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FILED
Superior Court Of California,
Sacramento
09/28/2020
Istewart1
By _____, Deputy
Case Number:
34-2020-00285880

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9 **SUPERIOR COURT OF CALIFORNIA**
10 **IN AND FOR THE COUNTY OF SACRAMENTO**

11 **GERRIANN M. WILLIAMS, as proxy for**
12 **the Labor and Workforce Development**
Agency,

13 **Plaintiff,**

14 **v.**

15 **LES SCHWAB TIRE CENTERS OF**
16 **CALIFORNIA, INC.; a corporation; and**
17 **DOES 1-100 inclusive,**

18 **Defendants.**

Case No.:

COMPLAINT FOR PENALTIES FOR:

(1) VIOLATION OF THE PRIVATE
ATTORNEYS GENERAL ACT OF 2004
[Lab. Code § 2698 et seq.]

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21 This is a representative action brought by Plaintiff Gerriann M. Williams ("Williams")
22 against Les Schwab Tire Centers of California, Incorporated ("LSTC"), a corporation, and Does 1
23 through 100, for penalties pursuant to the Labor Code Private Attorneys General Act of 2004
24 (Labor Code § § 2698 *et seq.*) As set forth with greater particularity below, Williams, having exhausted
25 administrative remedies as required by Labor Code § 2699.3, and acting as proxy for the California Labor
26 and Workforce Development Agency ("LWDA"), seeks to recover civil penalties on her behalf and on
27 behalf of Defendants' other current and former California employees.

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2. Venue is proper pursuant to Government Code § 12965(b) because the claims at issue arise out of acts and/or omissions that occurred in Sacramento County.

3. Williams is an individual and is, and was at all times relevant herein, a resident of San Joaquin County, California. At all times relevant herein, Williams was employed in Sacramento County, and was an “employee” as defined by the Labor Code and applicable Wage Orders.

4. Williams is informed and believes and thereon alleges that LSTC is a corporation headquartered in Bend, Oregon doing business within the state of California, including, but not limited to, Sacramento County. Williams is informed and believes and thereon alleges that LSTC is an “employer” as defined the Labor Code and applicable Wage Orders.

5. LSTC and Does 1-100 are collectively referred to as Defendants.

6. Williams is not aware of the true names and capacities of the Defendants sued herein as Does 1 through 100, whether individual, corporate, associate, or otherwise, and therefore sues such Defendants by these fictitious names. Williams will amend this complaint to allege their true names and capacities when ascertained. Williams is informed and believes, and on that basis alleges, that each of the fictitiously named Defendants is responsible in some manner for the occurrences herein alleged and that Williams's injuries and damages herein alleged were legally caused by such Defendants. Unless otherwise indicated, each Defendant was acting within the course and scope of said agency and/or employment, with the knowledge and/or consent of said co-Defendant.

7. Williams is informed and believes and thereupon alleges that at all times mentioned herein, each of the Defendants, including each Doe Defendant, was acting as the agent, servant, employee, partner and/or joint venturer of and was acting in concert with each of the remaining Defendants, including each Doe Defendant, in doing the things herein alleged, while at all times

1 acting within the course and scope of such agency, service, employment partnership, joint venture
2 and/or concert of action. Each Defendant, in doing the acts alleged herein, was acting both
3 individually and within the course and scope of such agency and/or employment, with the
4 knowledge and/or consent of the remaining Defendants.

5 **PRIVATE ATTORNEYS GENERAL ACT ALLEGATIONS**

6 8. The Labor Code Private Attorneys General Act of 2004 ("PAGA"), as set forth at
7 Labor Code § 2698 *et seq.*, is and at all times relevant herein was applicable to Williams's
8 employment with LSTC.

9 9. Pursuant to Labor Code § 2699(a), any provision of the Labor Code which provides
10 for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency
11 ("LWDA") for violations of the Labor Code may, as an alternative, be recovered through a civil
12 action brought by an aggrieved employee on behalf of himself or herself and other current or
13 former employees pursuant to the procedures outlined in Labor Code § 2699.3.

14 10. Williams was employed by LSTC and the alleged violations were committed
15 against her in relation to his employment with LSTC. Williams is therefore an aggrieved employee
16 as defined by Labor Code § 2699(c). Other employees, current and former, are also aggrieved
17 employees in that one or more of the alleged violations were also committed against
18 them in relation to their employment with LTSC.

19 11. Pursuant to Labor Code § 2699(g), an aggrieved employee may recover the civil
20 penalty on behalf of himself or herself and other current or former employees against whom one or
21 more of the alleged violations was committed. Furthermore, any employee who prevails in
22 any such action shall be entitled to an award of reasonable attorney's fees and costs.

23 12. Pursuant to Labor Code § 2699.3, an aggrieved employee may pursue a civil action
24 arising under the PAGA after the following requirements have been met:

- 25 a. The aggrieved employee shall give written notice by certified mail to the
26 LWDA and the employer (hereinafter "Employee's Notice") of the specific
27 provisions of the Labor Code alleged to have been violated, including the
28 facts and theories to support the alleged violations;

b. The LWDA shall provide notice (hereinafter “LWDA’s Notice”) to the employer and the aggrieved employee by certified mail that it does not intend to investigate the alleged violation within 60 calendar days of the postmark date of the Employee’s Notice. Upon receipt of the LWDA’s Notice, or if the LWDA does not provide notice within 65 calendar days of the postmark date of the Employee’s Notice, the aggrieved employee may commence a civil action pursuant to California Labor § 2699 to recover civil penalties in addition to any other penalties to which the employee may be entitled.

