| TOTAL PAY | | | \$2,431.28 | \$68,824.44 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$3,371.53 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$4,986.67 |
| FICA-HI | \$35.25 | \$788.50 |
| LOUISIANA S-02 | \$89.84 | \$1,933.89 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.52 |
| NET PAY | \$1,899.77 | \$57,741.33 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 13.86 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008162)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/24/2023 | 07/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$34,200.75 |
| TIME AND 1/2 | | | | \$20,176.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.52 |
| NONTAX PER DIEM | | | \$595.00 | \$15,040.00 |
| TOTAL PAY | | | \$595.00 | \$69,419.44 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,371.53 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,986.67 |
| FICA-HI | \$0.00 | \$788.50 |
| LOUISIANA S-02 | \$0.00 | \$1,933.89 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.52 |
| NET PAY | \$595.00 | \$58,336.33 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 13.86 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008222)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/17/2023 | 07/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$32,840.75 |
| TIME AND 1/2 | 51.0000 | 12.50 | \$637.50 | \$19,105.17 |
| TAXABLE GTL | | | \$0.28 | \$2.24 |
| NONTAX PER DIEM | | | | \$13,850.00 |
| TOTAL PAY | | | \$1,997.78 | \$65,798.16 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$123.87 | \$3,220.79 |
| FEDERAL W/H TAX M-02 | \$177.27 | \$4,731.27 |
| FICA-HI | \$28.97 | \$753.25 |
| LOUISIANA S-02 | \$71.41 | \$1,844.05 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.24 |
| NET PAY | \$1,595.98 | \$55,246.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 12.32 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008223)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/17/2023 | 07/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$32,840.75 |
| TIME AND 1/2 | | | | \$19,105.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.24 |
| NONTAX PER DIEM | | | \$595.00 | \$14,445.00 |
| TOTAL PAY | | | \$595.00 | \$66,393.16 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,220.79 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,731.27 |
| FICA-HI | \$0.00 | \$753.25 |
| LOUISIANA S-02 | \$0.00 | \$1,844.05 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.24 |
| NET PAY | \$595.00 | \$55,841.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 12.32 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008009)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/10/2023 | 07/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$31,480.75 |
| TIME AND 1/2 | 51.0000 | 19.00 | \$969.00 | \$18,467.67 |
| TAXABLE GTL | | | \$0.28 | \$1.96 |
| NONTAX PER DIEM | | | | \$13,255.00 |
| TOTAL PAY | | | \$2,329.28 | \$63,205.38 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$144.41 | \$3,096.92 |
| FEDERAL W/H TAX M-02 | \$232.96 | \$4,554.00 |
| FICA-HI | \$33.77 | \$724.28 |
| LOUISIANA S-02 | \$85.50 | \$1,772.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$1.96 |
| NET PAY | \$1,832.36 | \$53,055.58 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 10.78 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008010)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/10/2023 | 07/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$31,480.75 |
| TIME AND 1/2 | | | | \$18,467.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.96 |
| NONTAX PER DIEM | | | \$595.00 | \$13,850.00 |
| TOTAL PAY | | | \$595.00 | \$63,800.38 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,096.92 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,554.00 |
| FICA-HI | \$0.00 | \$724.28 |
| LOUISIANA S-02 | \$0.00 | \$1,772.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.96 |
| NET PAY | \$595.00 | \$53,650.58 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 10.78 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007776)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/03/2023 | 07/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$30,120.75 |
| TIME AND 1/2 | 51.0000 | 10.00 | \$510.00 | \$17,498.67 |
| TAXABLE GTL | | | \$0.28 | \$1.68 |
| NONTAX PER DIEM | | | | \$12,660.00 |
| TOTAL PAY | | | \$1,870.28 | \$60,281.10 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$115.96 | \$2,952.51 |
| FEDERAL W/H TAX M-02 | \$161.97 | \$4,321.04 |
| FICA-HI | \$27.12 | \$690.51 |
| LOUISIANA S-02 | \$65.99 | \$1,687.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$1.68 |
| NET PAY | \$1,498.96 | \$50,628.22 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.24 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007777)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/03/2023 | 07/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$30,120.75 |
| TIME AND 1/2 | | | | \$17,498.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.68 |
| NONTAX PER DIEM | | | \$595.00 | \$13,255.00 |
| TOTAL PAY | | | \$595.00 | \$60,876.10 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,952.51 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,321.04 |
| FICA-HI | \$0.00 | \$690.51 |
| LOUISIANA S-02 | \$0.00 | \$1,687.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.68 |
| NET PAY | \$595.00 | \$51,223.22 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.24 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007940)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/26/2023 | 07/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$28,760.75 |
| TIME AND 1/2 | 51.0000 | 12.00 | \$612.00 | \$16,988.67 |
| TAXABLE GTL | | | \$0.56 | \$1.40 |
| NONTAX PER DIEM | | | | \$12,065.00 |
| TOTAL PAY | | | \$1,972.56 | \$57,815.82 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$122.30 | \$2,836.55 |
| FEDERAL W/H TAX M-02 | \$174.25 | \$4,159.07 |
| FICA-HI | \$28.61 | \$663.39 |
| LOUISIANA S-02 | \$70.34 | \$1,621.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.56 | \$1.40 |
| NET PAY | \$1,576.50 | \$48,534.26 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 7.70 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007941)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/26/2023 | 07/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$28,760.75 |
| TIME AND 1/2 | | | | \$16,988.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.40 |
| NONTAX PER DIEM | | | \$595.00 | \$12,660.00 |
| TOTAL PAY | | | \$595.00 | \$58,410.82 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,836.55 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,159.07 |
| FICA-HI | \$0.00 | \$663.39 |
| LOUISIANA S-02 | \$0.00 | \$1,621.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.40 |
| NET PAY | \$595.00 | \$49,129.26 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 7.70 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008072)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/19/2023 | 06/25/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$27,400.75 |
| TIME AND 1/2 | 51.0000 | 29.50 | \$1,504.50 | \$16,376.67 |
| TAXABLE GTL | | | \$0.56 | \$0.84 |
| NONTAX PER DIEM | | | | \$11,470.00 |
| TOTAL PAY | | | \$2,865.06 | \$55,248.26 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$177.63 | \$2,714.25 |
| FEDERAL W/H TAX M-02 | \$350.83 | \$3,984.82 |
| FICA-HI | \$41.54 | \$634.78 |
| LOUISIANA S-02 | \$108.27 | \$1,550.81 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.56 | \$0.84 |
| NET PAY | \$2,186.23 | \$46,362.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 6.16 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008073)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/19/2023 | 06/25/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$27,400.75 |
| TIME AND 1/2 | | | | \$16,376.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$0.84 |
| NONTAX PER DIEM | | | \$595.00 | \$12,065.00 |
| TOTAL PAY | | | \$595.00 | \$55,843.26 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,714.25 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,984.82 |
| FICA-HI | \$0.00 | \$634.78 |
| LOUISIANA S-02 | \$0.00 | \$1,550.81 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$0.84 |
| NET PAY | \$595.00 | \$46,957.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 6.16 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007899)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/12/2023 | 06/18/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$26,040.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$14,872.17 |
| TAXABLE GTL | | | \$0.28 | \$0.28 |
| NONTAX PER DIEM | | | | \$10,875.00 |
| TOTAL PAY | | | \$2,431.28 | \$51,788.20 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$2,536.62 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$3,633.99 |
| FICA-HI | \$35.25 | \$593.24 |
| LOUISIANA S-02 | \$89.84 | \$1,442.54 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$0.28 |
| NET PAY | \$1,899.77 | \$43,581.53 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.62 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007900)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/12/2023 | 06/18/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$26,040.75 |
| TIME AND 1/2 | | | | \$14,872.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$0.28 |
| NONTAX PER DIEM | | | \$595.00 | \$11,470.00 |
| TOTAL PAY | | | \$595.00 | \$52,383.20 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,536.62 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,633.99 |
| FICA-HI | \$0.00 | \$593.24 |
| LOUISIANA S-02 | \$0.00 | \$1,442.54 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$0.28 |
| NET PAY | \$595.00 | \$44,176.53 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.62 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007882)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/05/2023 | 06/11/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 32.5000 | 40.00 | \$1,300.00 | \$24,680.75 |
| TIME AND 1/2 | 48.7500 | 12.50 | \$609.39 | \$13,801.17 |
| NONTAX PER DIEM | | | | \$10,350.00 |
| TOTAL PAY | | | \$1,909.39 | \$48,831.92 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$118.38 | \$2,385.88 |
| FEDERAL W/H TAX M-02 | \$166.67 | \$3,378.59 |
| FICA-HI | \$27.69 | \$557.99 |
| LOUISIANA S-02 | \$67.66 | \$1,352.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,528.99 | \$41,156.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 3.08 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007883)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/05/2023 | 06/11/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$24,680.75 |
| TIME AND 1/2 | | | | \$13,801.17 |
| NONTAX PER DIEM | | | \$525.00 | \$10,875.00 |
| TOTAL PAY | | | \$525.00 | \$49,356.92 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,385.88 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,378.59 |
| FICA-HI | \$0.00 | \$557.99 |
| LOUISIANA S-02 | \$0.00 | \$1,352.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$41,681.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 3.08 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007773)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/29/2023 | 06/04/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 32.5000 | 40.00 | \$1,300.00 | \$23,380.75 |
| TIME AND 1/2 | 48.7500 | 11.00 | \$536.25 | \$13,191.78 |
| NONTAX PER DIEM | | | | \$9,825.00 |
| TOTAL PAY | | | \$1,836.25 | \$46,397.53 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$113.85 | \$2,267.50 |
| FEDERAL W/H TAX M-02 | \$157.89 | \$3,211.92 |
| FICA-HI | \$26.62 | \$530.30 |
| LOUISIANA S-02 | \$64.55 | \$1,285.04 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,473.34 | \$39,102.77 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 1.54 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007774)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/29/2023 | 06/04/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$23,380.75 |
| TIME AND 1/2 | | | | \$13,191.78 |
| NONTAX PER DIEM | | | \$525.00 | \$10,350.00 |
| TOTAL PAY | | | \$525.00 | \$46,922.53 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,267.50 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,211.92 |
| FICA-HI | \$0.00 | \$530.30 |
| LOUISIANA S-02 | \$0.00 | \$1,285.04 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$39,627.77 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 1.54 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008221)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/22/2023 | 05/28/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$22,080.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | | \$9,300.00 |
| TOTAL PAY | | | \$1,180.00 | \$44,036.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$73.16 | \$2,153.65 |
| FEDERAL W/H TAX M-02 | \$79.14 | \$3,054.03 |
| FICA-HI | \$17.11 | \$503.68 |
| LOUISIANA S-02 | \$36.66 | \$1,220.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$973.93 | \$37,104.43 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008222)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/22/2023 | 05/28/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$22,080.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | \$525.00 | \$9,825.00 |
| TOTAL PAY | | | \$525.00 | \$44,561.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,153.65 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,054.03 |
| FICA-HI | \$0.00 | \$503.68 |
| LOUISIANA S-02 | \$0.00 | \$1,220.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$37,629.43 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008261)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/15/2023 | 05/21/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$20,900.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$12,655.53 |
| NONTAX PER DIEM | | | | \$8,775.00 |
| TOTAL PAY | | | \$2,065.00 | \$42,331.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$2,080.49 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$2,974.89 |
| FICA-HI | \$29.95 | \$486.57 |
| LOUISIANA S-02 | \$74.27 | \$1,183.83 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$35,605.50 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008262)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/15/2023 | 05/21/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$20,900.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | \$525.00 | \$9,300.00 |
| TOTAL PAY | | | \$525.00 | \$42,856.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,080.49 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,974.89 |
| FICA-HI | \$0.00 | \$486.57 |
| LOUISIANA S-02 | \$0.00 | \$1,183.83 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$36,130.50 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008131)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/08/2023 | 05/14/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$19,720.75 |
| TIME AND 1/2 | 44.2500 | 10.50 | \$464.63 | \$11,770.53 |
| NONTAX PER DIEM | | | | \$8,250.00 |
| TOTAL PAY | | | \$1,644.63 | \$39,741.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$101.97 | \$1,952.46 |
| FEDERAL W/H TAX M-02 | \$134.89 | \$2,789.55 |
| FICA-HI | \$23.84 | \$456.62 |
| LOUISIANA S-02 | \$56.40 | \$1,109.56 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,327.53 | \$33,433.09 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008132)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/08/2023 | 05/14/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$19,720.75 |
| TIME AND 1/2 | | | | \$11,770.53 |
| NONTAX PER DIEM | | | \$525.00 | \$8,775.00 |
| TOTAL PAY | | | \$525.00 | \$40,266.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,952.46 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,789.55 |
| FICA-HI | \$0.00 | \$456.62 |
| LOUISIANA S-02 | \$0.00 | \$1,109.56 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$33,958.09 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008296)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/01/2023 | 05/07/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$18,540.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.51 | \$11,305.90 |
| NONTAX PER DIEM | | | | \$7,725.00 |
| TOTAL PAY | | | \$1,622.51 | \$37,571.65 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.59 | \$1,850.49 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$2,654.66 |
| FICA-HI | \$23.53 | \$432.78 |
| LOUISIANA S-02 | \$55.46 | \$1,053.16 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.69 | \$31,580.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008297)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/01/2023 | 05/07/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$18,540.75 |
| TIME AND 1/2 | | | | \$11,305.90 |
| NONTAX PER DIEM | | | \$525.00 | \$8,250.00 |
| TOTAL PAY | | | \$525.00 | \$38,096.65 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,850.49 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,654.66 |
| FICA-HI | \$0.00 | \$432.78 |
| LOUISIANA S-02 | \$0.00 | \$1,053.16 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$32,105.56 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008286)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/24/2023 | 04/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$17,360.75 |
| TIME AND 1/2 | 44.2500 | 25.50 | \$1,128.38 | \$10,863.39 |
| NONTAX PER DIEM | | | | \$7,200.00 |
| TOTAL PAY | | | \$2,308.38 | \$35,424.14 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$143.12 | \$1,749.90 |
| FEDERAL W/H TAX M-02 | \$228.36 | \$2,522.42 |
| FICA-HI | \$33.47 | \$409.25 |
| LOUISIANA S-02 | \$84.61 | \$997.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,818.82 | \$29,744.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008287)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/24/2023 | 04/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$17,360.75 |
| TIME AND 1/2 | | | | \$10,863.39 |
| NONTAX PER DIEM | | | \$525.00 | \$7,725.00 |
| TOTAL PAY | | | \$525.00 | \$35,949.14 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,749.90 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,522.42 |
| FICA-HI | \$0.00 | \$409.25 |
| LOUISIANA S-02 | \$0.00 | \$997.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$30,269.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008394)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/17/2023 | 04/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$16,180.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$9,735.01 |
| NONTAX PER DIEM | | | | \$6,675.00 |
| TOTAL PAY | | | \$2,065.00 | \$32,590.76 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,606.78 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$2,294.06 |
| FICA-HI | \$29.94 | \$375.78 |
| LOUISIANA S-02 | \$74.27 | \$913.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.42 | \$27,401.05 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008395)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/17/2023 | 04/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$16,180.75 |
| TIME AND 1/2 | | | | \$9,735.01 |
| NONTAX PER DIEM | | | \$525.00 | \$7,200.00 |
| TOTAL PAY | | | \$525.00 | \$33,115.76 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,606.78 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,294.06 |
| FICA-HI | \$0.00 | \$375.78 |
| LOUISIANA S-02 | \$0.00 | \$913.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$27,926.05 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008294)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/10/2023 | 04/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$15,000.75 |
| TIME AND 1/2 | 44.2500 | 17.00 | \$752.26 | \$8,850.01 |
| NONTAX PER DIEM | | | | \$6,150.00 |
| TOTAL PAY | | | \$1,932.26 | \$30,000.76 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$119.80 | \$1,478.75 |
| FEDERAL W/H TAX M-02 | \$169.41 | \$2,108.72 |
| FICA-HI | \$28.02 | \$345.84 |
| LOUISIANA S-02 | \$68.63 | \$838.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,546.40 | \$25,228.63 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008295)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/10/2023 | 04/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$15,000.75 |
| TIME AND 1/2 | | | | \$8,850.01 |
| NONTAX PER DIEM | | | \$525.00 | \$6,675.00 |
| TOTAL PAY | | | \$525.00 | \$30,525.76 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,478.75 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,108.72 |
| FICA-HI | \$0.00 | \$345.84 |
| LOUISIANA S-02 | \$0.00 | \$838.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$25,753.63 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/13/2023 | Check Number: 99008305)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/03/2023 | 04/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 30.00 | \$885.00 | \$13,820.75 |
| TIME AND 1/2 | | | | \$8,097.75 |
| NONTAX PER DIEM | | | | \$6,150.00 |
| TOTAL PAY | | | \$885.00 | \$28,068.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$54.87 | \$1,358.95 |
| FEDERAL W/H TAX M-02 | \$43.74 | \$1,939.31 |
| FICA-HI | \$12.83 | \$317.82 |
| LOUISIANA S-02 | \$24.69 | \$770.19 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$748.87 | \$23,682.23 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008468)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/27/2023 | 04/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$12,935.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$8,097.75 |
| NONTAX PER DIEM | | | | \$5,100.00 |
| TOTAL PAY | | | \$2,065.00 | \$26,133.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,304.08 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,895.57 |
| FICA-HI | \$29.95 | \$304.99 |
| LOUISIANA S-02 | \$74.27 | \$745.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$21,883.36 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008469)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/27/2023 | 04/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$12,935.75 |
| TIME AND 1/2 | | | | \$8,097.75 |
| NONTAX PER DIEM | | | \$1,050.00 | \$6,150.00 |
| TOTAL PAY | | | \$1,050.00 | \$27,183.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,304.08 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,895.57 |
| FICA-HI | \$0.00 | \$304.99 |
| LOUISIANA S-02 | \$0.00 | \$745.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,050.00 | \$22,933.36 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008856)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/20/2023 | 03/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$11,755.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$7,212.75 |
| NONTAX PER DIEM | | | | \$4,575.00 |
| TOTAL PAY | | | \$2,065.00 | \$23,543.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,176.05 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,710.23 |
| FICA-HI | \$29.94 | \$275.04 |
| LOUISIANA S-02 | \$74.27 | \$671.23 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.42 | \$19,710.95 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008857)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/20/2023 | 03/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$11,755.75 |
| TIME AND 1/2 | | | | \$7,212.75 |
| NONTAX PER DIEM | | | \$525.00 | \$5,100.00 |
| TOTAL PAY | | | \$525.00 | \$24,068.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,176.05 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,710.23 |
| FICA-HI | \$0.00 | \$275.04 |
| LOUISIANA S-02 | \$0.00 | \$671.23 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$20,235.95 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008430)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/13/2023 | 03/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$10,575.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$6,327.75 |
| NONTAX PER DIEM | | | | \$4,050.00 |
| TOTAL PAY | | | \$1,622.50 | \$20,953.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.60 | \$1,048.02 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$1,524.89 |
| FICA-HI | \$23.53 | \$245.10 |
| LOUISIANA S-02 | \$55.46 | \$596.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.67 | \$17,538.53 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008431)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/13/2023 | 03/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$10,575.75 |
| TIME AND 1/2 | | | | \$6,327.75 |
| NONTAX PER DIEM | | | \$525.00 | \$4,575.00 |
| TOTAL PAY | | | \$525.00 | \$21,478.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,048.02 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,524.89 |
| FICA-HI | \$0.00 | \$245.10 |
| LOUISIANA S-02 | \$0.00 | \$596.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$18,063.53 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008483)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/06/2023 | 03/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$9,395.75 |
| TIME AND 1/2 | 44.2500 | 30.00 | \$1,327.50 | \$5,885.25 |
| NONTAX PER DIEM | | | | \$3,525.00 |
| TOTAL PAY | | | \$2,507.50 | \$18,806.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$155.46 | \$947.42 |
| FEDERAL W/H TAX M-02 | \$272.17 | \$1,392.65 |
| FICA-HI | \$36.35 | \$221.57 |
| LOUISIANA S-02 | \$93.08 | \$541.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,950.44 | \$15,702.86 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008484)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/06/2023 | 03/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$9,395.75 |
| TIME AND 1/2 | | | | \$5,885.25 |
| NONTAX PER DIEM | | | \$525.00 | \$4,050.00 |
| TOTAL PAY | | | \$525.00 | \$19,331.00 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$947.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,392.65 |
| FICA-HI | \$0.00 | \$221.57 |
| LOUISIANA S-02 | \$0.00 | \$541.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$16,227.86 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008462)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/27/2023 | 03/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$8,215.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$4,557.75 |
| NONTAX PER DIEM | | | | \$3,000.00 |
| TOTAL PAY | | | \$2,065.00 | \$15,773.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$791.96 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,120.48 |
| FICA-HI | \$29.95 | \$185.22 |
| LOUISIANA S-02 | \$74.27 | \$448.42 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$13,227.42 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008463)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/27/2023 | 03/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$8,215.75 |
| TIME AND 1/2 | | | | \$4,557.75 |
| NONTAX PER DIEM | | | \$525.00 | \$3,525.00 |
| TOTAL PAY | | | \$525.00 | \$16,298.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$791.96 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,120.48 |
| FICA-HI | \$0.00 | \$185.22 |
| LOUISIANA S-02 | \$0.00 | \$448.42 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$13,752.42 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008651)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/20/2023 | 02/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$7,035.75 |
| TIME AND 1/2 | 44.2500 | 15.00 | \$663.75 | \$3,672.75 |
| NONTAX PER DIEM | | | | \$2,475.00 |
| TOTAL PAY | | | \$1,843.75 | \$13,183.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$114.32 | \$663.93 |
| FEDERAL W/H TAX M-02 | \$158.79 | \$935.14 |
| FICA-HI | \$26.73 | \$155.27 |
| LOUISIANA S-02 | \$64.87 | \$374.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,479.04 | \$11,055.01 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008652)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/20/2023 | 02/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$7,035.75 |
| TIME AND 1/2 | | | | \$3,672.75 |
| NONTAX PER DIEM | | | \$525.00 | \$3,000.00 |
| TOTAL PAY | | | \$525.00 | \$13,708.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$663.93 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$935.14 |
| FICA-HI | \$0.00 | \$155.27 |
| LOUISIANA S-02 | \$0.00 | \$374.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$11,580.01 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008579)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/13/2023 | 02/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$5,855.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$3,009.00 |
| NONTAX PER DIEM | | | | \$1,950.00 |
| TOTAL PAY | | | \$1,622.50 | \$10,814.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.59 | \$549.61 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$776.35 |
| FICA-HI | \$23.53 | \$128.54 |
| LOUISIANA S-02 | \$55.46 | \$309.28 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.68 | \$9,050.97 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008580)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/13/2023 | 02/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$5,855.75 |
| TIME AND 1/2 | | | | \$3,009.00 |
| NONTAX PER DIEM | | | \$525.00 | \$2,475.00 |
| TOTAL PAY | | | \$525.00 | \$11,339.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$549.61 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$776.35 |
| FICA-HI | \$0.00 | \$128.54 |
| LOUISIANA S-02 | \$0.00 | \$309.28 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$9,575.97 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008535)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/06/2023 | 02/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$4,675.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$2,566.50 |
| NONTAX PER DIEM | | | | \$1,425.00 |
| TOTAL PAY | | | \$1,622.50 | \$8,667.25 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.60 | \$449.02 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$644.11 |
| FICA-HI | \$23.52 | \$105.01 |
| LOUISIANA S-02 | \$55.46 | \$253.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.68 | \$7,215.29 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008536)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/06/2023 | 02/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$4,675.75 |
| TIME AND 1/2 | | | | \$2,566.50 |
| NONTAX PER DIEM | | | \$525.00 | \$1,950.00 |
| TOTAL PAY | | | \$525.00 | \$9,192.25 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$449.02 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$644.11 |
| FICA-HI | \$0.00 | \$105.01 |
| LOUISIANA S-02 | \$0.00 | \$253.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$7,740.29 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008416)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/30/2023 | 02/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$3,495.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$2,124.00 |
| NONTAX PER DIEM | | | | \$900.00 |
| TOTAL PAY | | | \$2,065.00 | \$6,519.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$348.42 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$511.87 |
| FICA-HI | \$29.95 | \$81.49 |
| LOUISIANA S-02 | \$74.27 | \$198.36 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$5,379.61 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008417)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/30/2023 | 02/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$3,495.75 |
| TIME AND 1/2 | | | | \$2,124.00 |
| NONTAX PER DIEM | | | \$525.00 | \$1,425.00 |
| TOTAL PAY | | | \$525.00 | \$7,044.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$348.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$511.87 |
| FICA-HI | \$0.00 | \$81.49 |
| LOUISIANA S-02 | \$0.00 | \$198.36 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$5,904.61 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008557)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/23/2023 | 01/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$2,315.75 |
| TIME AND 1/2 | 44.2500 | 28.00 | \$1,239.00 | \$1,239.00 |
| NONTAX PER DIEM | | | | \$375.00 |
| TOTAL PAY | | | \$2,419.00 | \$3,929.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$149.97 | \$220.39 |
| FEDERAL W/H TAX M-02 | \$252.70 | \$326.53 |
| FICA-HI | \$35.07 | \$51.54 |
| LOUISIANA S-02 | \$89.31 | \$124.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,891.95 | \$3,207.20 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008558)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/23/2023 | 01/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$2,315.75 |
| TIME AND 1/2 | | | | \$1,239.00 |
| NONTAX PER DIEM | | | \$525.00 | \$900.00 |
| TOTAL PAY | | | \$525.00 | \$4,454.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$220.39 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$326.53 |
| FICA-HI | \$0.00 | \$51.54 |
| LOUISIANA S-02 | \$0.00 | \$124.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$3,732.20 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008464)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/16/2023 | 01/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 38.50 | \$1,135.75 | \$1,135.75 |
| TOTAL PAY | | | \$1,135.75 | \$1,135.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$70.42 | \$70.42 |
| FEDERAL W/H TAX M-02 | \$73.83 | \$73.83 |
| FICA-HI | \$16.47 | \$16.47 |
| LOUISIANA S-02 | \$34.78 | \$34.78 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$940.25 | \$940.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008465)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/16/2023 | 01/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$1,135.75 |
| NONTAX PER DIEM | | | \$375.00 | \$375.00 |
| TOTAL PAY | | | \$375.00 | \$1,510.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$70.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$73.83 |



