

**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**”).



24903912509250000000000002

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

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Mariana L. Jantz

Texas Bar No. 24139241

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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

TALX Employee Services
P.O. Box 1160 Columbus, Ohio 43216-1160
Phone: (603) 848-4000 Fax: (603) 848-4100

(Rev. 8/24/2010)

Original: Home Office
One Copy: TALX

One Copy: Field Office
Copy of Top Portion: Employee



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

Department Superintendent: Mark Lohmeyer

Safety Department: _____

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

Tool Room: _____

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

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

Toolbox Inspected By: _____

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

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

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

Payroll Department: _____ ID BADGE _____ PARKING PASS _____

ANY REMAINING PAYCHECKS WILL BE HANDLED AS FOLLOWS:

ASK ABOUT ACCRUED VACATION

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

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

_____ Mail my last check to: _____

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

Employee Signature: Not Here to Sign Date: 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.	Country	United States
Worker Type	Employee	Termination Date	11/8/24
Legal Entity Hire Date	11/4/24		

Assignment: Material Handler 1 ⓘ ⓘ

Action	Quit	Effective Start Date	11/9/24 (1 of 1)
Action Reason	Abandon job / No show	Effective End Date	

Assignment Details

Assignment Number	E0031929355-2	Assignment Status	Inactive - Payroll Eligible
Business Unit	HBZ - EPC JV	Primary	Yes



Michael T Coupel : Person Management

Person Number
0031929355

Employment x

Employment

Work Relationship ⓘ

Legal Employer	Zachry Industrial, Inc.	Country	United States
Worker Type	Employee	Termination Date	6/30/24
Legal Entity Hire Date	1/18/23		

Assignment: Foreman Warehouse ⓘ ⓘ

Action	Discharge	Effective Start Date	7/1/24 (1 of 1)
Action Reason	Unsafe Practices	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
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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
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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
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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
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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



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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
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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



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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)
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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)
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SAN ANTONIO TX 78224
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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



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

Taxes:

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

Deductions:

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

Memos:

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



ZACHRY INDUSTRIAL, INC (FLD)
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SAN ANTONIO TX 78224
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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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



ZACHRY INDUSTRIAL, INC (FLD)
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SAN ANTONIO TX 78224
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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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



ZACHRY INDUSTRIAL, INC (FLD)
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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



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

Taxes:

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

Deductions:

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

Memos:

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



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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



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

Taxes:

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

Deductions:

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

Memos:

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



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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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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



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

Taxes:

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

Deductions:

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

Memos:

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



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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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

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

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

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

Earnings:

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

Taxes:

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

Deductions:

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

Memos:

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

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

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

Earnings:

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



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

Taxes:

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

Deductions:

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

Memos:

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



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Pay Details

Name	Company	Employee Id	Job Number
COUPEL, MICHAEL T	HB01	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

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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

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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

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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
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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)
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SAN ANTONIO TX 78224
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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
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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
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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)
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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	



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SAN ANTONIO TX 78224
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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	



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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
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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)
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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	



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SAN ANTONIO TX 78224
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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)
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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)
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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)
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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	

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG

Case Number:2024-1388

Created By:Terry LeBlanc

Created On:6/27/2024 4:15 AM PDT

Location Details

Claim Number:		Case Status:	OPEN - (GATHERING INFORMATION)
Major Event:		Claim Submission Location Code:	0ZHZ114000
Incident Level:	I	Severity Consequence Matrix	Low
Did accident occur on employer premises?	☒ Yes ☐ No		
Address 1:	20940 HWY 23	Address 2:	
City:	BELLE CHASSE	County:	PLAQUEMINES
Country:	USA	State/Prov:	Louisiana
Postal/Zip code:	70037-		

Process Safety:

Not Process Safety

Critical Few:

N/A

Crane & Rigging:

N/A

Dates, Times and Preparer Information

Date of Incident: 6/26/2024	Incident Time: 2:50 PM
Date Reported to Employer: 6/26/2024	Time Reported to Employer: 2:55 PM
Work Shift: First/Days	Part of Shift: During
Preparer Name: Terry LeBlanc	
Preparer Phone: (337) 842-9985	
Preparer Title: FIELD SAFETY COORDINATOR	
Preparer Information is the same as Contact?: ☒ Yes ☐ No	