13. On June 25, 2020, Williams provided written notice, a copy of which is attached as **Exhibit 1**, by certified mail to the LWDA and LTSC of the specific provisions of the Labor Code alleged to have been violated by Defendants, including the facts and theories to support the alleged violations.

GENERAL ALLEGATIONS

14. Williams was employed by LSTC at its Galt, California location from approximately from 2014 to January 21, 2020. Prior to her employment at the Galt location, Williams had worked for decades at other LSTC locations.

15. Within the relevant time period, including within the past year, and in accordance with a uniform, statewide policy within California, LSTC has knowingly and intentionally furnished wage statements to Williams and all current and other former employees in California that improperly, confusedly, and unlawfully aggregate applicable rates of pay and hours worked at said rates, in violation of Labor Code § 226(a)(9). Attached to this complaint and incorporated by this reference is **Exhibit 2**, a wage statement LTSC furnished to Williams for the pay period of January 16, 2020 through January 31, 2020, wherein \$1,487.76 worth of pay is designated as “Details Not Displayed” with no corresponding hours worked or applicable rates.

16. LSTC has aggregated items of compensation into a category entitled, “Details Not Displayed.” Upon investigation, which necessarily requires reference to and analysis of other documents, this category appears to be an aggregation of several different items of compensation,

1 including overtime pay and other wages, precluding Williams from being able to determine from
2 the wage statements alone whether, *inter alia*, she had been paid properly for her overtime worked
3 in each pay period. This is a violation of Labor Code § 226(a)(9), in that the wage statements fail
4 to state all applicable hourly rates and the number of hours worked at each rate, nor can that
5 information be determined without reference to other documents or information.

6 17. Under PAGA, a showing of injury as defined by Labor Code section 226(e) is not
7 required. *Raines v. Coastal Pacific Food Distributors, Inc.* (2018) 23 Cal.App.5th 667, 682.
8 Nonetheless, the aforementioned violations of Labor Code § 226(a)(9) caused Williams and the
9 current and other former employees in California injury. These violations were systematic and
10 pervasive and not the result of an isolated or unintentional error – i.e., were committed in a
11 uniform, statewide manner. LSTC knowingly and intentionally aggregated these items of
12 compensation on the wage statements, preventing a reasonable person from being able to readily
13 ascertain all applicable hourly rates and the number of hours worked at each rate without reference
14 to other documents or information.

15 18. Within the relevant time period, including within the past year, and in accordance to
16 a uniform, statewide policy within California, LSTC has failed to properly calculate and pay
17 overtime to its non-exempt employees, including Williams, who received non-discretionary
18 bonuses, commissions, and/or other items of compensation, in violation of Labor Code § 510.
19 Williams and other non-exempt employees were entitled to, and did receive, such non-
20 discretionary bonuses, commissions, and/or other items of compensation. These items included
21 “ANNUAL BONUS”, “DIVIDEND INCOME”, and “IMPUTED LIFE INS” which LTSC failed
22 to incorporate into Williams’ and other non-exempt employees’ regular rate of pay for purposes of
23 calculating and paying overtime. Instead, Ms. Williams and other non-exempt employees were
24 paid overtime at exactly one and one-half their respective base rates of pay. **Exhibit 3.**

25 19. Within the relevant time period, LSTC has willfully failed to immediately pay
26 Williams and other former non-exempt employees who earned non-discretionary bonuses,
27 commissions, and/or other items of compensation and worked overtime in California all wages
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1 earned and unpaid at the time of discharge by failing to incorporate those items of compensation
2 into their overtime rates of pay, in violation of Labor Code § 201.

3 20. Within the relevant time period, LSTC has failed to pay all wages earned and
4 unpaid not later than 72 hours to employees in California, including Williams, after they quit their
5 employment for the same reasons, in violation of Labor Code § 202.

6 **FIRST CAUSE OF ACTION**

7 **Violation of the Private Attorneys General Act [Lab. Code § 2698 *et seq.*]
8 (By Plaintiff Against All Defendants)**

9 21. Williams hereby realleges and incorporates by reference Paragraphs 1 through 20
10 above as though fully set forth herein, except as said paragraphs are inconsistent with the
11 allegations of this cause of action.

12 22. Plaintiff is an ‘Aggrieved Employee’ under PAGA, as she was employed by
13 Defendants during the applicable statutory period and suffered one or more the Labor Code
14 violations set forth herein. Accordingly, Plaintiff seeks to recover on behalf of herself and all other
15 current and former Aggrieved Employees, the civil penalties provided by PAGA, plus reasonable
16 attorney’s fees and costs.

17 23. Plaintiff seeks to recover civil penalties through a representative action permitted by
18 PAGA and the California Supreme Court in *Arias v. Superior Court* (2009) 46 Cal 4th 969.
19 Therefore, class certification of the PAGA claims is not required.