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

| | | | |
|----------------|--|--------|---------|
| FICA-HI | | \$0.00 | \$16.47 |
| LOUISIANA S-02 | | \$0.00 | \$34.78 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$375.00 | \$1,315.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Pay Details

Please go to website TBD to see your time off accruals and balances

| Employee Name | Salary Basis Name | Payroll |
|------------------|--|---|
| Michael T Coupel | US Hourly | US Weekly Sunday |
| Person Number | Assignment Number | Hire Date |
| 0031929355 | E0031929355-2 | 4-Nov-2024 |
| Work Phone | Tax Reporting Unit FEIN | Tax Reporting Unit Name |
| (210) 588-5000 | 74-2887583 | Zachry Industrial, Inc. |
| | Employee Address | Tax Reporting Unit Address |
| | 569 Saint Ann St Belle Chasse, LA 70037 US | 527 Logwood Ave. San Antonio, TX 78221 US |

| Period Type | Period Start Date | Period End Date | Payment Date | Hourly Base Rate |
|-------------|-------------------|-----------------|--------------|------------------|
| Weekly | 4-Nov-2024 | 10-Nov-2024 | 14-Nov-2024 | 27.00 |

| Tax Withholding Information | | | |
|-----------------------------|-------------------|------------------------|-------------------|
| Type | Marital Status | Total Dependent Amount | Extra Withholding |
| FEDERAL_2020 | Head of household | 0.00 | 0.00 |

| Tax Withholding Information | | | |
|-----------------------------|----------------|------------|-------------------|
| Type | Marital Status | Exemptions | Additional Amount |
| LA | | 2 | 0.00 |
| TX | | | 0.00 |

| Summary | | |
|-------------------------|----------|--------------|
| Description | Current | Year to Date |
| Gross Earnings | 1,485.00 | 54,717.80 |
| Imputed Earnings | 0.00 | 13.92 |
| Nonpayroll Payment | 560.00 | 1,240.00 |
| Pretax Deductions | 89.10 | 3,650.02 |
| Employee Tax Deductions | 151.32 | 16,514.61 |
| Voluntary Deductions | 44.55 | 1,825.06 |
| Net Payment | 1,760.03 | 33,954.19 |

| Earnings | | |
|----------------------------|----------|--------------|
| Description | Current | Year to Date |
| Double Time | 0.00 | 592.00 |
| Group Term Life | 0.00 | 13.92 |
| OT Time | 216.00 | 20,118.75 |
| OT Time Prem | 108.00 | 108.00 |
| Per Diem Non Taxable | 560.00 | 1,240.00 |
| Per Diem Taxable | 0.00 | 14,365.00 |
| Regular Hours | 1,161.00 | 36,832.50 |
| Shift B Uplift | 0.00 | 10.50 |
| Vacation Regulatory Payout | 0.00 | 486.88 |

| Absences | | |
|------------------------------|---------|--------------|
| Description | Current | Year to Date |
| Vacation Entitlement Payment | 0.00 | 2,685.00 |

| Hours | | |
|-------------|---------|--------------|
| Description | Current | Year to Date |