General Details

Work Station/Area: Warehouse / Laydown Yard

Specific Location (Loading dock, Warehouse, etc.): Warehouse 4 phase 2 utilities

Give a Brief Description of the Incident.
Also complete the What Happened
mini-tab below.:

A warehouse employee was driving a flatbed truck pulling a 40ft. gooseneck trailer driving from the southwest side of the warehouse heading to the northeast side of the warehouse when the EE attempted to make the turn on northeast side, the trailer came in contact with a parked vehicle

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG

Case Number:2024-1388

Created By:Terry LeBlanc

Created On:6/27/2024 4:15 AM PDT

causing minor damage. The EE stopped and contacted their supervisor.

Employee and/or Contractor description of what happened:

Report Only - Unknown?:

No

Was roll stock equipment involved?:

Yes

Type of Equipment:

Trailer

What were the driving conditions?:

Clear

What was the action of the equipment?:

Turning

What did the equipment collide with?:

Other Vehicle - Stationary

Causal Factors

Immediate and Underlying Causes

Human Factors

F301 F301 - Mind not on task; cognitive distraction

Procedures

A305 A305 - Following procedures takes more time/effort

Work Environment

G512 G512 - Congested work area

Work Practices

C103 C103 - Repetitive tasks

C306 C306 - Flagger/spotter error

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

The EE did not adequately judge the turning radius of the trailer which in turn came in contact with parked vehicle.

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

The EE did not use a spotter .

JSA/Procedures

Was the job covered by a JSA/STA or work instruction?

☐ Yes ☒ No

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG

Case Number:2024-1388

Created By:Terry LeBlanc

Created On:6/27/2024 4:15 AM PDT

Cause Mapping/Training Opportunity Details

Cause Mapping required? ☐ Yes ☒ No

Cause Mapping completed: ☐

Completed On:

Completed By:

Training Opportunity required? ☐ Yes ☒ No

Training Opportunity completed: ☐

Completed On:

Completed By:

SIRC required? ☐ Yes ☒ No

SIRC completed: ☐

Completed On:

Completed By:

Immediate and Underlying Causes

Problem Statement (Who, When , What Happened, Where, How often is the task performed, How much-severity of injury)

1st Why Statement

Answer

2nd Why Statement

Answer

3rd Why Statement

Answer

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG

Case Number:2024-1388

Created By:Terry LeBlanc

Created On:6/27/2024 4:15 AM PDT

4th Why Statement

Answer

5th Why Statement

Answer

6th Why Statement

Answer

7th Why Statement

Answer

8th Why Statement

Answer

9th Why Statement

Answer

10th Why Statement

Answer

Employee Details

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG Case Number:2024-1388

Created By:Terry LeBlanc Created On:6/27/2024 4:15 AM PDT

First Name: Michael Last Name: Coupel Middle Initial: T
Employee Number: 0146 SSN: Hired Date: 1/18/2023
Job Title: Foreman Warehouse Department: Plaquemines LNG Supervisor: Jacob Harbison
Birth Date: 3/21/1980

Drivers License Details

Type: Country: State/Prov: Number:

Work Details

Time Employee Began Work:
What was the task being performed? Time at this Location
1-2 Years
How often does Employee perform this task? Working with what tool/equipment?

Employee Hobbies:

What Happened

A warehouse employee was driving a flatbed truck pulling a 40ft gooseneck trailer from the southwest side of the warehouse heading to the northeast side of the warehouse when the EE attempted to make the turn on northeast side, the trailer came in contact with a parked vehicle causing minor damage.