20 24. Plaintiff seeks civil penalties pursuant to PAGA for Defendant’s unlawful wage and
21 hour practices, including but not limited to, as stated herein (i) failure to properly state all
22 applicable rates of pay and the number of hours worked at each rate in violation of Labor Code
23 section 226(a)(9); (ii) failure to properly pay overtime in violation of Labor Code section 510; (iii)
24 failure to timely pay all wages at end of employment in violation of Labor Code sections 201 and
25 202.

26 25. Wherefore, Plaintiff seeks to recover civil penalties pursuant to the PAGA as set
27 forth below.

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PRAYER FOR RELIEF

WHEREFORE, Williams prays judgment against Defendants as follows:

1. For civil penalties, including those available under Labor Code sections 226.3, 256, 558 exclusive of the underpaid wage portion and consistent with the California Supreme Court's holding in *Z.B., N.A. v. Superior Court* (2019) 8 Cal.5th 175; and 2699(f);
2. For statutory attorneys' fees and costs, including those available under Labor Code section 2699(g);
3. For prejudgment and post-judgment interest according to any applicable provision of law or as otherwise permitted by law; and
4. For such other and further relief as the court deems just and proper.

DATED: September 22, 2020

MAYALL HURLEY P.C.

By _____

VLADIMIR J. KOZINA
JOHN P. DANELON
Attorneys for Plaintiff,
GERRIANN WILLIAMS

Exhibit 1

LAW OFFICES
MAYALL HURLEY

A PROFESSIONAL CORPORATION

SOUTHERN CALIFORNIA OFFICE
450 N. BRAND BLVD., SUITE 600
GLENDALE, CALIFORNIA 91203
(818) 646-6440

MAILING ADDRESS:
2453 GRAND CANAL BLVD.
STOCKTON, CALIFORNIA 95207

2453 GRAND CANAL BOULEVARD
STOCKTON, CALIFORNIA 95207-8253
FAX (209) 473-4818
TELEPHONE (209) 477-3833
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VLADIMIR F. KOZINA
STEVEN A. MALCOUN
MARK E. BERRY
WILLIAM J. GORHAM III
NICHOLAS F. SCARDIGLI
ROBERT J. WASSERMAN
JENNY D. BAYSINGER
JOHN P. BRISCOE
VLADIMIR J. KOZINA
RACHAEL ALLGAIER

OF COUNSEL
J. ANTHONY ABBOTT

June 25, 2020

SUBMITTED VIA ONLINE CLAIM NOTICE

<https://dir.tfaforms.net/266>

Labor and Workforce Development Agency

SENT VIA CERTIFIED MAIL

Les Schwab Tire Centers of California, Inc.
20900 Cooley Road
Bend, OR 97708

Randy Hecker
Agent for Service of Process for
Les Schwab Tire Centers of California, Inc.
750 E. Bidwell Street
Folsom, CA 95630

Re: Gerriann Williams

To Whom It May Concern:

This firm represents Gerriann Williams ("Williams") relating to her former employment in California within the last year and beyond with Les Schwab Tire Centers of California, Inc. ("Les Schwab").

In accordance with California Labor Code § 2699.3, this letter shall serve as Ms. Williams' written notice regarding the following violations, and facts and theories supporting the violations, on Ms. Williams' behalf and, as a proxy for the Labor and Workforce Development Agency ("LWDA"), on behalf of current and other former California employees of BlackBerry. Notice to the LWDA has been submitted online, in accordance with the process described on the California Department of Industrial Relations' website at <http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>. The \$75.00 filing fee pursuant to Labor Code § 2699.3 is being sent concurrently by separate letter.

Within the relevant time period, including within the past year, and in accordance to a uniform, statewide policy within California, Les Schwab has knowingly and intentionally furnished wage statements to Ms. Williams and all current and other former employees in California that improperly, confusedly, and unlawfully aggregate applicable

Labor and Workforce Development Agency
Les Schwab Tire Centers of California, Inc.

Re: Gerriann Williams

June 25, 2020

Page 2 of 3

rates of pay and hours worked at said rates, in violation of Labor Code § 226(a)(9). As evidenced in **Exhibit 1**, which contains a wage statements Les Schwab furnished to Ms. Williams, Les Schwab has aggregated deductions into a category entitled, "Details Not Displayed." Upon investigation, which necessarily required reference to and analysis of other documents, this category is an aggregation of several different items of compensation, including her overtime pay rates, precluding Ms. Williams' from being able to determine from the wage statements alone whether, *inter alia*, she had been paid properly for her overtime worked in each pay period. Again, this is in violation of Labor Code § 226(a)(9), as the wage statements fail to state all applicable hourly rates and the number of hours worked at each rate, nor can that information be determined without reference to other documents or information.

Although no showing of injury due to a knowing and intentional violation is required to collect civil penalties under PAGA for violations of Labor Code § 226(a), in regards to Les Schwab's violations of Labor Code § 226(a)(9), Ms. Williams and the current and other former employees in California were injured by these violations, which were systematic and pervasive violations and not the result of an isolated or unintentional error – i.e., in a uniform, statewide manner, Les Schwab knowingly and intentionally aggregated these items of compensation on the wage statements without written orders of the employees to do so. Ms. Williams and the current and other former employees in California suffered injury because a reasonable person would not be able to readily ascertain all applicable hourly rates and the number of hours worked at each rate, nor can that information be determined without reference to other documents or information.