Pay Details

Page: 2 of 2

| | | |
|---|-------|----------|
| Double Time Hours Worked | 0.00 | 8.00 |
| OT Time Hours Worked | 8.00 | 396.00 |
| OT Time Prem Hours Worked | 8.00 | 8.00 |
| Regular Hours Hours Worked | 43.00 | 1,081.00 |
| Shift B Uplift Hours Worked | 0.00 | 10.50 |
| Total Hours Worked | 0.00 | 1,485.00 |
| Vacation Entitlement Hours | 0.00 | 75.00 |
| Vacation Regulatory Payout Hours Worked | 0.00 | 14.32 |

| Other Units | | |
|----------------------------------|---------|--------------|
| Description | Current | Year to Date |
| Per Diem Non Taxable Other Units | 1.00 | 1.00 |
| Per Diem Taxable Other Units | 0.00 | 1.00 |

| Pretax Deductions | | |
|-------------------|---------|--------------|
| Description | Current | Year to Date |
| ZHI 401K | 89.10 | 3,650.02 |

| Tax Deductions | | |
|-----------------------------------|---------|--------------|
| Description | Current | Year to Date |
| Social Security Employee Withheld | 92.07 | 4,663.18 |
| Medicare Employee Withheld | 21.53 | 1,090.58 |
| FIT Withheld | 0.00 | 8,127.99 |
| SIT Withheld (LA) | 37.72 | 2,632.86 |

| Other Deductions | | |
|------------------|---------|--------------|
| Description | Current | Year to Date |
| ZHI 401K Roth | 44.55 | 1,825.06 |

| Company Contributions | | |
|------------------------------|---------|--------------|
| Description | Current | Year to Date |
| Group Term Life Insurance ER | 0.00 | 96.57 |
| LTD ER | 0.00 | 122.46 |
| ZHI 401K Employer Match | 66.83 | 2,737.56 |

| Net Pay Distribution | | | | | |
|----------------------|-----------------|------------------------------|----------------|----------|----------------|
| Check/Deposit Number | Bank Name | Branch Name | Account Number | Currency | Payment Amount |
| 2570895464 | JP MORGAN CHASE | JP MORGAN CHASE 065400137 | XXXXXX3326 | USD | 1,760.03 |

Pay Details

Page: 1 of 2

Please go to website TBD to see your time off accruals and balances

| Employee Name | Salary Basis Name | Payroll |
|------------------|--|---|
| Michael T Coupel | US Hourly | US Weekly Sunday |
| Person Number | Assignment Number | Hire Date |
| 0031929355 | E0031929355 | 18-Jan-2023 |
| Work Phone | Tax Reporting Unit FEIN | Tax Reporting Unit Name |
| (210) 588-5000 | 74-2887583 | Zachry Industrial, Inc. |
| | Employee Address | Tax Reporting Unit Address |
| | 569 Saint Ann St Belle Chasse, LA 70037 US | 527 Logwood Ave. San Antonio, TX 78221 US |

| Period Type | Period Start Date | Period End Date | Payment Date | Hourly Base Rate |
|-------------|-------------------|-----------------|--------------|------------------|
| Weekly | 22-Jul-2024 | 28-Jul-2024 | 1-Aug-2024 | 34.00 |

| Tax Withholding Information | | | |
|-----------------------------|--|------------------------|-------------------|
| Type | Marital Status | Total Dependent Amount | Extra Withholding |
| FEDERAL_2020 | Married filing jointly or Qualifying widow(er) | 0.00 | 0.00 |

| Tax Withholding Information | | | |
|-----------------------------|----------------|------------|-------------------|
| Type | Marital Status | Exemptions | Additional Amount |
| LA | | 2 | 0.00 |

| Summary | | |
|-------------------------|---------|--------------|
| Description | Current | Year to Date |
| Gross Earnings | 486.88 | 73,727.55 |
| Imputed Earnings | 0.00 | 13.92 |
| Nonpayroll Payment | 0.00 | 680.00 |
| Pretax Deductions | 29.21 | 3,560.92 |
| Employee Tax Deductions | 42.58 | 16,363.29 |
| Voluntary Deductions | 14.61 | 1,780.51 |
| Net Payment | 400.48 | 52,688.91 |

| Earnings | | |
|----------------------------|---------|--------------|
| Description | Current | Year to Date |
| Double Time | 0.00 | 592.00 |
| Double Time Prem | 0.00 | 592.00 |
| Group Term Life | 0.00 | 13.92 |
| OT Time | 0.00 | 19,902.75 |
| OT Time Prem | 0.00 | 19,902.75 |
| Per Diem Non Taxable | 0.00 | 680.00 |
| Per Diem Taxable | 0.00 | 14,365.00 |
| Regular Hours | 0.00 | 35,671.50 |
| Shift B Uplift | 0.00 | 10.50 |
| Vacation Regulatory Payout | 486.88 | 486.88 |

| Absences | | |
|------------------------------|---------|--------------|
| Description | Current | Year to Date |
| Vacation Entitlement Payment | 0.00 | 2,685.00 |

Pay Details

Page: 2 of 2

| Hours | | |
|---|----------------|---------------------|
| Description | Current | Year to Date |
| Double Time Hours Worked | 0.00 | 8.00 |
| Double Time Prem Hours Worked | 0.00 | 8.00 |
| OT Time Hours Worked | 0.00 | 388.00 |
| OT Time Prem Hours Worked | 0.00 | 388.00 |
| Regular Hours Hours Worked | 0.00 | 1,038.00 |
| Shift B Uplift Hours Worked | 0.00 | 10.50 |
| Total Hours Worked | 0.00 | 1,434.00 |
| Vacation Entitlement Hours | 0.00 | 75.00 |
| Vacation Regulatory Payout Hours Worked | 14.32 | 14.32 |

| Other Units | | |
|------------------------------|----------------|---------------------|
| Description | Current | Year to Date |
| Per Diem Taxable Other Units | 0.00 | 1.00 |

| Pretax Deductions | | |
|--------------------------|----------------|---------------------|
| Description | Current | Year to Date |
| ZHI 401K | 29.21 | 3,560.92 |

| Tax Deductions | | |
|-----------------------------------|----------------|---------------------|
| Description | Current | Year to Date |
| Social Security Employee Withheld | 30.25 | 4,571.11 |
| Medicare Employee Withheld | 7.07 | 1,069.05 |
| FIT Withheld | 0.00 | 8,127.99 |
| SIT Withheld (LA) | 5.26 | 2,595.14 |

| Other Deductions | | |
|-------------------------|----------------|---------------------|
| Description | Current | Year to Date |
| ZHI 401K Roth | 14.61 | 1,780.51 |

| Company Contributions | | |
|------------------------------|----------------|---------------------|
| Description | Current | Year to Date |
| Group Term Life Insurance ER | 0.00 | 96.57 |
| LTD ER | 0.00 | 122.46 |
| ZHI 401K Employer Match | 21.91 | 2,604.95 |

| Net Pay Distribution | | | | | |
|-----------------------------|------------------|------------------------------|-----------------------|-----------------|-----------------------|
| Check/Deposit Number | Bank Name | Branch Name | Account Number | Currency | Payment Amount |
| 968654348 | JP MORGAN CHASE | JP MORGAN CHASE 065400137 | XXXXXX1184 | USD | 400.48 |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | ██████0146 | 114000 |