Cost/Hours

Date	Person/Company	Type	Description	Total Hours	Amount
------	----------------	------	-------------	-------------	--------

Files

File Name	Description	Size
employee statement.jpeg	employee statement	4737112
inspection sheet.jpeg	inspection sheet	5384822
MPW.jpeg	MPW	5388020

Property Damage Incident Report**114000.01 - PLAQUEMINES LNG****Case Number:2024-1388****Created By:Terry LeBlanc****Created On:6/27/2024 4:15 AM PDT**

pic 1.jpeg	DL and badge	4830525
pic 2.jpeg	property damage pic	5563841
pic 3.jpeg	pic 3	2968404
supervisor statement.jpeg	supervisor statement	4382446
witness statement.jpeg	witness statement	4067980

People Involved

Type	Employee Name	Work Phone	Home Phone	e-mail
------	---------------	------------	------------	--------

Communication

Recipient	E-mail Address	Last Sent
-----------	----------------	-----------

Corrective Actions

Responsible	Task	Scheduled	Completed	Priority	Comments	Verified
Coupel, Michael	The supervisor went over with the employee the importance of using spotter when backing or in congested areas.	6/26/2024	6/26/2024	Low		No
Coupel, Michael	The importance of having mirrors to see in blind areas	6/26/2024	6/26/2024	Low		No

Update

Comments	Person	Date/Time
----------	--------	-----------

Equipment

Equipment	Notes	Cost
-----------	-------	------

Total : \$.00

Property Damage Incident Report

114000.01 - PLAQUEMINES LNG

Case Number:2024-1388

Created By:Terry LeBlanc

Created On:6/27/2024 4:15 AM PDT

Injured Employee Signature

Date

Safety Personnel Signature

Date

ZACHRY INDUSTRIAL, INC.
VEHICLE INSPECTION REPORT
NON-COMMERCIAL

CARRIER: **ZACHRY INDUSTRIAL, INC.** JOB #:

ADDRESS: **527 Logwood San Antonio, TX 78221**

DATE: **6-26-24** TIME: **5:00** A.M. P.M.

CHECK ANY DEFECTIVE ITEM AND GIVE DETAILS UNDER "REMARKS"

TRUCK NO. **253**

ODOMETER
READING **18054**

- | | | | |
|---|--|---|---|
| ☒ Battery | ☒ Frame & Assembly | ☒ Rear End | ☒ Tires |
| ☒ Belts & Hoses | ☒ Front Axle | ☒ Reflectors | ☒ Transmission |
| ☒ Body | ☒ Fuel Tanks | ☒ Safety Equipment | ☒ Wheels & Rims |
| ☒ Brake Accessories | ☒ Horn | Fire Extinguisher | ☒ Windows |
| ☒ Brakes, Parking | ☒ Lights | Flags - Flares - Fusees | ☒ Windshield |
| ☒ Brakes, Service | Head - Stop | Reflective Triangles | ☒ Wipers |
| ☒ Clutch | Tail - Dash | Spare Bulbs & Fuses | ☐ Other |
| ☒ Defroster/Heater | Turn Indicators | Spare Seal Beam | |
| ☒ Drive Line | ☒ Mirrors | ☒ Starter | |
| ☒ Engine | ☒ Muffler | ☒ Steering | |
| ☒ Exhaust | ☒ Oil Pressure | ☒ Suspension System | |
| ☒ Fluid Levels | ☒ Radiator | ☒ Tire Chains | |

Remarks:

State Inspection Renewal Date **7 / 23**

Element Fleet Card ☐ Yes ☐ No

Insurance Card ☒ Yes ☐ No

Driver's Signature: **[Signature]**

EIN# **0146**

Date: **6-26-24**

BLUE - ORIGINAL

YELLOW - MAINTENANCE FILE

PINK - VEHICLE



MISSION PLANNING WORKSHEET (HOJA DE PLANIFICACIÓN DE MISIÓN)



MISSION OBJECTIVE (OBJETIVO DE MISIÓN)

WHAT ARE WE DOING (¿Qué estamos haciendo?)

HOW MUCH OF IT? (¿Cuánto de eso?)

BY WHEN? (¿Cuándo?)