Within the relevant time period, including within the past year, and in accordance to a uniform, statewide policy within California, Les Schwab has failed to properly calculate and pay overtime to its non-exempt employees, including Ms. Williams, who received non-discretionary bonuses, commissions, and/or other items of compensation. Ms. Williams and other non-exempt employees were entitled to, and did receive, such non-discretionary bonuses, commissions, and/or other items of compensation. These items included "ANNUAL BONUS", "DIVIDEND INCOME", and "IMPUTED LIFE INS." However, Les Schwab failed to incorporate those items into Ms. Williams' and other non-exempt employees' regular rate of pay for purposes of calculating and paying overtime. Instead, Ms. Williams and other non-exempt employees were paid overtime at one and one-half their respective base rates of pay. **Exhibits 1 & 2.** Les Schwab's failure to properly pay overtime is in violation of Labor Code § 510.

Within the relevant time period, Les Schwab has willfully failed to immediately pay Ms. Williams and other former non-exempt employees who earned non-discretionary bonuses, commissions, and/or other items of compensation and worked overtime in California all wages earned and unpaid at the time of discharge by failing to incorporate

Labor and Workforce Development Agency
Les Schwab Tire Centers of California, Inc.

Re: Gerriann Williams

June 25, 2020

Page 3 of 3

those items of compensation into their overtime rates of pay, in violation of Labor Code § 201, and to pay all wages earned and unpaid not later than 72 hours to employees in California after they quit their employment for the same reasons, in violation of Labor Code § 202. Accordingly, Ms. Williams and the other former employees are entitled to waiting-time penalties under Labor Code § 203.

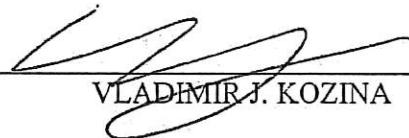
If the LWDA believes that it needs additional information to determine whether to investigate these claims, please contact me immediately to request the additional information, which I will provide to the extent it is available to me or my client.

If the LWDA does not intend to investigate these violations, Ms. Williams intends to file a civil complaint against Les Schwab pursuant to the Labor Code Private Attorneys General Act of 2004 (Labor Code §§ 2698 through 2699.5) to seek civil penalties, attorneys' fees, and costs, on her behalf and, as a proxy for the LWDA, on behalf of all aggrieved current and former California employees. Thank you for your attention in this matter.

Sincerely,

MAYALL HURLEY P.C.

By



VLADIMIR J. KOZINA

Enclosures

cc: Sarah Salerno
Smerdip Khangura
Littler Mendelson, P.C.
500 Capitol Mall, Suite 2000
Sacramento, CA 95814

Exhibit 1

LSTC of California, Inc. PO Box 5350 20600 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4136
 Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	08/16/2019	08/31/2019	09/10/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	93.92	2,238.95	144.33	512.49	0.00	1,582.13
YTD	1,372.41	39,896.44	2,340.28	9,686.37	0.00	27,869.79

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	130.09	2,317.75
CASDI	08/16/2019-08/31/2019	8	0.1	0.80	6.40	Medicare	30.42	542.05
CASDI FLSA	08/16/2019-08/31/2019	87.54	0.1	8.76	129.41	Federal Withholding	254.22	4,310.13
CASDIOT	08/16/2019-08/31/2019	6.38	0.15	0.96	11.92	State Tax - CA	76.78	1,542.61
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	20.98	373.83
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY					617.80			
HOURLY PAY	08/16/2019-08/31/2019	87.54	19.45	1,702.66	25,118.01			
IMPUTED LIFE INS	08/16/2019-08/31/2019	0	0	3.63	38.10			
Details Not Displayed				525.77	6,560.07			
Earnings				2,242.58	39,937.84	Employee Taxes	512.49	9,686.37

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	416.00
FLEXIBLE SPENDING ACCOUNT				8.33	133.28
HD - EMP & SPOUSE					31.00
MEDICAL				110.00	1,760.00
Pre Tax Deductions				144.33	2,340.28

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	2,098.25	37,383.06
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	2,098.25	37,383.06
MEDICAL - ER	475.13	7,618.08	Federal Withholding - Taxable Wages	2,098.25	37,383.06
Employer Paid Benefits	475.13	8,115.25			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	C	C
Additional Withholding	C	C

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,582.13	USD

LSTC of California, Inc. PO Box 5350 20900 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4136
Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	09/01/2019	09/15/2019	09/25/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	58.54	1,790.09	144.33	359.03	0.00	1,286.73
YTD	1,430.95	41,686.53	2,484.61	10,045.40	0.00	29,156.52