Payment Details (Pay Date: 06/27/2024 | Check Number: 99002563)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/17/2024 | 06/23/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$34,600.50 |
| TIME AND 1/2 | 51.0000 | 2.00 | \$102.00 | \$19,902.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$12.48 |
| VAC SALARY/CLER | | | | \$2,685.00 |
| PER DIEM-TAXABL | | | \$510.00 | \$13,940.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$1,972.48 | \$72,423.23 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$122.29 | \$4,448.08 |
| FEDERAL W/H TAX M-02 | \$210.79 | \$7,989.97 |
| FICA-HI | \$28.60 | \$1,040.28 |
| LOUISIANA S-02 | \$66.61 | \$2,550.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$12.48 |
| 401(K) EMPLOYEE * | \$87.72 | \$3,467.45 |
| ROTH 401(K) | \$43.86 | \$1,733.77 |
| NET PAY | \$1,412.13 | \$51,180.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$132.35 | \$2,534.84 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 11.24 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/20/2024 | Check Number: 99002550)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/10/2024 | 06/16/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$33,240.50 |
| TIME AND 1/2 | 51.0000 | 31.00 | \$1,581.00 | \$19,800.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$12.00 |
| VAC SALARY/CLER | | | | \$2,685.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$13,430.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,536.48 | \$70,450.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$219.27 | \$4,325.79 |
| FEDERAL W/H TAX M-02 | \$443.59 | \$7,779.18 |
| FICA-HI | \$51.28 | \$1,011.68 |
| LOUISIANA S-02 | \$129.31 | \$2,484.29 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$12.00 |
| 401(K) EMPLOYEE * | \$176.46 | \$3,379.73 |
| ROTH 401(K) | \$88.23 | \$1,689.91 |
| NET PAY | \$2,427.86 | \$49,768.17 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$105.19 | \$2,402.49 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.70 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/13/2024 | Check Number: 99002625)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/03/2024 | 06/09/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$31,880.50 |
| TIME AND 1/2 | 51.0000 | 12.50 | \$637.50 | \$18,219.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$11.52 |
| VAC SALARY/CLER | 34.0000 | 10.00 | \$340.00 | \$2,685.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$12,835.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,932.98 | \$66,914.27 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$181.84 | \$4,106.52 |
| FEDERAL W/H TAX M-02 | \$328.24 | \$7,335.59 |
| FICA-HI | \$42.53 | \$960.40 |
| LOUISIANA S-02 | \$105.20 | \$2,354.98 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$11.52 |
| 401(K) EMPLOYEE * | \$140.25 | \$3,203.27 |
| ROTH 401(K) | \$70.13 | \$1,601.68 |
| NET PAY | \$2,064.31 | \$47,340.31 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$81.09 | \$2,297.30 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 8.16 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/06/2024 | Check Number: 99002715)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/27/2024 | 06/02/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$30,520.50 |
| TIME AND 1/2 | 51.0000 | 2.00 | \$102.00 | \$17,582.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$11.04 |
| VAC SALARY/CLER | 34.0000 | 10.00 | \$340.00 | \$2,345.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$12,240.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,397.48 | \$63,981.29 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$148.64 | \$3,924.68 |
| FEDERAL W/H TAX M-02 | \$267.84 | \$7,007.35 |
| FICA-HI | \$34.76 | \$917.87 |
| LOUISIANA S-02 | \$83.81 | \$2,249.78 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$11.04 |
| 401(K) EMPLOYEE * | \$108.12 | \$3,063.02 |
| ROTH 401(K) | \$54.06 | \$1,531.55 |
| NET PAY | \$1,699.77 | \$45,276.00 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$113.99 | \$2,216.21 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 16.62 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/30/2024 | Check Number: 99003917)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/20/2024 | 05/26/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$29,160.50 |
| TIME AND 1/2 | 51.0000 | 23.00 | \$1,173.00 | \$17,480.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$10.56 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$11,645.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,128.48 | \$61,583.81 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$193.97 | \$3,776.04 |
| FEDERAL W/H TAX M-02 | \$359.21 | \$6,739.51 |
| FICA-HI | \$45.37 | \$883.11 |
| LOUISIANA S-02 | \$113.01 | \$2,165.97 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$10.56 |
| 401(K) EMPLOYEE * | \$151.98 | \$2,954.90 |
| ROTH 401(K) | \$75.99 | \$1,477.49 |
| NET PAY | \$2,188.47 | \$43,576.23 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$100.22 | \$2,102.22 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 25.08 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/23/2024 | Check Number: 99003974)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/13/2024 | 05/19/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$27,800.50 |
| TIME AND 1/2 | 51.0000 | 17.00 | \$867.00 | \$16,307.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$10.08 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$11,050.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,822.48 | \$58,455.33 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$174.99 | \$3,582.07 |
| FEDERAL W/H TAX M-02 | \$315.78 | \$6,380.30 |
| FICA-HI | \$40.92 | \$837.74 |
| LOUISIANA S-02 | \$100.78 | \$2,052.96 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$10.08 |
| 401(K) EMPLOYEE * | \$133.62 | \$2,802.92 |
| ROTH 401(K) | \$66.81 | \$1,401.50 |
| NET PAY | \$1,989.10 | \$41,387.76 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$64.64 | \$2,002.00 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 23.54 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/16/2024 | Check Number: 99005461)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/06/2024 | 05/12/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$26,440.50 |
| TIME AND 1/2 | 51.0000 | 1.50 | \$76.50 | \$15,440.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$9.60 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$340.00 | \$10,455.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$1,776.98 | \$55,632.85 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$110.18 | \$3,407.08 |
| FEDERAL W/H TAX M-02 | \$170.51 | \$6,064.52 |
| FICA-HI | \$25.77 | \$796.82 |
| LOUISIANA S-02 | \$58.37 | \$1,952.18 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$9.60 |
| 401(K) EMPLOYEE * | \$86.19 | \$2,669.30 |
| ROTH 401(K) | \$43.10 | \$1,334.69 |
| NET PAY | \$1,282.38 | \$39,398.66 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$132.35 | \$1,937.36 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 22.00 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/09/2024 | Check Number: 99005527)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/29/2024 | 05/05/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$25,080.50 |
| TIME AND 1/2 | 51.0000 | 31.00 | \$1,581.00 | \$15,363.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$9.12 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$10,115.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,536.48 | \$53,855.87 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$219.26 | \$3,296.90 |
| FEDERAL W/H TAX M-02 | \$443.59 | \$5,894.01 |
| FICA-HI | \$51.28 | \$771.05 |
| LOUISIANA S-02 | \$129.31 | \$1,893.81 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$9.12 |
| 401(K) EMPLOYEE * | \$176.46 | \$2,583.11 |
| ROTH 401(K) | \$88.23 | \$1,291.59 |
| NET PAY | \$2,427.87 | \$38,116.28 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$88.74 | \$1,805.01 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 20.46 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/02/2024 | Check Number: 99005369)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/22/2024 | 04/28/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$23,720.50 |
| TIME AND 1/2 | 51.0000 | 12.00 | \$612.00 | \$13,782.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$8.64 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$9,520.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,567.48 | \$50,319.39 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$159.18 | \$3,077.64 |
| FEDERAL W/H TAX M-02 | \$287.01 | \$5,450.42 |
| FICA-HI | \$37.23 | \$719.77 |
| LOUISIANA S-02 | \$90.60 | \$1,764.50 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$8.64 |
| 401(K) EMPLOYEE * | \$118.32 | \$2,406.65 |
| ROTH 401(K) | \$59.16 | \$1,203.36 |
| NET PAY | \$1,815.50 | \$35,688.41 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$108.25 | \$1,716.27 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 18.92 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/25/2024 | Check Number: 99005471)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/15/2024 | 04/21/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$22,360.50 |
| TIME AND 1/2 | 51.0000 | 20.50 | \$1,045.50 | \$13,170.75 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$8.16 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$8,925.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,000.98 | \$47,751.91 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$186.06 | \$2,918.46 |
| FEDERAL W/H TAX M-02 | \$335.91 | \$5,163.41 |
| FICA-HI | \$43.51 | \$682.54 |
| LOUISIANA S-02 | \$107.91 | \$1,673.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$8.16 |
| 401(K) EMPLOYEE * | \$144.33 | \$2,288.33 |
| ROTH 401(K) | \$72.17 | \$1,144.20 |
| NET PAY | \$2,110.61 | \$33,872.91 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$100.22 | \$1,608.02 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 17.38 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/18/2024 | Check Number: 99005550)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/08/2024 | 04/14/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$21,000.50 |
| TIME AND 1/2 | 51.0000 | 17.00 | \$867.00 | \$12,125.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | | | | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$7.68 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$8,330.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,822.48 | \$44,750.93 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$175.00 | \$2,732.40 |
| FEDERAL W/H TAX M-02 | \$315.78 | \$4,827.50 |
| FICA-HI | \$40.93 | \$639.03 |
| LOUISIANA S-02 | \$100.78 | \$1,565.99 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$7.68 |
| 401(K) EMPLOYEE * | \$133.62 | \$2,144.00 |
| ROTH 401(K) | \$66.81 | \$1,072.03 |
| NET PAY | \$1,989.08 | \$31,762.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$104.13 | \$1,507.80 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 15.84 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/11/2024 | Check Number: 99005603)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/01/2024 | 04/07/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$19,640.50 |
| TIME AND 1/2 | 51.0000 | 18.50 | \$943.50 | \$11,258.25 |
| DOUBLETIME | | | | \$592.00 |
| SHIFT 2/UPLIFT | 1.0000 | 10.50 | \$10.50 | \$10.50 |
| TAXABLE GTL | | | \$0.48 | \$7.20 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$7,735.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,909.48 | \$41,928.45 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$180.38 | \$2,557.40 |
| FEDERAL W/H TAX M-02 | \$325.59 | \$4,511.72 |
| FICA-HI | \$42.18 | \$598.10 |
| LOUISIANA S-02 | \$104.26 | \$1,465.21 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$7.20 |
| 401(K) EMPLOYEE * | \$138.84 | \$2,010.38 |
| ROTH 401(K) | \$69.42 | \$1,005.22 |
| NET PAY | \$2,048.33 | \$29,773.22 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$154.54 | \$1,403.67 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 14.30 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/04/2024 | Check Number: 99005877)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/25/2024 | 03/31/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$18,280.50 |
| TIME AND 1/2 | 51.0000 | 9.00 | \$459.00 | \$10,314.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$6.72 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$7,140.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,414.48 | \$39,018.97 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$149.70 | \$2,377.02 |
| FEDERAL W/H TAX M-02 | \$269.76 | \$4,186.13 |
| FICA-HI | \$35.01 | \$555.92 |
| LOUISIANA S-02 | \$84.48 | \$1,360.95 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$6.72 |
| 401(K) EMPLOYEE * | \$109.14 | \$1,871.54 |
| ROTH 401(K) | \$54.57 | \$935.80 |
| NET PAY | \$1,711.34 | \$27,724.89 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$1,249.13 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 12.76 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/28/2024 | Check Number: 99006640)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/18/2024 | 03/24/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$16,920.50 |
| TIME AND 1/2 | 51.0000 | 5.00 | \$255.00 | \$9,855.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$6.24 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$6,545.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,210.48 | \$36,604.49 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$137.05 | \$2,227.32 |
| FEDERAL W/H TAX M-02 | \$246.75 | \$3,916.37 |
| FICA-HI | \$32.06 | \$520.91 |
| LOUISIANA S-02 | \$76.33 | \$1,276.47 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$6.24 |
| 401(K) EMPLOYEE * | \$96.90 | \$1,762.40 |
| ROTH 401(K) | \$48.45 | \$881.23 |
| NET PAY | \$1,572.46 | \$26,013.55 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$112.84 | \$1,249.13 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 11.22 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/21/2024 | Check Number: 99006913)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/11/2024 | 03/17/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$15,560.50 |
| TIME AND 1/2 | 51.0000 | 22.50 | \$1,147.50 | \$9,600.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$5.76 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$5,950.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,102.98 | \$34,394.01 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$192.39 | \$2,090.27 |
| FEDERAL W/H TAX M-02 | \$353.94 | \$3,669.62 |
| FICA-HI | \$44.99 | \$488.85 |
| LOUISIANA S-02 | \$111.99 | \$1,200.14 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$5.76 |
| 401(K) EMPLOYEE * | \$150.45 | \$1,665.50 |
| ROTH 401(K) | \$75.23 | \$832.78 |
| NET PAY | \$2,173.51 | \$24,441.09 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$110.54 | \$1,136.29 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.68 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/14/2024 | Check Number: 99007004)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/04/2024 | 03/10/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$14,200.50 |
| TIME AND 1/2 | 51.0000 | 21.50 | \$1,096.50 | \$8,453.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$5.28 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$5,355.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,051.98 | \$31,291.03 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$189.22 | \$1,897.88 |
| FEDERAL W/H TAX M-02 | \$343.39 | \$3,315.68 |
| FICA-HI | \$44.25 | \$443.86 |
| LOUISIANA S-02 | \$109.95 | \$1,088.15 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$5.28 |
| 401(K) EMPLOYEE * | \$147.39 | \$1,515.05 |
| ROTH 401(K) | \$73.70 | \$757.55 |
| NET PAY | \$2,143.60 | \$22,267.58 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|------------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$105.95 | \$1,025.75 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 8.14 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/07/2024 | Check Number: 99007228)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/26/2024 | 03/03/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$12,840.50 |
| TIME AND 1/2 | 51.0000 | 19.50 | \$994.50 | \$7,356.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$4.80 |
| VAC SALARY/CLER | | | | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$4,760.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,949.98 | \$28,239.05 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$182.90 | \$1,708.66 |
| FEDERAL W/H TAX M-02 | \$330.16 | \$2,972.29 |
| FICA-HI | \$42.78 | \$399.61 |
| LOUISIANA S-02 | \$105.88 | \$978.20 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$4.80 |
| 401(K) EMPLOYEE * | \$141.27 | \$1,367.66 |
| ROTH 401(K) | \$70.64 | \$683.85 |
| NET PAY | \$2,075.87 | \$20,123.98 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$104.04 | \$919.80 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 6.60 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/29/2024 | Check Number: 99007268)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/19/2024 | 02/25/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$11,480.50 |
| TIME AND 1/2 | 51.0000 | 12.00 | \$612.00 | \$6,362.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$4.32 |
| VAC SALARY/CLER | 34.0000 | 10.00 | \$340.00 | \$2,005.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$4,165.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,907.48 | \$25,289.07 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$180.26 | \$1,525.76 |
| FEDERAL W/H TAX M-02 | \$325.37 | \$2,642.13 |
| FICA-HI | \$42.16 | \$356.83 |
| LOUISIANA S-02 | \$104.18 | \$872.32 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$4.32 |
| 401(K) EMPLOYEE * | \$138.72 | \$1,226.39 |
| ROTH 401(K) | \$69.36 | \$613.21 |
| NET PAY | \$2,046.95 | \$18,048.11 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$102.51 | \$815.76 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 5.06 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/22/2024 | Check Number: 99007391)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/12/2024 | 02/18/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$10,120.50 |
| TIME AND 1/2 | 51.0000 | 18.00 | \$918.00 | \$5,750.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$3.84 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$3,570.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,873.48 | \$22,381.59 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$178.16 | \$1,345.50 |
| FEDERAL W/H TAX M-02 | \$321.53 | \$2,316.76 |
| FICA-HI | \$41.66 | \$314.67 |
| LOUISIANA S-02 | \$102.82 | \$768.14 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$3.84 |
| 401(K) EMPLOYEE * | \$136.68 | \$1,087.67 |
| ROTH 401(K) | \$68.34 | \$543.85 |
| NET PAY | \$2,023.81 | \$16,001.16 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$112.84 | \$713.25 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 13.52 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/15/2024 | Check Number: 99007776)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/05/2024 | 02/11/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$8,760.50 |
| TIME AND 1/2 | 51.0000 | 22.50 | \$1,147.50 | \$4,832.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$3.36 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$2,975.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,102.98 | \$19,508.11 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$192.38 | \$1,167.34 |
| FEDERAL W/H TAX M-02 | \$353.94 | \$1,995.23 |
| FICA-HI | \$45.00 | \$273.01 |
| LOUISIANA S-02 | \$111.99 | \$665.32 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$3.36 |
| 401(K) EMPLOYEE * | \$150.45 | \$950.99 |
| ROTH 401(K) | \$75.23 | \$475.51 |
| NET PAY | \$2,173.51 | \$13,977.35 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$111.69 | \$600.41 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 11.98 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/08/2024 | Check Number: 99007912)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/29/2024 | 02/04/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$7,400.50 |
| TIME AND 1/2 | 51.0000 | 22.00 | \$1,122.00 | \$3,684.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$2.88 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$2,380.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,077.48 | \$16,405.13 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$190.81 | \$974.96 |
| FEDERAL W/H TAX M-02 | \$348.67 | \$1,641.29 |
| FICA-HI | \$44.62 | \$228.01 |
| LOUISIANA S-02 | \$110.97 | \$553.33 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$2.88 |
| 401(K) EMPLOYEE * | \$148.92 | \$800.54 |
| ROTH 401(K) | \$74.46 | \$400.28 |
| NET PAY | \$2,158.55 | \$11,803.84 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$112.84 | \$488.72 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 10.44 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/01/2024 | Check Number: 99008042)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/22/2024 | 01/28/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$6,040.50 |
| TIME AND 1/2 | 51.0000 | 22.50 | \$1,147.50 | \$2,562.75 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$2.40 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$1,785.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$3,102.98 | \$13,327.65 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$192.38 | \$784.15 |
| FEDERAL W/H TAX M-02 | \$353.94 | \$1,292.62 |
| FICA-HI | \$44.99 | \$183.39 |
| LOUISIANA S-02 | \$111.99 | \$442.36 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$2.40 |
| 401(K) EMPLOYEE * | \$150.45 | \$651.62 |
| ROTH 401(K) | \$75.23 | \$325.82 |
| NET PAY | \$2,173.52 | \$9,645.29 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$106.56 | \$375.88 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 8.90 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/25/2024 | Check Number: 99008062)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/15/2024 | 01/21/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$4,680.50 |
| TIME AND 1/2 | 55.5000 | 16.00 | \$888.00 | \$1,415.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$1.92 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$1,190.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,963.48 | \$10,224.67 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$183.74 | \$591.77 |
| FEDERAL W/H TAX M-02 | \$331.68 | \$938.68 |
| FICA-HI | \$42.97 | \$138.40 |
| LOUISIANA S-02 | \$106.42 | \$330.37 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$1.92 |
| 401(K) EMPLOYEE * | \$142.08 | \$501.17 |
| ROTH 401(K) | \$71.04 | \$250.59 |
| NET PAY | \$2,085.07 | \$7,471.77 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$90.33 | \$269.32 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 7.36 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/18/2024 | Check Number: 99008191)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/08/2024 | 01/14/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$3,200.50 |
| TIME AND 1/2 | 55.5000 | 9.50 | \$527.25 | \$527.25 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$1.44 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| PER DIEM-TAXABL | | | \$595.00 | \$595.00 |
| NONTAX PER DIEM | | | | \$680.00 |
| TOTAL PAY | | | \$2,602.73 | \$7,261.19 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$161.37 | \$408.03 |
| FEDERAL W/H TAX M-02 | \$290.99 | \$607.00 |
| FICA-HI | \$37.74 | \$95.43 |
| LOUISIANA S-02 | \$92.00 | \$223.95 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$1.44 |
| 401(K) EMPLOYEE * | \$120.44 | \$359.09 |
| ROTH 401(K) | \$60.22 | \$179.55 |
| NET PAY | \$1,839.49 | \$5,386.70 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$84.08 | \$178.99 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 5.82 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007712)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/01/2024 | 01/07/2024 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|------------|
| REGULAR PAY | 37.0000 | 20.50 | \$758.50 | \$1,720.50 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$0.96 |
| VAC SALARY/CLER | 37.0000 | 30.00 | \$1,110.00 | \$1,665.00 |
| NONTAX PER DIEM | | | | \$340.00 |
| TOTAL PAY | | | \$1,868.98 | \$4,318.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$115.87 | \$246.66 |
| FEDERAL W/H TAX M-02 | \$144.44 | \$316.01 |
| FICA-HI | \$27.10 | \$57.69 |
| LOUISIANA S-02 | \$61.17 | \$131.95 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$0.96 |
| 401(K) EMPLOYEE * | \$112.11 | \$238.65 |
| ROTH 401(K) | \$56.06 | \$119.33 |
| NET PAY | \$1,351.75 | \$3,207.21 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$94.91 | \$94.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.28 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 01/11/2024 | Check Number: 99007713)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/01/2024 | 01/07/2024 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$1,720.50 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | | \$0.96 |
| VAC SALARY/CLER | | | | \$1,665.00 |
| NONTAX PER DIEM | | | \$340.00 | \$680.00 |
| TOTAL PAY | | | \$340.00 | \$4,658.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$246.66 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$316.01 |
| FICA-HI | \$0.00 | \$57.69 |
| LOUISIANA S-02 | \$0.00 | \$131.95 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$0.96 |
| 401(K) EMPLOYEE * | | \$238.65 |
| ROTH 401(K) | | \$119.33 |
| NET PAY | \$340.00 | \$3,547.21 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$94.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.28 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004088)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/25/2023 | 12/31/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 37.0000 | 26.00 | \$962.00 | \$962.00 |
| DOUBLETIME | 74.0000 | 8.00 | \$592.00 | \$592.00 |
| TAXABLE GTL | | | \$0.48 | \$0.48 |
| VAC SALARY/CLER | 37.0000 | 15.00 | \$555.00 | \$555.00 |
| TOTAL PAY | | | \$2,109.48 | \$2,109.48 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$130.79 | \$130.79 |
| FEDERAL W/H TAX M-02 | \$171.57 | \$171.57 |
| FICA-HI | \$30.59 | \$30.59 |
| LOUISIANA S-02 | \$70.78 | \$70.78 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.48 | \$0.48 |
| 401(K) EMPLOYEE * | \$126.54 | \$126.54 |
| ROTH 401(K) | \$63.27 | \$63.27 |
| NET PAY | \$1,515.46 | \$1,515.46 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.74 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 01/04/2024 | Check Number: 99004089)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/25/2023 | 12/31/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$962.00 |
| DOUBLETIME | | | | \$592.00 |
| TAXABLE GTL | | | | \$0.48 |
| VAC SALARY/CLER | | | | \$555.00 |
| NONTAX PER DIEM | | | \$340.00 | \$340.00 |
| TOTAL PAY | | | \$340.00 | \$2,449.48 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$130.79 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$171.57 |
| FICA-HI | \$0.00 | \$30.59 |
| LOUISIANA S-02 | \$0.00 | \$70.78 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$0.48 |
| 401(K) EMPLOYEE * | | \$126.54 |
| ROTH 401(K) | | \$63.27 |
| NET PAY | \$340.00 | \$1,855.46 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.74 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