THREATS / HAZARDS (AMENAZAS / PELIGROS)
Heat
overhead loads
moving equipment
pinch points
slip trip fall
dust

RESOURCES (RECURSOS)
breaks
be observant
spotter / flagger
gloves
handrails
face covering
water
horns / whistles
eye contact
hand placement
proper footwear
glasses

BRIEF (INFORMAR)

- Brief the big picture and mandatory items. (Informar sobre panorama global y temas obligatorios de discusión.)
- Restate the mission objective. (Reiterar objetivo de misión.)
- Identify key threats and resources. (Identificar amenazas clave y recursos.)
- Review the action plan. Who does what, by when. (Revisar plan de acción: quién hace qué, para cuándo?)
- Contingencies. What if's? (Contingencias. ¿Posibles escenarios?)

MANDATORY ITEMS (ARTÍCULOS OBLIGATORIOS)

- ☒ Personal Protective Equipment (Equipo de protección personal)
- ☒ Cleanest Eye Wash / Shower Station (Punto de lavado de ojos / ducha más cercano)
- ☒ Assembly Point Location (Ubicación de punto de reunión)
- ☒ Certification Requirements (Requisitos de certificación)
- ☒ Lock Out / Tag Out Required? (¿Cierre y Etiqueta necesario?)
- ☒ Permits (Permisos)
- ☒ Tool / Equipment Inspections (Inspecciones de herramientas / equipo)
- ☒ Wingman / Mutual Support (Compañero de trabajo / apoyo mutuo)
- ☒ Dumb / Dangerous / Different (Cualquier cosa tonta, peligrosa, diferente)
- ☒ CQ Subject: 807 (Tema de tarea de calidad)

LESSONS LEARNED: WHAT HAS WORKED IN THE PAST? WHAT HASN'T? (LECCIONES APRENDIDAS: ¿QUE HA FUNCIONADO ANTERIORMENTE? ¿QUE NO HA FUNCIONADO?)

☒ GO (Proceder) ☐ NO GO (No Proceder)

WHAT (¿QUÉ?)	WHO (¿QUIÉN?)	WHEN (¿CUÁNDO?)	
briefing			+/-
forklift			+/-
spotter + flagger	Josh D		+/-
truck / trailer	Josh D		+/-
de briefing			+/-
crate falls off trailer	contact foreman + safety		+/-

CREW (Equipo)

NAME (Nombre)	BADGE (Num de gafete)	INITIALS (Iniciales)
Joshua Dufrene	4076	
Lionel Bayal	9836	

TEAM LEADER (Jefe de equipo) Joshua Dufrene

FOREMAN NAME (Jefe de trabajo) Lionel Bayal INITIALS

DATE (Fecha) 6-26-24 JOB 114000

WORK PACKAGE (Paquete de trabajo) Warehouse



MISSION PLANNING WORKSHEET (HOJA DE PLANIFICACIÓN DE MISIÓN)



MISSION OBJECTIVE (OBJETIVO DE MISIÓN)

WHAT ARE WE DOING (¿Qué estamos haciendo?)

HOW MUCH OF IT? (¿Cuánto de eso?)

BY WHEN? (¿Cuándo?)

THREATS / HAZARDS (AMENAZAS / PELIGROS)
Heat
overhead loads
moving equipment
pinch points
slip trip fall
dust

RESOURCES (RECURSOS)
breaks
be observant
spotter / flagger
gloves
handrails
face covering
water
horns / whistles
eye contact
hand placement
proper footwear
glasses

BRIEF (INFORMAR)

- Brief the big picture and mandatory items. (Informar sobre panorama global y temas obligatorios de discusión.)
- Restate the mission objective. (Reiterar objetivo de misión.)
- Identify key threats and resources. (Identificar amenazas clave y recursos.)
- Review the action plan. Who does what, by when. (Revisar plan de acción: quién hace qué, para cuándo?)
- Contingencies. What if's? (Contingencias. ¿Posibles escenarios?)