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	102.26	2,420.01
CASDI	09/01/2019-09/15/2019	24	0.1	2.40	8.80	Medicare	23.92	565.97
CASDI FLSA	09/01/2019-09/15/2019	55.54	0.1	5.56	134.97	Federal Withholding	170.84	4,980.97
CASDIOT	09/01/2019-09/15/2019	3	0.15	0.45	12.37	State Tax - CA	45.52	1,688.13
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	16.49	390.32
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY	09/01/2019-09/15/2019	8	19.45	155.60	773.20			
HOURLY PAY	09/01/2019-09/14/2019	55.54	19.45	1,080.25	26,198.27			
IMPUTED LIFE INS	09/01/2019-09/15/2019	0	0	3.63	41.73			
Details Not Displayed				545.82	7,105.89			
Earnings				1,793.72	41,731.56	Employee Taxes	359.03	10,045.40

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	442.00
FLEXIBLE SPENDING ACCOUNT				8.33	141.61
HD - EMP & SPOUSE					31.00
MEDICAL				110.00	1,870.00
Pre Tax Deductions				144.33	2,484.61

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,649.39	39,032.45
HD - EMP & SPOUSE-ER		435.50	Medicare - Taxable Wages	1,649.39	39,032.45
MEDICAL - ER	476.13	8,094.21	Federal Withholding - Taxable Wages	1,649.39	39,032.45
Employer Paid Benefits	476.13	8,591.38			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,286.73	USD

LSTC of California, Inc. PO Box 5350 20800 Cocle Rd Bend, OR 97708-5350 *1 (541) 447-4136
 Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	09/16/2019	09/30/2019	10/10/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	92.03	2,019.85	144.33	428.14	0.00	1,444.38
YTD	1,522.98	43,703.38	2,628.94	10,473.54	0.00	30,600.90

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	116.32	2,536.33
CASDI					8.60	Medicare	27.20	593.17
CASDI FLSA	09/16/2019-09/30/2019	86.72	0.1	8.68	143.65	Federal Withholding	205.36	5,186.33
CASDIOT	09/16/2019-09/30/2019	5.31	0.15	0.80	13.17	State Tax - CA	60.49	1,748.62
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	18.77	409.09
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY					773.20			
HOURLY PAY	09/16/2019-09/30/2019	86.72	19.45	1,686.71	27,884.98			
IMPUTED LIFE INS	09/16/2019-09/30/2019	0	0	3.63	45.36			
Details Not Displayed					320.66			
Earnings					2,020.48	Employee Taxes	428.14	10,473.54
					43,752.04			

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	458.00
FLEXIBLE SPENDING ACCOUNT				8.33	149.94
HD - EMP & SPOUSE					31.00
MEDICAL				110.00	1,980.00
Pre Tax Deductions				144.33	2,628.94

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,876.15	40,908.60
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,876.15	40,908.60
MEDICAL - ER	476.13	8,570.34	Federal Withholding - Taxable Wages	1,876.15	40,908.60
Employer Paid Benefits	476.13	9,067.51			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	C	C
Additional Withholding	C	C

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,444.38	USD

LSTC of California, Inc. PO Box 5350 20500 Coolidge Rd. Bend, OR 97708-5350 +1 (541) 447-4136
Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	10/01/2019	10/15/2019	10/25/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	65.96	1,939.19	144.33	399.67	0.00	1,395.19
YTD	1,583.94	45,842.57	2,773.27	10,873.21	0.00	31,996.09

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	111.51	2,647.84
CASDI	10/01/2019-10/15/2019	24	0.1	2.40	11.20	Medicare	29.08	619.25
CASDI FLSA	10/01/2019-10/15/2019	63.8	0.1	6.33	150.03	Federal Withholding	188.74	5,375.07
CASDIOT	10/01/2019-10/15/2019	2.16	0.15	0.33	13.50	State Tax - CA	55.36	1,803.98
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	17.98	427.07
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY					773.20			
HOURLY PAY	10/01/2019-10/15/2019	63.8	19.45	1,240.91	29,125.89			
IMPUTED LIFE INS	10/01/2019-10/15/2019	0	0	3.63	48.99			
Details Not Displayed					689.17			
Earnings					1,942.82	Employee Taxes	399.67	10,873.21

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	494.00
FLEXIBLE SPENDING ACCOUNT				8.33	158.27
HO - EMP & SPOUSE					31.00
MEDICAL				110.00	2,090.00
Pre Tax Deductions				144.33	2,773.27

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,798.49	42,707.09
HO - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,798.49	42,707.09
MEDICAL - ER	476.13	9,046.47	Federal Withholding - Taxable Wages	1,798.49	42,707.09
Employer Paid Benefits	476.13	9,543.64			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,395.19	USD

LSTC of California, Inc. PO Box 5350 70500 Conley Blvd. Bend, OR 97708-5350 +1 (541) 447-4135
 Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	10/16/2019	10/31/2019	11/08/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	82.09	1,797.33	144.33	361.01	0.00	1,291.99
YTD	1,571.03	47,439.90	2,917.60	11,234.22	0.00	33,298.08

Earnings					Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount
ANNUAL BONUS				4,037.11		OASDI	102.71
CASDI				11.20		Medicare	24.02
CASDI FLSA	10/16/2019-10/31/2019	79.34	0.1	7.94	157.97	Federal Withholding	171.71
CASDIOT	10/16/2019-10/31/2019	2.75	0.15	0.42	13.92	State Tax - CA	46.00
DIVIDEND INCOME				2,687.92		CA SDI - CASDI	16.57
Expense Reimbursement				214.50			
FLOATING HOLIDAY - HOI				466.80			
HOLIDAY PAY - HOURLY				773.20			
HOURLY PAY	10/16/2019-10/31/2019	79.34	19.45	1,543.18	30,669.07		
IMPUTED LIFE INS	10/16/2019-10/31/2019	0	0	3.63	52.62		
Details Not Displayed				245.79	8,361.51		
Earnings				1,800.96	47,495.82	Employee Taxes	361.01