EXHIBIT

4

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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008183)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/18/2023 | 12/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$62,812.25 |
| TIME AND 1/2 | 55.5000 | 19.50 | \$1,082.25 | \$36,851.67 |
| DOUBLETIME | 74.0000 | 8.50 | \$629.00 | \$629.00 |
| TAXABLE GTL | | | \$0.28 | \$8.40 |
| NONTAX PER DIEM | | | | \$26,770.00 |
| TOTAL PAY | | | \$3,191.53 | \$127,071.32 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$197.87 | \$6,218.68 |
| FEDERAL W/H TAX M-02 | \$380.53 | \$9,604.48 |
| FICA-HI | \$46.28 | \$1,454.37 |
| LOUISIANA S-02 | \$114.01 | \$3,560.91 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$8.40 |
| 401(K) EMPLOYEE * | \$191.48 | \$1,074.50 |
| ROTH 401(K) | \$95.74 | \$537.25 |
| NET PAY | \$2,165.34 | \$104,612.73 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 46.20 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/28/2023 | Check Number: 99008184)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/18/2023 | 12/24/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$62,812.25 |
| TIME AND 1/2 | | | | \$36,851.67 |
| DOUBLETIME | | | | \$629.00 |
| TAXABLE GTL | | | | \$8.40 |
| NONTAX PER DIEM | | | \$595.00 | \$27,365.00 |
| TOTAL PAY | | | \$595.00 | \$127,666.32 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$6,218.68 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$9,604.48 |
| FICA-HI | \$0.00 | \$1,454.37 |
| LOUISIANA S-02 | \$0.00 | \$3,560.91 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$8.40 |
| 401(K) EMPLOYEE * | | \$1,074.50 |
| ROTH 401(K) | | \$537.25 |
| NET PAY | \$595.00 | \$105,207.73 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 46.20 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008637)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/11/2023 | 12/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$61,332.25 |
| TIME AND 1/2 | 55.5000 | 30.00 | \$1,665.00 | \$35,769.42 |
| TAXABLE GTL | | | \$0.28 | \$8.12 |
| NONTAX PER DIEM | | | | \$26,175.00 |
| TOTAL PAY | | | \$3,145.28 | \$123,284.79 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$195.01 | \$6,020.81 |
| FEDERAL W/H TAX M-02 | \$370.97 | \$9,223.95 |
| FICA-HI | \$45.60 | \$1,408.09 |
| LOUISIANA S-02 | \$112.16 | \$3,446.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$8.12 |
| 401(K) EMPLOYEE * | \$188.70 | \$883.02 |
| ROTH 401(K) | \$94.35 | \$441.51 |
| NET PAY | \$2,138.21 | \$101,852.39 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$30.80 | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 44.66 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/21/2023 | Check Number: 99008638)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/11/2023 | 12/17/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$61,332.25 |
| TIME AND 1/2 | | | | \$35,769.42 |
| TAXABLE GTL | | | | \$8.12 |
| NONTAX PER DIEM | | | \$595.00 | \$26,770.00 |
| TOTAL PAY | | | \$595.00 | \$123,879.79 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$6,020.81 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$9,223.95 |
| FICA-HI | \$0.00 | \$1,408.09 |
| LOUISIANA S-02 | \$0.00 | \$3,446.90 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$8.12 |
| 401(K) EMPLOYEE * | | \$883.02 |
| ROTH 401(K) | | \$441.51 |
| NET PAY | \$595.00 | \$102,447.39 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$520.74 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 44.66 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008495)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/04/2023 | 12/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 18.50 | \$684.50 | \$59,852.25 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | \$0.28 | \$7.84 |
| NONTAX PER DIEM | | | | \$25,580.00 |
| TOTAL PAY | | | \$684.78 | \$119,544.51 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$42.46 | \$5,825.80 |
| FEDERAL W/H TAX M-02 | \$19.37 | \$8,852.98 |
| FICA-HI | \$9.93 | \$1,362.49 |
| LOUISIANA S-02 | \$16.25 | \$3,334.74 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$7.84 |
| 401(K) EMPLOYEE * | \$41.07 | \$694.32 |
| ROTH 401(K) | \$20.54 | \$347.16 |
| NET PAY | \$534.88 | \$99,119.18 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$91.58 | \$489.94 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 43.12 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/14/2023 | Check Number: 99008496)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 12/04/2023 | 12/10/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$59,852.25 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | | \$7.84 |
| NONTAX PER DIEM | | | \$595.00 | \$26,175.00 |
| TOTAL PAY | | | \$595.00 | \$120,139.51 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,825.80 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,852.98 |
| FICA-HI | \$0.00 | \$1,362.49 |
| LOUISIANA S-02 | \$0.00 | \$3,334.74 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.84 |
| 401(K) EMPLOYEE * | | \$694.32 |
| ROTH 401(K) | | \$347.16 |
| NET PAY | \$595.00 | \$99,714.18 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$489.94 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 43.12 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008432)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/27/2023 | 12/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$59,167.75 |
| TIME AND 1/2 | 55.5000 | 10.00 | \$555.00 | \$34,104.42 |
| TAXABLE GTL | | | \$0.28 | \$7.56 |
| NONTAX PER DIEM | | | | \$24,985.00 |
| TOTAL PAY | | | \$2,035.28 | \$118,264.73 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$126.18 | \$5,783.34 |
| FEDERAL W/H TAX M-02 | \$167.12 | \$8,833.61 |
| FICA-HI | \$29.52 | \$1,352.56 |
| LOUISIANA S-02 | \$67.82 | \$3,318.49 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$7.56 |
| 401(K) EMPLOYEE * | \$122.10 | \$653.25 |
| ROTH 401(K) | \$61.05 | \$326.62 |
| NET PAY | \$1,461.21 | \$97,989.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$33.30 | \$398.36 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 41.58 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 12/07/2023 | Check Number: 99008433)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/27/2023 | 12/03/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$59,167.75 |
| TIME AND 1/2 | | | | \$34,104.42 |
| TAXABLE GTL | | | | \$7.56 |
| NONTAX PER DIEM | | | \$595.00 | \$25,580.00 |
| TOTAL PAY | | | \$595.00 | \$118,859.73 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,783.34 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,833.61 |
| FICA-HI | \$0.00 | \$1,352.56 |
| LOUISIANA S-02 | \$0.00 | \$3,318.49 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.56 |
| 401(K) EMPLOYEE * | | \$653.25 |
| ROTH 401(K) | | \$326.62 |
| NET PAY | \$595.00 | \$98,584.30 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$398.36 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 41.58 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008299)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/20/2023 | 11/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 20.00 | \$740.00 | \$57,687.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | \$0.28 | \$7.28 |
| NONTAX PER DIEM | | | | \$24,560.00 |
| TOTAL PAY | | | \$740.28 | \$115,804.45 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$45.90 | \$5,657.16 |
| FEDERAL W/H TAX M-02 | \$24.59 | \$8,666.49 |
| FICA-HI | \$10.73 | \$1,323.04 |
| LOUISIANA S-02 | \$18.07 | \$3,250.67 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$7.28 |
| 401(K) EMPLOYEE * | \$44.40 | \$531.15 |
| ROTH 401(K) | \$22.20 | \$265.57 |
| NET PAY | \$574.11 | \$96,103.09 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$70.35 | \$365.06 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 40.04 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/30/2023 | Check Number: 99008300)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/20/2023 | 11/26/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$57,687.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | | \$7.28 |
| NONTAX PER DIEM | | | \$425.00 | \$24,985.00 |
| TOTAL PAY | | | \$425.00 | \$116,229.45 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,657.16 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,666.49 |
| FICA-HI | \$0.00 | \$1,323.04 |
| LOUISIANA S-02 | \$0.00 | \$3,250.67 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.28 |
| 401(K) EMPLOYEE * | | \$531.15 |
| ROTH 401(K) | | \$265.57 |
| NET PAY | \$425.00 | \$96,528.09 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$365.06 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 40.04 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008662)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/13/2023 | 11/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$56,947.75 |
| TIME AND 1/2 | 55.5000 | 1.50 | \$83.25 | \$33,549.42 |
| TAXABLE GTL | | | \$0.28 | \$7.00 |
| NONTAX PER DIEM | | | | \$23,965.00 |
| TOTAL PAY | | | \$1,563.53 | \$114,469.17 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$96.94 | \$5,611.26 |
| FEDERAL W/H TAX M-02 | \$113.91 | \$8,641.90 |
| FICA-HI | \$22.67 | \$1,312.31 |
| LOUISIANA S-02 | \$48.97 | \$3,232.60 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$7.00 |
| 401(K) EMPLOYEE * | \$93.80 | \$486.75 |
| ROTH 401(K) | \$46.90 | \$243.37 |
| NET PAY | \$1,140.06 | \$94,933.98 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$117.80 | \$294.71 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 38.50 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/22/2023 | Check Number: 99008663)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/13/2023 | 11/19/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$56,947.75 |
| TIME AND 1/2 | | | | \$33,549.42 |
| TAXABLE GTL | | | | \$7.00 |
| NONTAX PER DIEM | | | \$595.00 | \$24,560.00 |
| TOTAL PAY | | | \$595.00 | \$115,064.17 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,611.26 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,641.90 |
| FICA-HI | \$0.00 | \$1,312.31 |
| LOUISIANA S-02 | \$0.00 | \$3,232.60 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$7.00 |
| 401(K) EMPLOYEE * | | \$486.75 |
| ROTH 401(K) | | \$243.37 |
| NET PAY | \$595.00 | \$95,528.98 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$294.71 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 38.50 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008513)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/06/2023 | 11/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$55,467.75 |
| TIME AND 1/2 | 55.5000 | 20.50 | \$1,137.75 | \$33,466.17 |
| TAXABLE GTL | | | \$0.28 | \$6.72 |
| NONTAX PER DIEM | | | | \$23,370.00 |
| TOTAL PAY | | | \$2,618.03 | \$112,310.64 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$162.32 | \$5,514.32 |
| FEDERAL W/H TAX M-02 | \$261.93 | \$8,527.99 |
| FICA-HI | \$37.96 | \$1,289.64 |
| LOUISIANA S-02 | \$91.10 | \$3,183.63 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.72 |
| 401(K) EMPLOYEE * | \$157.07 | \$392.95 |
| ROTH 401(K) | \$78.53 | \$196.47 |
| NET PAY | \$1,828.84 | \$93,198.92 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$85.33 | \$176.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 36.96 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/16/2023 | Check Number: 99008514)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 11/06/2023 | 11/12/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$55,467.75 |
| TIME AND 1/2 | | | | \$33,466.17 |
| TAXABLE GTL | | | | \$6.72 |
| NONTAX PER DIEM | | | \$595.00 | \$23,965.00 |
| TOTAL PAY | | | \$595.00 | \$112,905.64 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,514.32 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,527.99 |
| FICA-HI | \$0.00 | \$1,289.64 |
| LOUISIANA S-02 | \$0.00 | \$3,183.63 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.72 |
| 401(K) EMPLOYEE * | | \$392.95 |
| ROTH 401(K) | | \$196.47 |
| NET PAY | \$595.00 | \$93,793.92 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$176.91 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 36.96 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008451)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/30/2023 | 11/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$53,987.75 |
| TIME AND 1/2 | 55.5000 | 7.50 | \$416.25 | \$32,328.42 |
| TAXABLE GTL | | | \$0.28 | \$6.44 |
| NONTAX PER DIEM | | | | \$22,775.00 |
| TOTAL PAY | | | \$1,896.53 | \$109,097.61 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$117.58 | \$5,352.00 |
| FEDERAL W/H TAX M-02 | \$151.47 | \$8,266.06 |
| FICA-HI | \$27.50 | \$1,251.68 |
| LOUISIANA S-02 | \$62.27 | \$3,092.53 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.44 |
| 401(K) EMPLOYEE * | \$113.78 | \$235.88 |
| ROTH 401(K) | \$56.89 | \$117.94 |
| NET PAY | \$1,366.76 | \$90,775.08 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | \$91.58 | \$91.58 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 35.42 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/09/2023 | Check Number: 99008452)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/30/2023 | 11/05/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$53,987.75 |
| TIME AND 1/2 | | | | \$32,328.42 |
| TAXABLE GTL | | | | \$6.44 |
| NONTAX PER DIEM | | | \$595.00 | \$23,370.00 |
| TOTAL PAY | | | \$595.00 | \$109,692.61 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,352.00 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,266.06 |
| FICA-HI | \$0.00 | \$1,251.68 |
| LOUISIANA S-02 | \$0.00 | \$3,092.53 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.44 |
| 401(K) EMPLOYEE * | | \$235.88 |
| ROTH 401(K) | | \$117.94 |
| NET PAY | \$595.00 | \$91,370.08 |

Memos:

| Description | Current Amount | YTDAmount |
|---------------------------------------|----------------|-----------|
| 401K COMPANY MATCH - PRIOR PAY PERIOD | | \$91.58 |
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 35.42 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008453)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/23/2023 | 10/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$52,507.75 |
| TIME AND 1/2 | 55.5000 | 10.00 | \$555.00 | \$31,912.17 |
| TAXABLE GTL | | | \$0.28 | \$6.16 |
| NONTAX PER DIEM | | | | \$22,180.00 |
| TOTAL PAY | | | \$2,035.28 | \$106,606.08 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$126.19 | \$5,234.42 |
| FEDERAL W/H TAX M-02 | \$167.12 | \$8,114.59 |
| FICA-HI | \$29.51 | \$1,224.18 |
| LOUISIANA S-02 | \$67.82 | \$3,030.26 |

Deductions:

| Description | Current | Year To Date |
|-------------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$6.16 |
| 401(K) EMPLOYEE * | \$122.10 | \$122.10 |
| ROTH 401(K) | \$61.05 | \$61.05 |
| NET PAY | \$1,461.21 | \$88,813.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 33.88 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 11/02/2023 | Check Number: 99008454)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/23/2023 | 10/29/2023 | 114000 |



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

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|--------------|
| REGULAR PAY | | | | \$52,507.75 |
| TIME AND 1/2 | | | | \$31,912.17 |
| TAXABLE GTL | | | | \$6.16 |
| NONTAX PER DIEM | | | \$595.00 | \$22,775.00 |
| TOTAL PAY | | | \$595.00 | \$107,201.08 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,234.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$8,114.59 |
| FICA-HI | \$0.00 | \$1,224.18 |
| LOUISIANA S-02 | \$0.00 | \$3,030.26 |

Deductions:

| Description | Current | Year To Date |
|-------------------|----------|--------------|
| TAXABLE GTL | | \$6.16 |
| 401(K) EMPLOYEE * | | \$122.10 |
| ROTH 401(K) | | \$61.05 |
| NET PAY | \$595.00 | \$89,408.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 33.88 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008516)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/16/2023 | 10/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$51,027.75 |
| TIME AND 1/2 | 55.5000 | 21.00 | \$1,165.50 | \$31,357.17 |
| TAXABLE GTL | | | \$0.28 | \$5.88 |
| NONTAX PER DIEM | | | | \$21,585.00 |
| TOTAL PAY | | | \$2,645.78 | \$103,975.80 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$164.04 | \$5,108.23 |
| FEDERAL W/H TAX M-02 | \$302.59 | \$7,947.47 |
| FICA-HI | \$38.37 | \$1,194.67 |
| LOUISIANA S-02 | \$98.95 | \$2,962.44 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.88 |
| NET PAY | \$2,041.55 | \$86,757.11 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.34 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/26/2023 | Check Number: 99008517)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/16/2023 | 10/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$51,027.75 |
| TIME AND 1/2 | | | | \$31,357.17 |