MANDATORY ITEMS (ARTÍCULOS OBLIGATORIOS)

- ☒ Personal Protective Equipment (Equipo de protección personal)
- ☒ Cleanest Eye Wash / Shower Station (Punto de lavado de ojos/ducto más cercano)
- ☒ Assembly Point Location (Ubicación de punto de reunión)
- ☒ Certification Requirements (Requisitos de certificación)
- ☒ Lock Out / Tag Out Required? (¿Cierre y Etiqueta necesario?)
- ☒ Permits (Permisos)
- ☒ Tool / Equipment Inspections (Inspecciones de herramientas/equipo)
- ☒ Wingman / Mutual Support (Compañero de trabajo/apoyo mutuo)
- ☒ Dumb / Dangerous / Different (Cualquier cosa tonta, peligrosa, diferente)
- ☒ CQ Subject: 807 (Tema de tarea de calidad)

LESSONS LEARNED: WHAT HAS WORKED IN THE PAST? WHAT HASN'T? (LECCIONES APRENDIDAS: ¿QUE HA FUNCIONADO ANTERIORMENTE? ¿QUE NO HA FUNCIONADO?)

☒ GO (Proceder) ☐ NO GO (No Proceder)

WHAT (¿QUÉ?)	WHO (¿QUIÉN?)	WHEN (¿CUÁNDO?)	
briefing			+/-
forklift			+/-
spotter + flagger	Josh D		+/-
truck / trailer	Josh D		+/-
de briefing			+/-
crate falls off trailer	contact foreman + safety		+/-

CREW (Equipo)

NAME (Nombre)	BADGE (Num de gafete)	INITIALS (Iniciales)
Joshua Dufrene	4076	
Lionel Bayal	9836	

TEAM LEADER (Jefe de equipo) Joshua Dufrene

FOREMAN NAME *Red Bull* INITIALS

DATE (Fecha) 6-26-24 JOB 114000

WORK PACKAGE (Paquete de trabajo) Warehouse







Employee Statement

I Mike Cougel was pulling the goose neck trailer came FROM the South west side around the Front of the Warz House 4 on North side to TAKE Trailer off of the truck when I Made the turn I turned to my Right By the Bathroom s cause a Buggy was coming out the pass way so I shorting up my turn and didn't Realize the had a truck on my left and my trailer made contact to the Back of the truck. the person in the truck parked there to go to the OFFICE on side of a Marrow Road on side of the warz House. And I just didn't see it.

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

Employee Name (Print): Michael Cougel

Time on Site: 1.5 years

Employee Job Title: Warehouse Foreman

Time on Industry: 11.5

Employee Signature: Michael Cougel

Date: 6-26-24

Badge: 1554

EIN: [REDACTED] 0146

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

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

Employee Signature: _____

Date: _____

Name: _____

Badge: _____

EIN: _____

Job Title: _____



Supervisor Statement

I Michael Cheramie was called earlier in the day for South Ehouse HVAC that needed to be delivered. I told Jacob Harrison to please fill the req for the HVACs. He then got Mike Connel to deliver them. Connel brought the HVAC with our yard trailer and returned. Upon his return he came in my office and told me that he had an incident with the trailer hitting a truck. I then called safety and picked up the material manager Richard people

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

Employee Name (Print): Michael Cheramie

Time on Site: 1.5 yrs

Employee Job Title: Lead General Foreman

Time on Industry: 8 yrs

Employee Signature: [Signature]

Date: 6-26-24

Badge: 1551

EIN: [Redacted] 7173

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

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

Employee Signature: _____

Date: _____

Name: _____

Badge: _____

EIN: _____

Job Title: _____



Witness Statement

I was riding in the passenger seat at the time of the incident. I thought I saw the driver check his mirror when making the turn so I assumed he was clear to make the turn. Once I saw he was getting close to the truck, I tried to tell him but it was too late. Nobody was in or around the truck that was hit.

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

Employee Name (Print): Joshua Dufrene

Time on Site: 1 year

Employee Job Title: Material Handler

Time on Industry: 3 years

Employee Signature: [Signature]

Date: 6-26-24

Badge: 4076

EIN: [Redacted] 6011

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

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

Employee Signature: _____

Date: _____

Name: _____

Badge: _____

EIN: _____

Job Title: _____