Pre Tax Deductions			Amount	YTD
Description				
ENHANCED DENTAL			25.00	520.00
FLEXIBLE SPENDING ACCOUNT			8.33	166.60
HD - EMP & SPOUSE				31.00
MEDICAL			110.00	2,200.00
Pre Tax Deductions			144.33	2,917.60

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,656.63	44,363.72
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,656.63	44,363.72
MEDICAL - ER	476.13	9,522.60	Federal Withholding - Taxable Wages	1,656.63	44,363.72
Employer Paid Benefits	476.13	10,019.77			

Marital Status	Federal	State
Single	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,291.99	USD

LSTC of California, Inc PO Box 5350 20500 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4136
 Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	11/01/2019	11/15/2019	11/23/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	84.84	1,833.33	144.33	370.81	0.00	1,318.19
YTD	1,755.87	49,273.23	3,061.93	11,605.03	0.00	34,606.27

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS				4,067.11		OASDI	104.94	2,855.49
CASDI				11.20		Medicare	24.55	667.82
CASDI FLSA	11/01/2019-11/15/2019	82.38	0.1	8.24	166.21	Federal Withholding	176.03	5,722.81
CASDIOT	11/01/2019-11/15/2019	2.46	0.15	0.37	14.29	State Tax - CA	48.37	1,898.35
DIVIDEND INCOME				2,687.92		CA SDI - CASDI	16.92	460.56
Expense Reimbursement				214.50				
FLOATING HOLIDAY - HOI				466.80				
HOLIDAY PAY - HOURLY				773.20				
HOURLY PAY	11/01/2019-11/15/2019	82.38	19.45	1,602.30	32,271.37			
IMPUTED LIFE INS	11/01/2019-11/15/2019	0	0	3.63	56.25			
Details Not Displayed				222.42	8,583.93			
Earnings				1,836.95	49,332.78	Employee Taxes	370.81	11,605.03

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	545.00
FLEXIBLE SPENDING ACCOUNT				8.33	174.93
HO - EMP & SPOUSE					31.00
MEDICAL				110.00	2,310.00
Pre Tax Deductions				144.33	3,061.93

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,692.63	45,056.35
HO - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,692.63	45,056.35
MEDICAL - ER	476.13	9,998.73	Federal Withholding - Taxable Wages	1,692.63	45,056.35
Employer Paid Benefits	476.13	10,495.90			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	C	C
Additional Withholding	C	C

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,318.19	USD

LSTC of California, Inc. PO Box 5350 20900 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4130
 Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	11/16/2019	11/30/2019	12/10/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	70.38	1,890.18	144.33	386.30	0.00	1,359.55
YTD	1,826.25	51,163.41	3,206.25	11,991.33	0.00	35,965.82

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	108.47	2,963.98
CASDI	11/16/2019-11/30/2019	16	0.1	1.60	12.80	Medicare	25.36	693.18
CASDI FLSA	11/16/2019-11/30/2019	67.49	0.1	5.75	172.96	Federal Withholding	182.85	5,905.66
CASDIOT	11/16/2019-11/30/2019	2.89	0.15	0.44	14.73	State Tax - CA	52.12	1,950.47
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	17.50	478.06
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY	11/16/2019-11/30/2019	8	19.45	155.60	928.80			
HOURLY PAY	11/16/2019-11/30/2019	67.49	19.45	1,312.69	33,584.06			
IMPUTED LIFE INS	11/16/2019-11/30/2019	0	0	3.63	59.88			
Details Not Displayed					413.10			
Earnings				1,893.81	51,228.59	Employee Taxes	386.30	11,991.33

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	572.00
FLEXIBLE SPENDING ACCOUNT				8.33	183.26
HD - EMP & SPOUSE					31.00
MEDICAL				110.00	2,420.00
Pre Tax Deductions				144.33	3,206.25

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,749.48	47,805.83
HD - EMP & SPOUSE-ER		435.50	Medicare - Taxable Wages	1,749.48	47,805.83
MEDICAL - ER	476.13	10,474.86	Federal Withholding - Taxable Wages	1,749.48	47,805.83
Employer Paid Benefits	476.13	10,972.03			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	C	C
Additional Withholding	C	C

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,359.55	USD

LSTC of California, Inc. PO Box 5350 20900 Cooley Rd. Bend, OR 97708-5350 +1 (541) 447-4136
 Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	12/01/2019	12/15/2019	12/24/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	80.37	1,733.21	144.33	343.54	0.00	1,245.34
YTD	1,906.62	52,896.62	3,350.59	12,334.87	0.00	37,211.16