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

| | | | | |
|------------------|--|--|----------|--------------|
| TAXABLE GTL | | | | \$5.88 |
| NONTAX PER DIEM | | | \$595.00 | \$22,180.00 |
| TOTAL PAY | | | \$595.00 | \$104,570.80 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$5,108.23 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,947.47 |
| FICA-HI | \$0.00 | \$1,194.67 |
| LOUISIANA S-02 | \$0.00 | \$2,962.44 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.88 |
| NET PAY | \$595.00 | \$87,352.11 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 32.34 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008284)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/09/2023 | 10/15/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|--------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$49,547.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$30,191.67 |
| TAXABLE GTL | | | \$0.28 | \$5.60 |
| NONTAX PER DIEM | | | | \$20,990.00 |
| TOTAL PAY | | | \$2,590.28 | \$100,735.02 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.60 | \$4,944.19 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$7,644.88 |
| FICA-HI | \$37.56 | \$1,156.30 |
| LOUISIANA S-02 | \$96.59 | \$2,863.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.60 |
| NET PAY | \$2,004.87 | \$84,120.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 30.80 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/19/2023 | Check Number: 99008285)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/09/2023 | 10/15/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$49,547.75 |
| TIME AND 1/2 | | | | \$30,191.67 |



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

| | | | | |
|------------------|--|--|----------|--------------|
| TAXABLE GTL | | | | \$5.60 |
| NONTAX PER DIEM | | | \$595.00 | \$21,585.00 |
| TOTAL PAY | | | \$595.00 | \$101,330.02 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,944.19 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,644.88 |
| FICA-HI | \$0.00 | \$1,156.30 |
| LOUISIANA S-02 | \$0.00 | \$2,863.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.60 |
| NET PAY | \$595.00 | \$84,715.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 30.80 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008201)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/02/2023 | 10/08/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 31.00 | \$1,147.00 | \$48,067.75 |
| TIME AND 1/2 | | | | \$29,081.67 |
| TAXABLE GTL | | | \$0.28 | \$5.32 |
| NONTAX PER DIEM | | | | \$20,395.00 |
| TOTAL PAY | | | \$1,147.28 | \$97,549.74 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$71.13 | \$4,783.59 |
| FEDERAL W/H TAX M-02 | \$75.21 | \$7,354.50 |
| FICA-HI | \$16.63 | \$1,118.74 |
| LOUISIANA S-02 | \$35.27 | \$2,766.90 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | \$0.28 | \$5.32 |
| NET PAY | \$948.76 | \$81,520.69 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 29.26 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/12/2023 | Check Number: 99008202)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 10/02/2023 | 10/08/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$48,067.75 |
| TIME AND 1/2 | | | | \$29,081.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$5.32 |
| NONTAX PER DIEM | | | \$595.00 | \$20,990.00 |
| TOTAL PAY | | | \$595.00 | \$98,144.74 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,783.59 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,354.50 |
| FICA-HI | \$0.00 | \$1,118.74 |
| LOUISIANA S-02 | \$0.00 | \$2,766.90 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.32 |
| NET PAY | \$595.00 | \$82,115.69 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 29.26 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008215)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/25/2023 | 10/01/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$46,920.75 |
| TIME AND 1/2 | 55.5000 | 12.50 | \$693.75 | \$29,081.67 |
| TAXABLE GTL | | | \$0.28 | \$5.04 |
| NONTAX PER DIEM | | | | \$19,800.00 |
| TOTAL PAY | | | \$2,174.03 | \$95,807.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$134.79 | \$4,712.46 |
| FEDERAL W/H TAX M-02 | \$198.81 | \$7,279.29 |
| FICA-HI | \$31.53 | \$1,102.11 |
| LOUISIANA S-02 | \$78.90 | \$2,731.63 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$5.04 |
| NET PAY | \$1,729.72 | \$79,976.93 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 27.72 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 10/05/2023 | Check Number: 99008216)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/25/2023 | 10/01/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$46,920.75 |
| TIME AND 1/2 | | | | \$29,081.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$5.04 |
| NONTAX PER DIEM | | | \$595.00 | \$20,395.00 |
| TOTAL PAY | | | \$595.00 | \$96,402.46 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,712.46 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,279.29 |
| FICA-HI | \$0.00 | \$1,102.11 |
| LOUISIANA S-02 | \$0.00 | \$2,731.63 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$5.04 |
| NET PAY | \$595.00 | \$80,571.93 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 27.72 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008468)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/18/2023 | 09/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$45,440.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$28,387.92 |
| TAXABLE GTL | | | \$0.28 | \$4.76 |
| NONTAX PER DIEM | | | | \$19,205.00 |
| TOTAL PAY | | | \$2,590.28 | \$93,038.43 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.59 | \$4,577.67 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$7,080.48 |
| FICA-HI | \$37.55 | \$1,070.58 |
| LOUISIANA S-02 | \$96.59 | \$2,652.73 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.76 |
| NET PAY | \$2,004.89 | \$77,652.21 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 26.18 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/28/2023 | Check Number: 99008469)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/18/2023 | 09/24/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$45,440.75 |
| TIME AND 1/2 | | | | \$28,387.92 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.76 |
| NONTAX PER DIEM | | | \$595.00 | \$19,800.00 |
| TOTAL PAY | | | \$595.00 | \$93,633.43 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,577.67 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$7,080.48 |
| FICA-HI | \$0.00 | \$1,070.58 |
| LOUISIANA S-02 | \$0.00 | \$2,652.73 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.76 |
| NET PAY | \$595.00 | \$78,247.21 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 26.18 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008360)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/11/2023 | 09/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$43,960.75 |
| TIME AND 1/2 | 55.5000 | 22.50 | \$1,248.75 | \$27,277.92 |
| TAXABLE GTL | | | \$0.28 | \$4.48 |
| NONTAX PER DIEM | | | | \$18,610.00 |
| TOTAL PAY | | | \$2,729.03 | \$89,853.15 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$169.20 | \$4,417.08 |
| FEDERAL W/H TAX M-02 | \$320.91 | \$6,790.10 |
| FICA-HI | \$39.58 | \$1,033.03 |
| LOUISIANA S-02 | \$102.49 | \$2,556.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.48 |
| NET PAY | \$2,096.57 | \$75,052.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 24.64 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/21/2023 | Check Number: 99008361)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/11/2023 | 09/17/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$43,960.75 |
| TIME AND 1/2 | | | | \$27,277.92 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.48 |
| NONTAX PER DIEM | | | \$595.00 | \$19,205.00 |
| TOTAL PAY | | | \$595.00 | \$90,448.15 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,417.08 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,790.10 |
| FICA-HI | \$0.00 | \$1,033.03 |
| LOUISIANA S-02 | \$0.00 | \$2,556.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.48 |
| NET PAY | \$595.00 | \$75,647.32 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 24.64 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008319)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/04/2023 | 09/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 37.0000 | 40.00 | \$1,480.00 | \$42,480.75 |
| TIME AND 1/2 | 55.5000 | 20.00 | \$1,110.00 | \$26,029.17 |
| TAXABLE GTL | | | \$0.28 | \$4.20 |
| NONTAX PER DIEM | | | | \$18,015.00 |
| TOTAL PAY | | | \$2,590.28 | \$86,529.12 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$160.60 | \$4,247.88 |
| FEDERAL W/H TAX M-02 | \$290.38 | \$6,469.19 |
| FICA-HI | \$37.55 | \$993.45 |
| LOUISIANA S-02 | \$96.59 | \$2,453.65 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$4.20 |
| NET PAY | \$2,004.88 | \$72,360.75 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 23.10 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/14/2023 | Check Number: 99008320)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 09/04/2023 | 09/10/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$42,480.75 |
| TIME AND 1/2 | | | | \$26,029.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$4.20 |
| NONTAX PER DIEM | | | \$595.00 | \$18,610.00 |
| TOTAL PAY | | | \$595.00 | \$87,124.12 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,247.88 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,469.19 |
| FICA-HI | \$0.00 | \$993.45 |
| LOUISIANA S-02 | \$0.00 | \$2,453.65 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$4.20 |
| NET PAY | \$595.00 | \$72,955.75 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 23.10 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008361)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/28/2023 | 09/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$41,000.75 |
| TIME AND 1/2 | 51.0000 | 29.50 | \$1,504.50 | \$24,919.17 |
| TAXABLE GTL | | | \$0.28 | \$3.92 |
| NONTAX PER DIEM | | | | \$17,420.00 |
| TOTAL PAY | | | \$2,864.78 | \$83,343.84 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$177.62 | \$4,087.28 |
| FEDERAL W/H TAX M-02 | \$350.77 | \$6,178.81 |
| FICA-HI | \$41.54 | \$955.90 |
| LOUISIANA S-02 | \$108.26 | \$2,357.06 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.92 |
| NET PAY | \$2,186.31 | \$69,760.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 21.56 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 09/07/2023 | Check Number: 99008362)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/28/2023 | 09/03/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$41,000.75 |
| TIME AND 1/2 | | | | \$24,919.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.92 |
| NONTAX PER DIEM | | | \$595.00 | \$18,015.00 |
| TOTAL PAY | | | \$595.00 | \$83,938.84 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$4,087.28 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$6,178.81 |
| FICA-HI | \$0.00 | \$955.90 |
| LOUISIANA S-02 | \$0.00 | \$2,357.06 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.92 |
| NET PAY | \$595.00 | \$70,355.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 21.56 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008346)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/21/2023 | 08/27/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$39,640.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$23,414.67 |
| TAXABLE GTL | | | \$0.28 | \$3.64 |
| NONTAX PER DIEM | | | | \$16,825.00 |
| TOTAL PAY | | | \$2,431.28 | \$79,884.06 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$3,909.66 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$5,828.04 |
| FICA-HI | \$35.26 | \$914.36 |
| LOUISIANA S-02 | \$89.84 | \$2,248.80 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.64 |
| NET PAY | \$1,899.76 | \$66,979.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 20.02 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/31/2023 | Check Number: 99008347)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/21/2023 | 08/27/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$39,640.75 |
| TIME AND 1/2 | | | | \$23,414.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.64 |
| NONTAX PER DIEM | | | \$595.00 | \$17,420.00 |
| TOTAL PAY | | | \$595.00 | \$80,479.06 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,909.66 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,828.04 |
| FICA-HI | \$0.00 | \$914.36 |
| LOUISIANA S-02 | \$0.00 | \$2,248.80 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.64 |
| NET PAY | \$595.00 | \$67,574.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 20.02 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008464)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/14/2023 | 08/20/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$38,280.75 |
| TIME AND 1/2 | 51.0000 | 12.50 | \$637.50 | \$22,343.67 |
| TAXABLE GTL | | | \$0.28 | \$3.36 |
| NONTAX PER DIEM | | | | \$16,230.00 |
| TOTAL PAY | | | \$1,997.78 | \$76,857.78 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$123.86 | \$3,758.92 |
| FEDERAL W/H TAX M-02 | \$177.27 | \$5,572.64 |
| FICA-HI | \$28.96 | \$879.10 |
| LOUISIANA S-02 | \$71.41 | \$2,158.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.36 |
| NET PAY | \$1,596.00 | \$64,484.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 18.48 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/24/2023 | Check Number: 99008465)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/14/2023 | 08/20/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$38,280.75 |
| TIME AND 1/2 | | | | \$22,343.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.36 |
| NONTAX PER DIEM | | | \$595.00 | \$16,825.00 |
| TOTAL PAY | | | \$595.00 | \$77,452.78 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,758.92 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,572.64 |
| FICA-HI | \$0.00 | \$879.10 |
| LOUISIANA S-02 | \$0.00 | \$2,158.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.36 |
| NET PAY | \$595.00 | \$65,079.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 18.48 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008583)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/07/2023 | 08/13/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$36,920.75 |
| TIME AND 1/2 | 51.0000 | 9.50 | \$484.50 | \$21,706.17 |
| TAXABLE GTL | | | \$0.28 | \$3.08 |
| NONTAX PER DIEM | | | | \$15,635.00 |
| TOTAL PAY | | | \$1,844.78 | \$74,265.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$114.38 | \$3,635.06 |
| FEDERAL W/H TAX M-02 | \$158.91 | \$5,395.37 |
| FICA-HI | \$26.75 | \$850.14 |
| LOUISIANA S-02 | \$64.91 | \$2,087.55 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$3.08 |
| NET PAY | \$1,479.55 | \$62,293.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 16.94 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/17/2023 | Check Number: 99008584)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 08/07/2023 | 08/13/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$36,920.75 |
| TIME AND 1/2 | | | | \$21,706.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$3.08 |
| NONTAX PER DIEM | | | \$595.00 | \$16,230.00 |
| TOTAL PAY | | | \$595.00 | \$74,860.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,635.06 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,395.37 |
| FICA-HI | \$0.00 | \$850.14 |
| LOUISIANA S-02 | \$0.00 | \$2,087.55 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$3.08 |
| NET PAY | \$595.00 | \$62,888.80 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 16.94 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008255)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/31/2023 | 08/06/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$35,560.75 |
| TIME AND 1/2 | 51.0000 | 20.50 | \$1,045.50 | \$21,221.67 |
| TAXABLE GTL | | | \$0.28 | \$2.80 |
| NONTAX PER DIEM | | | | \$15,040.00 |
| TOTAL PAY | | | \$2,405.78 | \$71,825.22 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$149.15 | \$3,520.68 |
| FEDERAL W/H TAX M-02 | \$249.79 | \$5,236.46 |
| FICA-HI | \$34.89 | \$823.39 |
| LOUISIANA S-02 | \$88.75 | \$2,022.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.80 |
| NET PAY | \$1,882.92 | \$60,219.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 15.40 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/10/2023 | Check Number: 99008256)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/31/2023 | 08/06/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$35,560.75 |
| TIME AND 1/2 | | | | \$21,221.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.80 |
| NONTAX PER DIEM | | | \$595.00 | \$15,635.00 |
| TOTAL PAY | | | \$595.00 | \$72,420.22 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,520.68 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$5,236.46 |
| FICA-HI | \$0.00 | \$823.39 |
| LOUISIANA S-02 | \$0.00 | \$2,022.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.80 |
| NET PAY | \$595.00 | \$60,814.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 15.40 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008161)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/24/2023 | 07/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$34,200.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$20,176.17 |
| TAXABLE GTL | | | \$0.28 | \$2.52 |
| NONTAX PER DIEM | | | | \$14,445.00 |
| TOTAL PAY | | | \$2,431.28 | \$68,824.44 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$3,371.53 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$4,986.67 |
| FICA-HI | \$35.25 | \$788.50 |
| LOUISIANA S-02 | \$89.84 | \$1,933.89 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.52 |
| NET PAY | \$1,899.77 | \$57,741.33 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 13.86 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 08/03/2023 | Check Number: 99008162)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/24/2023 | 07/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$34,200.75 |
| TIME AND 1/2 | | | | \$20,176.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.52 |
| NONTAX PER DIEM | | | \$595.00 | \$15,040.00 |
| TOTAL PAY | | | \$595.00 | \$69,419.44 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,371.53 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,986.67 |
| FICA-HI | \$0.00 | \$788.50 |
| LOUISIANA S-02 | \$0.00 | \$1,933.89 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.52 |
| NET PAY | \$595.00 | \$58,336.33 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 13.86 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008222)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/17/2023 | 07/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$32,840.75 |
| TIME AND 1/2 | 51.0000 | 12.50 | \$637.50 | \$19,105.17 |
| TAXABLE GTL | | | \$0.28 | \$2.24 |
| NONTAX PER DIEM | | | | \$13,850.00 |
| TOTAL PAY | | | \$1,997.78 | \$65,798.16 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$123.87 | \$3,220.79 |
| FEDERAL W/H TAX M-02 | \$177.27 | \$4,731.27 |
| FICA-HI | \$28.97 | \$753.25 |
| LOUISIANA S-02 | \$71.41 | \$1,844.05 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$2.24 |
| NET PAY | \$1,595.98 | \$55,246.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 12.32 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/27/2023 | Check Number: 99008223)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/17/2023 | 07/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$32,840.75 |
| TIME AND 1/2 | | | | \$19,105.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$2.24 |
| NONTAX PER DIEM | | | \$595.00 | \$14,445.00 |
| TOTAL PAY | | | \$595.00 | \$66,393.16 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,220.79 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,731.27 |
| FICA-HI | \$0.00 | \$753.25 |
| LOUISIANA S-02 | \$0.00 | \$1,844.05 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$2.24 |
| NET PAY | \$595.00 | \$55,841.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 12.32 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008009)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/10/2023 | 07/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$31,480.75 |
| TIME AND 1/2 | 51.0000 | 19.00 | \$969.00 | \$18,467.67 |
| TAXABLE GTL | | | \$0.28 | \$1.96 |
| NONTAX PER DIEM | | | | \$13,255.00 |
| TOTAL PAY | | | \$2,329.28 | \$63,205.38 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$144.41 | \$3,096.92 |
| FEDERAL W/H TAX M-02 | \$232.96 | \$4,554.00 |
| FICA-HI | \$33.77 | \$724.28 |
| LOUISIANA S-02 | \$85.50 | \$1,772.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$1.96 |
| NET PAY | \$1,832.36 | \$53,055.58 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 10.78 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/20/2023 | Check Number: 99008010)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/10/2023 | 07/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$31,480.75 |
| TIME AND 1/2 | | | | \$18,467.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.96 |
| NONTAX PER DIEM | | | \$595.00 | \$13,850.00 |
| TOTAL PAY | | | \$595.00 | \$63,800.38 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$3,096.92 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,554.00 |
| FICA-HI | \$0.00 | \$724.28 |
| LOUISIANA S-02 | \$0.00 | \$1,772.64 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.96 |
| NET PAY | \$595.00 | \$53,650.58 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 10.78 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007776)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/03/2023 | 07/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$30,120.75 |
| TIME AND 1/2 | 51.0000 | 10.00 | \$510.00 | \$17,498.67 |
| TAXABLE GTL | | | \$0.28 | \$1.68 |
| NONTAX PER DIEM | | | | \$12,660.00 |
| TOTAL PAY | | | \$1,870.28 | \$60,281.10 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$115.96 | \$2,952.51 |
| FEDERAL W/H TAX M-02 | \$161.97 | \$4,321.04 |
| FICA-HI | \$27.12 | \$690.51 |
| LOUISIANA S-02 | \$65.99 | \$1,687.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$1.68 |
| NET PAY | \$1,498.96 | \$50,628.22 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.24 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/13/2023 | Check Number: 99007777)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 07/03/2023 | 07/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$30,120.75 |
| TIME AND 1/2 | | | | \$17,498.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.68 |
| NONTAX PER DIEM | | | \$595.00 | \$13,255.00 |
| TOTAL PAY | | | \$595.00 | \$60,876.10 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,952.51 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,321.04 |
| FICA-HI | \$0.00 | \$690.51 |
| LOUISIANA S-02 | \$0.00 | \$1,687.14 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.68 |
| NET PAY | \$595.00 | \$51,223.22 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 9.24 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007940)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/26/2023 | 07/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$28,760.75 |
| TIME AND 1/2 | 51.0000 | 12.00 | \$612.00 | \$16,988.67 |
| TAXABLE GTL | | | \$0.56 | \$1.40 |
| NONTAX PER DIEM | | | | \$12,065.00 |
| TOTAL PAY | | | \$1,972.56 | \$57,815.82 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$122.30 | \$2,836.55 |
| FEDERAL W/H TAX M-02 | \$174.25 | \$4,159.07 |
| FICA-HI | \$28.61 | \$663.39 |
| LOUISIANA S-02 | \$70.34 | \$1,621.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.56 | \$1.40 |
| NET PAY | \$1,576.50 | \$48,534.26 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 7.70 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 07/06/2023 | Check Number: 99007941)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/26/2023 | 07/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$28,760.75 |
| TIME AND 1/2 | | | | \$16,988.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$1.40 |
| NONTAX PER DIEM | | | \$595.00 | \$12,660.00 |
| TOTAL PAY | | | \$595.00 | \$58,410.82 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,836.55 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$4,159.07 |
| FICA-HI | \$0.00 | \$663.39 |
| LOUISIANA S-02 | \$0.00 | \$1,621.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$1.40 |
| NET PAY | \$595.00 | \$49,129.26 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 7.70 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008072)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/19/2023 | 06/25/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$27,400.75 |
| TIME AND 1/2 | 51.0000 | 29.50 | \$1,504.50 | \$16,376.67 |
| TAXABLE GTL | | | \$0.56 | \$0.84 |
| NONTAX PER DIEM | | | | \$11,470.00 |
| TOTAL PAY | | | \$2,865.06 | \$55,248.26 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$177.63 | \$2,714.25 |
| FEDERAL W/H TAX M-02 | \$350.83 | \$3,984.82 |
| FICA-HI | \$41.54 | \$634.78 |
| LOUISIANA S-02 | \$108.27 | \$1,550.81 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.56 | \$0.84 |
| NET PAY | \$2,186.23 | \$46,362.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 6.16 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/29/2023 | Check Number: 99008073)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/19/2023 | 06/25/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$27,400.75 |
| TIME AND 1/2 | | | | \$16,376.67 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$0.84 |
| NONTAX PER DIEM | | | \$595.00 | \$12,065.00 |
| TOTAL PAY | | | \$595.00 | \$55,843.26 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,714.25 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,984.82 |
| FICA-HI | \$0.00 | \$634.78 |
| LOUISIANA S-02 | \$0.00 | \$1,550.81 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$0.84 |
| NET PAY | \$595.00 | \$46,957.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 6.16 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007899)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/12/2023 | 06/18/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 34.0000 | 40.00 | \$1,360.00 | \$26,040.75 |
| TIME AND 1/2 | 51.0000 | 21.00 | \$1,071.00 | \$14,872.17 |
| TAXABLE GTL | | | \$0.28 | \$0.28 |
| NONTAX PER DIEM | | | | \$10,875.00 |
| TOTAL PAY | | | \$2,431.28 | \$51,788.20 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$150.74 | \$2,536.62 |
| FEDERAL W/H TAX M-02 | \$255.40 | \$3,633.99 |
| FICA-HI | \$35.25 | \$593.24 |
| LOUISIANA S-02 | \$89.84 | \$1,442.54 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| TAXABLE GTL | \$0.28 | \$0.28 |
| NET PAY | \$1,899.77 | \$43,581.53 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.62 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/22/2023 | Check Number: 99007900)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/12/2023 | 06/18/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|--------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$26,040.75 |
| TIME AND 1/2 | | | | \$14,872.17 |