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	98.74	3,062.70
CASDI					12.80	Medicare	23.10	716.28
CASDI FLSA	12/01/2019-12/15/2019	78.37	0.1	7.84	180.80	Federal Withholding	164.02	6,059.68
CASDIOT	12/01/2019-12/15/2019	2	0.15	0.30	15.03	State Tax - CA	41.76	1,992.23
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	15.92	493.98
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY					928.80			
HOURLY PAY	12/01/2019-12/14/2019	78.37	19.45	1,524.30	35,108.36			
IMPUTED LIFE INS	12/01/2019-12/15/2019	0	0	3.63	63.51			
Details Not Displayed					200.77			
Earnings				1,736.84	52,963.43	Employee Taxes	343.54	12,334.87

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	598.00
FLEXIBLE SPENDING ACCOUNT				8.33	191.59
HO - EMP & SPOUSE					31.00
MEDICAL				110.00	2,530.00
Pre Tax Deductions				144.33	3,350.59

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,592.51	49,398.34
HO - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,592.51	49,398.34
MEDICAL - ER	476.13	10,950.99	Federal Withholding - Taxable Wages	1,592.51	49,398.34
Employer Paid Benefits	476.13	11,448.16			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,245.34	USD

LSTC of California, Inc. PO Box 5350 20900 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4136
 Gemann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gemann Williams	LSTC of California, Inc.	9477	12/16/2019	12/31/2019	01/10/2020	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	66.33	2,128.84	144.33	465.01	0.00	1,519.50
YTD	66.33	2,128.84	144.33	465.01	0.00	1,519.50

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
CASDI	12/16/2019-12/31/2019	32	0.1	3.20	3.20	OASDI	123.26	123.26
CASDI FLSA	12/16/2019-12/31/2019	64.93	0.1	6.50	6.50	Medicare	28.83	28.83
CASDIOT	12/16/2019-12/31/2019	1.4	0.15	0.21	0.21	Federal Withholding	227.14	227.14
FLOATING HOLIDAY - HO	12/16/2019-12/31/2019	24	19.45	466.80	466.80	State Tax - CA	65.90	65.90
HOLIDAY PAY - HOURLY	12/16/2019-12/31/2019	8	19.45	155.60	155.60	CA SDI - CASDI	19.88	19.88
HOURLY PAY	12/16/2019-12/31/2019	64.93	19.45	1,262.91	1,262.91			
IMPUTED LIFE INS	12/16/2019-12/31/2019	0	0	3.63	3.63			
LEDA - OT PAY STEP 6	12/16/2019-12/31/2019	1.4	2.63	3.69	3.69			
LEDA - PAY STEP 6	12/16/2019-12/31/2019	32	1.75	56.00	56.00			
LEDA - PAY STEP 6 FLSA	12/16/2019-12/31/2019	64.93	1.75	113.63	113.63			
Details Not Displayed				60.30	60.30			
Earnings				2,132.47	2,132.47	Employee Taxes	465.01	465.01

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	26.00
FLEXIBLE SPENDING ACCOUNT				8.33	8.33
MEDICAL				110.00	110.00
Pre Tax Deductions				144.33	144.33

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
MEDICAL - ER	476.13	476.13	OASDI - Taxable Wages	1,988.14	1,988.14
			Medicare - Taxable Wages	1,988.14	1,988.14
			Federal Withholding - Taxable Wages	1,988.14	1,988.14
Employer Paid Benefits	476.13	476.13			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,519.50	USD

LSTC of California, Inc. PO Box 5350 20500 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4138
Garriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Garriann Williams	LSTC of California, Inc.	9477	12/15/2019	12/31/2019	12/31/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	0.00	169.13	0.00	69.13	100.00	0.00
YTD	1,906.62	53,065.75	3,350.59	12,404.00	100.00	37,211.16

Earnings					Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount
ANNUAL BONUS					4,087.11	OASDI	10.48
CASDI					12.80	Medicare	2.45
CASDI FLSA					180.80	Federal Withholding	37.21
CASDIOT					15.03	State Tax - CA	17.30
Christmas Bonus	12/15/2019-12/31/2019	0	0	169.13	169.13	CA SDI - CASDI	1.69
DIVIDEND INCOME					2,687.92		
Expense Reimbursement					214.50		
FLOATING HOLIDAY - HOI					455.80		
HOLIDAY PAY - HOURLY					928.80		
HOURLY PAY					35,108.36		
Details Not Displayed				0.00	9,261.31		
Earnings				169.13	53,132.58	Employee Taxes	69.13
							12,404.00

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
ENHANCED DENTAL		598.00	Christmas Bonus Offset	100.00	100.00
FLEXIBLE SPENDING ACCOUNT		191.59			
HD - EMP & SPOUSE		31.00			
MEDICAL		2,530.00			
Pre Tax Deductions	0.00	3,350.59	Post Tax Deductions	100.00	100.00

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	169.13	49,567.47
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	169.13	49,567.47
MEDICAL - ER		10,950.99	Federal Withholding - Taxable Wages	169.13	49,567.47
Employer Paid Benefits	0.00	11,448.16			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	0.00	USD

LSTC of California, Inc. PO Box 5350 20500 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4136
 Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	01/16/2020	01/31/2020	01/21/2020	2035399

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	25.48	2,347.50	70.35	578.60	0.00	1,698.55
YTD	159.02	6,301.11	377.09	1,405.27	0.00	4,518.75