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

| | | | | |
|------------------|--|--|----------|-------------|
| TAXABLE GTL | | | | \$0.28 |
| NONTAX PER DIEM | | | \$595.00 | \$11,470.00 |
| TOTAL PAY | | | \$595.00 | \$52,383.20 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,536.62 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,633.99 |
| FICA-HI | \$0.00 | \$593.24 |
| LOUISIANA S-02 | \$0.00 | \$1,442.54 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| TAXABLE GTL | | \$0.28 |
| NET PAY | \$595.00 | \$44,176.53 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 4.62 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007882)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/05/2023 | 06/11/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 32.5000 | 40.00 | \$1,300.00 | \$24,680.75 |
| TIME AND 1/2 | 48.7500 | 12.50 | \$609.39 | \$13,801.17 |
| NONTAX PER DIEM | | | | \$10,350.00 |
| TOTAL PAY | | | \$1,909.39 | \$48,831.92 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$118.38 | \$2,385.88 |
| FEDERAL W/H TAX M-02 | \$166.67 | \$3,378.59 |
| FICA-HI | \$27.69 | \$557.99 |
| LOUISIANA S-02 | \$67.66 | \$1,352.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,528.99 | \$41,156.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 3.08 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/15/2023 | Check Number: 99007883)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 06/05/2023 | 06/11/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$24,680.75 |
| TIME AND 1/2 | | | | \$13,801.17 |
| NONTAX PER DIEM | | | \$525.00 | \$10,875.00 |
| TOTAL PAY | | | \$525.00 | \$49,356.92 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,385.88 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,378.59 |
| FICA-HI | \$0.00 | \$557.99 |
| LOUISIANA S-02 | \$0.00 | \$1,352.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$41,681.76 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 3.08 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007773)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/29/2023 | 06/04/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 32.5000 | 40.00 | \$1,300.00 | \$23,380.75 |
| TIME AND 1/2 | 48.7500 | 11.00 | \$536.25 | \$13,191.78 |
| NONTAX PER DIEM | | | | \$9,825.00 |
| TOTAL PAY | | | \$1,836.25 | \$46,397.53 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$113.85 | \$2,267.50 |
| FEDERAL W/H TAX M-02 | \$157.89 | \$3,211.92 |
| FICA-HI | \$26.62 | \$530.30 |
| LOUISIANA S-02 | \$64.55 | \$1,285.04 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,473.34 | \$39,102.77 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 1.54 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |

Payment Details (Pay Date: 06/08/2023 | Check Number: 99007774)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/29/2023 | 06/04/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$23,380.75 |
| TIME AND 1/2 | | | | \$13,191.78 |
| NONTAX PER DIEM | | | \$525.00 | \$10,350.00 |
| TOTAL PAY | | | \$525.00 | \$46,922.53 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,267.50 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,211.92 |
| FICA-HI | \$0.00 | \$530.30 |
| LOUISIANA S-02 | \$0.00 | \$1,285.04 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$39,627.77 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| VACATION HOURS ACCRUED | 1.54 | |
| VACATION ACCRUAL PER WEEK | 1.54 | |
| VACATION HOURS ACCRUAL LIMIT | 160.00 | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008221)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/22/2023 | 05/28/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$22,080.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | | \$9,300.00 |
| TOTAL PAY | | | \$1,180.00 | \$44,036.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$73.16 | \$2,153.65 |
| FEDERAL W/H TAX M-02 | \$79.14 | \$3,054.03 |
| FICA-HI | \$17.11 | \$503.68 |
| LOUISIANA S-02 | \$36.66 | \$1,220.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$973.93 | \$37,104.43 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 06/01/2023 | Check Number: 99008222)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/22/2023 | 05/28/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$22,080.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | \$525.00 | \$9,825.00 |
| TOTAL PAY | | | \$525.00 | \$44,561.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,153.65 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$3,054.03 |
| FICA-HI | \$0.00 | \$503.68 |
| LOUISIANA S-02 | \$0.00 | \$1,220.49 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$37,629.43 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008261)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/15/2023 | 05/21/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$20,900.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$12,655.53 |
| NONTAX PER DIEM | | | | \$8,775.00 |
| TOTAL PAY | | | \$2,065.00 | \$42,331.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$2,080.49 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$2,974.89 |
| FICA-HI | \$29.95 | \$486.57 |
| LOUISIANA S-02 | \$74.27 | \$1,183.83 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$35,605.50 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/25/2023 | Check Number: 99008262)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/15/2023 | 05/21/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$20,900.75 |
| TIME AND 1/2 | | | | \$12,655.53 |
| NONTAX PER DIEM | | | \$525.00 | \$9,300.00 |
| TOTAL PAY | | | \$525.00 | \$42,856.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$2,080.49 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,974.89 |
| FICA-HI | \$0.00 | \$486.57 |
| LOUISIANA S-02 | \$0.00 | \$1,183.83 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$36,130.50 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008131)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/08/2023 | 05/14/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$19,720.75 |
| TIME AND 1/2 | 44.2500 | 10.50 | \$464.63 | \$11,770.53 |
| NONTAX PER DIEM | | | | \$8,250.00 |
| TOTAL PAY | | | \$1,644.63 | \$39,741.28 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$101.97 | \$1,952.46 |
| FEDERAL W/H TAX M-02 | \$134.89 | \$2,789.55 |
| FICA-HI | \$23.84 | \$456.62 |
| LOUISIANA S-02 | \$56.40 | \$1,109.56 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,327.53 | \$33,433.09 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/18/2023 | Check Number: 99008132)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/08/2023 | 05/14/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$19,720.75 |
| TIME AND 1/2 | | | | \$11,770.53 |
| NONTAX PER DIEM | | | \$525.00 | \$8,775.00 |
| TOTAL PAY | | | \$525.00 | \$40,266.28 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,952.46 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,789.55 |
| FICA-HI | \$0.00 | \$456.62 |
| LOUISIANA S-02 | \$0.00 | \$1,109.56 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$33,958.09 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008296)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/01/2023 | 05/07/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$18,540.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.51 | \$11,305.90 |
| NONTAX PER DIEM | | | | \$7,725.00 |
| TOTAL PAY | | | \$1,622.51 | \$37,571.65 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.59 | \$1,850.49 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$2,654.66 |
| FICA-HI | \$23.53 | \$432.78 |
| LOUISIANA S-02 | \$55.46 | \$1,053.16 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.69 | \$31,580.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/11/2023 | Check Number: 99008297)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 05/01/2023 | 05/07/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$18,540.75 |
| TIME AND 1/2 | | | | \$11,305.90 |
| NONTAX PER DIEM | | | \$525.00 | \$8,250.00 |
| TOTAL PAY | | | \$525.00 | \$38,096.65 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,850.49 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,654.66 |
| FICA-HI | \$0.00 | \$432.78 |
| LOUISIANA S-02 | \$0.00 | \$1,053.16 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$32,105.56 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008286)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/24/2023 | 04/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$17,360.75 |
| TIME AND 1/2 | 44.2500 | 25.50 | \$1,128.38 | \$10,863.39 |
| NONTAX PER DIEM | | | | \$7,200.00 |
| TOTAL PAY | | | \$2,308.38 | \$35,424.14 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$143.12 | \$1,749.90 |
| FEDERAL W/H TAX M-02 | \$228.36 | \$2,522.42 |
| FICA-HI | \$33.47 | \$409.25 |
| LOUISIANA S-02 | \$84.61 | \$997.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,818.82 | \$29,744.87 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 05/04/2023 | Check Number: 99008287)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/24/2023 | 04/30/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$17,360.75 |
| TIME AND 1/2 | | | | \$10,863.39 |
| NONTAX PER DIEM | | | \$525.00 | \$7,725.00 |
| TOTAL PAY | | | \$525.00 | \$35,949.14 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,749.90 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,522.42 |
| FICA-HI | \$0.00 | \$409.25 |
| LOUISIANA S-02 | \$0.00 | \$997.70 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$30,269.87 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008394)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/17/2023 | 04/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$16,180.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$9,735.01 |
| NONTAX PER DIEM | | | | \$6,675.00 |
| TOTAL PAY | | | \$2,065.00 | \$32,590.76 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,606.78 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$2,294.06 |
| FICA-HI | \$29.94 | \$375.78 |
| LOUISIANA S-02 | \$74.27 | \$913.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.42 | \$27,401.05 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/27/2023 | Check Number: 99008395)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/17/2023 | 04/23/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$16,180.75 |
| TIME AND 1/2 | | | | \$9,735.01 |
| NONTAX PER DIEM | | | \$525.00 | \$7,200.00 |
| TOTAL PAY | | | \$525.00 | \$33,115.76 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,606.78 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,294.06 |
| FICA-HI | \$0.00 | \$375.78 |
| LOUISIANA S-02 | \$0.00 | \$913.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$27,926.05 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008294)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/10/2023 | 04/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$15,000.75 |
| TIME AND 1/2 | 44.2500 | 17.00 | \$752.26 | \$8,850.01 |
| NONTAX PER DIEM | | | | \$6,150.00 |
| TOTAL PAY | | | \$1,932.26 | \$30,000.76 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$119.80 | \$1,478.75 |
| FEDERAL W/H TAX M-02 | \$169.41 | \$2,108.72 |
| FICA-HI | \$28.02 | \$345.84 |
| LOUISIANA S-02 | \$68.63 | \$838.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,546.40 | \$25,228.63 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/20/2023 | Check Number: 99008295)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/10/2023 | 04/16/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$15,000.75 |
| TIME AND 1/2 | | | | \$8,850.01 |
| NONTAX PER DIEM | | | \$525.00 | \$6,675.00 |
| TOTAL PAY | | | \$525.00 | \$30,525.76 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,478.75 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$2,108.72 |
| FICA-HI | \$0.00 | \$345.84 |
| LOUISIANA S-02 | \$0.00 | \$838.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$25,753.63 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/13/2023 | Check Number: 99008305)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 04/03/2023 | 04/09/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 30.00 | \$885.00 | \$13,820.75 |
| TIME AND 1/2 | | | | \$8,097.75 |
| NONTAX PER DIEM | | | | \$6,150.00 |
| TOTAL PAY | | | \$885.00 | \$28,068.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$54.87 | \$1,358.95 |
| FEDERAL W/H TAX M-02 | \$43.74 | \$1,939.31 |
| FICA-HI | \$12.83 | \$317.82 |
| LOUISIANA S-02 | \$24.69 | \$770.19 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$748.87 | \$23,682.23 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008468)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/27/2023 | 04/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$12,935.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$8,097.75 |
| NONTAX PER DIEM | | | | \$5,100.00 |
| TOTAL PAY | | | \$2,065.00 | \$26,133.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,304.08 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,895.57 |
| FICA-HI | \$29.95 | \$304.99 |
| LOUISIANA S-02 | \$74.27 | \$745.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$21,883.36 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 04/06/2023 | Check Number: 99008469)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/27/2023 | 04/02/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$12,935.75 |
| TIME AND 1/2 | | | | \$8,097.75 |
| NONTAX PER DIEM | | | \$1,050.00 | \$6,150.00 |
| TOTAL PAY | | | \$1,050.00 | \$27,183.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,304.08 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,895.57 |
| FICA-HI | \$0.00 | \$304.99 |
| LOUISIANA S-02 | \$0.00 | \$745.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,050.00 | \$22,933.36 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008856)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/20/2023 | 03/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$11,755.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$7,212.75 |
| NONTAX PER DIEM | | | | \$4,575.00 |
| TOTAL PAY | | | \$2,065.00 | \$23,543.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$1,176.05 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,710.23 |
| FICA-HI | \$29.94 | \$275.04 |
| LOUISIANA S-02 | \$74.27 | \$671.23 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.42 | \$19,710.95 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/30/2023 | Check Number: 99008857)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/20/2023 | 03/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$11,755.75 |
| TIME AND 1/2 | | | | \$7,212.75 |
| NONTAX PER DIEM | | | \$525.00 | \$5,100.00 |
| TOTAL PAY | | | \$525.00 | \$24,068.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,176.05 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,710.23 |
| FICA-HI | \$0.00 | \$275.04 |
| LOUISIANA S-02 | \$0.00 | \$671.23 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$20,235.95 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008430)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/13/2023 | 03/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$10,575.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$6,327.75 |
| NONTAX PER DIEM | | | | \$4,050.00 |
| TOTAL PAY | | | \$1,622.50 | \$20,953.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.60 | \$1,048.02 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$1,524.89 |
| FICA-HI | \$23.53 | \$245.10 |
| LOUISIANA S-02 | \$55.46 | \$596.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.67 | \$17,538.53 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/23/2023 | Check Number: 99008431)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/13/2023 | 03/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$10,575.75 |
| TIME AND 1/2 | | | | \$6,327.75 |
| NONTAX PER DIEM | | | \$525.00 | \$4,575.00 |
| TOTAL PAY | | | \$525.00 | \$21,478.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$1,048.02 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,524.89 |
| FICA-HI | \$0.00 | \$245.10 |
| LOUISIANA S-02 | \$0.00 | \$596.96 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$18,063.53 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008483)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/06/2023 | 03/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$9,395.75 |
| TIME AND 1/2 | 44.2500 | 30.00 | \$1,327.50 | \$5,885.25 |
| NONTAX PER DIEM | | | | \$3,525.00 |
| TOTAL PAY | | | \$2,507.50 | \$18,806.00 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$155.46 | \$947.42 |
| FEDERAL W/H TAX M-02 | \$272.17 | \$1,392.65 |
| FICA-HI | \$36.35 | \$221.57 |
| LOUISIANA S-02 | \$93.08 | \$541.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,950.44 | \$15,702.86 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/16/2023 | Check Number: 99008484)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 03/06/2023 | 03/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$9,395.75 |
| TIME AND 1/2 | | | | \$5,885.25 |
| NONTAX PER DIEM | | | \$525.00 | \$4,050.00 |
| TOTAL PAY | | | \$525.00 | \$19,331.00 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$947.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,392.65 |
| FICA-HI | \$0.00 | \$221.57 |
| LOUISIANA S-02 | \$0.00 | \$541.50 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$16,227.86 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008462)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/27/2023 | 03/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$8,215.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$4,557.75 |
| NONTAX PER DIEM | | | | \$3,000.00 |
| TOTAL PAY | | | \$2,065.00 | \$15,773.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$791.96 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$1,120.48 |
| FICA-HI | \$29.95 | \$185.22 |
| LOUISIANA S-02 | \$74.27 | \$448.42 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$13,227.42 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/09/2023 | Check Number: 99008463)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/27/2023 | 03/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$8,215.75 |
| TIME AND 1/2 | | | | \$4,557.75 |
| NONTAX PER DIEM | | | \$525.00 | \$3,525.00 |
| TOTAL PAY | | | \$525.00 | \$16,298.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$791.96 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$1,120.48 |
| FICA-HI | \$0.00 | \$185.22 |
| LOUISIANA S-02 | \$0.00 | \$448.42 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$13,752.42 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008651)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/20/2023 | 02/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$7,035.75 |
| TIME AND 1/2 | 44.2500 | 15.00 | \$663.75 | \$3,672.75 |
| NONTAX PER DIEM | | | | \$2,475.00 |
| TOTAL PAY | | | \$1,843.75 | \$13,183.50 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$114.32 | \$663.93 |
| FEDERAL W/H TAX M-02 | \$158.79 | \$935.14 |
| FICA-HI | \$26.73 | \$155.27 |
| LOUISIANA S-02 | \$64.87 | \$374.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,479.04 | \$11,055.01 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 03/02/2023 | Check Number: 99008652)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/20/2023 | 02/26/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$7,035.75 |
| TIME AND 1/2 | | | | \$3,672.75 |
| NONTAX PER DIEM | | | \$525.00 | \$3,000.00 |
| TOTAL PAY | | | \$525.00 | \$13,708.50 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$663.93 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$935.14 |
| FICA-HI | \$0.00 | \$155.27 |
| LOUISIANA S-02 | \$0.00 | \$374.15 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$11,580.01 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008579)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/13/2023 | 02/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|-------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$5,855.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$3,009.00 |
| NONTAX PER DIEM | | | | \$1,950.00 |
| TOTAL PAY | | | \$1,622.50 | \$10,814.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.59 | \$549.61 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$776.35 |
| FICA-HI | \$23.53 | \$128.54 |
| LOUISIANA S-02 | \$55.46 | \$309.28 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.68 | \$9,050.97 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/23/2023 | Check Number: 99008580)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/13/2023 | 02/19/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|-------------|
| REGULAR PAY | | | | \$5,855.75 |
| TIME AND 1/2 | | | | \$3,009.00 |
| NONTAX PER DIEM | | | \$525.00 | \$2,475.00 |
| TOTAL PAY | | | \$525.00 | \$11,339.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$549.61 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$776.35 |
| FICA-HI | \$0.00 | \$128.54 |
| LOUISIANA S-02 | \$0.00 | \$309.28 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$9,575.97 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008535)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/06/2023 | 02/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$4,675.75 |
| TIME AND 1/2 | 44.2500 | 10.00 | \$442.50 | \$2,566.50 |
| NONTAX PER DIEM | | | | \$1,425.00 |
| TOTAL PAY | | | \$1,622.50 | \$8,667.25 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$100.60 | \$449.02 |
| FEDERAL W/H TAX M-02 | \$132.24 | \$644.11 |
| FICA-HI | \$23.52 | \$105.01 |
| LOUISIANA S-02 | \$55.46 | \$253.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,310.68 | \$7,215.29 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/16/2023 | Check Number: 99008536)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 02/06/2023 | 02/12/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$4,675.75 |
| TIME AND 1/2 | | | | \$2,566.50 |
| NONTAX PER DIEM | | | \$525.00 | \$1,950.00 |
| TOTAL PAY | | | \$525.00 | \$9,192.25 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$449.02 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$644.11 |
| FICA-HI | \$0.00 | \$105.01 |
| LOUISIANA S-02 | \$0.00 | \$253.82 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$7,740.29 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008416)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/30/2023 | 02/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$3,495.75 |
| TIME AND 1/2 | 44.2500 | 20.00 | \$885.00 | \$2,124.00 |
| NONTAX PER DIEM | | | | \$900.00 |
| TOTAL PAY | | | \$2,065.00 | \$6,519.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$128.03 | \$348.42 |
| FEDERAL W/H TAX M-02 | \$185.34 | \$511.87 |
| FICA-HI | \$29.95 | \$81.49 |
| LOUISIANA S-02 | \$74.27 | \$198.36 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,647.41 | \$5,379.61 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/09/2023 | Check Number: 99008417)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/30/2023 | 02/05/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$3,495.75 |
| TIME AND 1/2 | | | | \$2,124.00 |
| NONTAX PER DIEM | | | \$525.00 | \$1,425.00 |
| TOTAL PAY | | | \$525.00 | \$7,044.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$348.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$511.87 |
| FICA-HI | \$0.00 | \$81.49 |
| LOUISIANA S-02 | \$0.00 | \$198.36 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$5,904.61 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008557)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/23/2023 | 01/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 40.00 | \$1,180.00 | \$2,315.75 |
| TIME AND 1/2 | 44.2500 | 28.00 | \$1,239.00 | \$1,239.00 |
| NONTAX PER DIEM | | | | \$375.00 |
| TOTAL PAY | | | \$2,419.00 | \$3,929.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|----------|--------------|
| FICA-OASDI | \$149.97 | \$220.39 |
| FEDERAL W/H TAX M-02 | \$252.70 | \$326.53 |
| FICA-HI | \$35.07 | \$51.54 |
| LOUISIANA S-02 | \$89.31 | \$124.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|------------|--------------|
| NET PAY | \$1,891.95 | \$3,207.20 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 02/02/2023 | Check Number: 99008558)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/23/2023 | 01/29/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|------------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$2,315.75 |
| TIME AND 1/2 | | | | \$1,239.00 |
| NONTAX PER DIEM | | | \$525.00 | \$900.00 |
| TOTAL PAY | | | \$525.00 | \$4,454.75 |



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

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$220.39 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$326.53 |
| FICA-HI | \$0.00 | \$51.54 |
| LOUISIANA S-02 | \$0.00 | \$124.09 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$525.00 | \$3,732.20 |

Memos:

| Description | Current Amount | YTDAmount |
|-------------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |



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

Pay Details

| Name | Company | Employee Id | Job Number |
|-------------------|---------|-------------|------------|
| COUPEL, MICHAEL T | HB01 | 0146 | 114000 |

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008464)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/16/2023 | 01/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-------------|---------|---------------|----------------|------------|
| REGULAR PAY | 29.5000 | 38.50 | \$1,135.75 | \$1,135.75 |
| TOTAL PAY | | | \$1,135.75 | \$1,135.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$70.42 | \$70.42 |
| FEDERAL W/H TAX M-02 | \$73.83 | \$73.83 |
| FICA-HI | \$16.47 | \$16.47 |
| LOUISIANA S-02 | \$34.78 | \$34.78 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$940.25 | \$940.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |

Payment Details (Pay Date: 01/26/2023 | Check Number: 99008465)

| Name: | Company: | Period Start: | Period End: | Job#: |
|-------------------|----------|---------------|-------------|--------|
| COUPEL, MICHAEL T | HB01 | 01/16/2023 | 01/22/2023 | 114000 |

Earnings:

| Description | Rate | Current Hours | Current Amount | YTDAmount |
|-----------------|------|---------------|----------------|------------|
| REGULAR PAY | | | | \$1,135.75 |
| NONTAX PER DIEM | | | \$375.00 | \$375.00 |
| TOTAL PAY | | | \$375.00 | \$1,510.75 |

Taxes:

| Description | Current | Year To Date |
|----------------------|---------|--------------|
| FICA-OASDI | \$0.00 | \$70.42 |
| FEDERAL W/H TAX M-02 | \$0.00 | \$73.83 |



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

| | | | |
|----------------|--|--------|---------|
| FICA-HI | | \$0.00 | \$16.47 |
| LOUISIANA S-02 | | \$0.00 | \$34.78 |

Deductions:

| Description | Current | Year To Date |
|-------------|----------|--------------|
| NET PAY | \$375.00 | \$1,315.25 |

Memos:

| Description | Current Amount | YTDAmount |
|------------------|----------------|-----------|
| Accrual Balances | | |
| Accrual Type | Accrual Amount | |
| | | |