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
CASDI	01/16/2020-01/21/2020	82.2	0.1	8.22	13.02	CASDI	141.43	368.01
CASDI FLSA	01/16/2020-01/21/2020	24.98	0.1	2.50	15.59	Medicare	33.08	88.07
CASDIOT	01/16/2020-01/21/2020	0.5	0.15	0.08	0.50	Federal Withholding	291.59	691.48
FLOATING HOLIDAY - HO	01/16/2020-01/21/2020	8	19.85	158.80	625.60	State Tax - CA	89.68	200.37
HOLIDAY PAY - HOURLY					314.40	CA SDI - CASDI	22.82	59.36
HOURLY PAY	01/16/2020-01/18/2020	24.98	19.85	495.86	3,065.71			
IMPUTED LIFE INS	01/16/2020-01/21/2020	0	0	3.96	11.55			
LEDA - OT PAY STEP 6	01/16/2020-01/21/2020	0.5	2.7	1.35	8.74			
LEDA - PAY STEP 6	01/16/2020-01/21/2020	82.2	1.8	147.96	232.76			
LEDA - PAY STEP 6 FLSA	01/16/2020-01/21/2020	24.98	1.8	44.97	277.12			
Details Not Displayed				1,487.76	1,747.67			
Earnings				2,351.46	6,312.66	Employee Taxes	578.60	1,405.27

Pre Tax Deductions			Amount	YTD
Description				
ENHANCED DENTAL			12.60	70.60
FLEXIBLE SPENDING ACCOUNT			10.41	29.15
MEDICAL			47.34	277.34
Pre Tax Deductions			70.35	377.09

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
MEDICAL - ER	176.82	1,101.11	CASDI - Taxable Wages	2,281.11	5,935.57
			Medicare - Taxable Wages	2,281.11	5,935.57
			Federal Withholding - Taxable Wages	2,281.11	5,935.57
Employer Paid Benefits	176.82	1,101.11			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
(Check)			1,698.55	USD

Exhibit 2

LSTC of California, Inc. PO Box 5350 20900 Cooley Rd Bend, OR 97708-5350 +1 (541) 447-4135
Gerriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Gerriann Williams	LSTC of California, Inc.	9477	03/01/2019	03/15/2019	03/15/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	0.00	4,087.11	0.00	1,670.81	0.00	2,416.30
YTD	388.50	15,764.19	608.32	4,604.36	0.00	10,551.51

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS	03/01/2019-03/15/2019	0	0	4,087.11	4,087.11	OASDI	253.40	939.94
CASDI					2.40	Medicare	59.27	219.83
CASDI FLSA					37.88	Federal Withholding	899.16	2,363.73
CASDIOT					1.51	State Tax - CA	418.11	929.25
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	40.87	151.60
FLOATING HOLIDAY - HOI					155.60			
HOLIDAY PAY - HOURLY					306.40			
HOURLY PAY					7,323.69			
IMPUTED LIFE INS					1.20			
LEDA - OT PAY STEP 6					25.69			
Details Not Displayed				0.00	1,139.29			
Earnings				4,087.11	15,764.19	Employee Taxes	1,670.81	4,604.36

Pre Tax Deductions			Amount	YTD
Description				
ENHANCED DENTAL				104.00
FLEXIBLE SPENDING ACCOUNT				33.32
HD - EMP & SPOUSE				31.00
MEDICAL				440.00
Pre Tax Deductions			0.00	608.32

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	4,087.11	15,160.37
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	4,087.11	15,160.37
MEDICAL - ER		1,904.52	Federal Withholding - Taxable Wages	4,087.11	15,160.37
Employer Paid Benefits	0.00	2,401.69			

	Federal	State
Marital Status	Single	Single or Married (with two or more incomes)
Allowances	0	0
Additional Withholding	0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	2,416.30	USD

LSTC of California, Inc. PO Box 5350 20920 Cooley Rd. Bend, OR 97708-5350 +1 (541) 447-4136
 Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	03/01/2019	03/15/2019	03/25/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	60.99	1,770.97	144.33	352.89	0.00	1,273.65
YTD	469.49	17,535.06	752.65	4,957.25	0.00	11,825.16

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	100.87	1,040.81
CASDI					2.40	Medicare	23.58	243.41
CASDI FLSA	03/01/2019-03/15/2019	76.67	0.1	7.67	45.55	Federal Withholding	168.14	2,531.87
CASDIOT	03/01/2019-03/15/2019	4.31	0.15	0.65	2.16	State Tax - CA	44.03	973.29
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	18.27	167.87
FLOATING HOLIDAY - HOI					155.60			
HOLIDAY PAY - HOURLY					306.40			
HOURLY PAY	03/01/2019-03/15/2019	76.67	19.45	1,491.24	8,814.93			
IMPUTED LIFE INS	03/01/2019-03/15/2019	0	0	0.30	1.50			
LEDA - OT PAY STEP 6	03/01/2019-03/15/2019	4.31	2.63	11.34	37.03			
Details Not Displayed					259.97			
Earnings					1,771.17	Employee Taxes	352.89	4,957.25
					17,539.86			

Pre Tax Deductions				Amount	YTD
Description					
ENHANCED DENTAL				26.00	130.00
FLEXIBLE SPENDING ACCOUNT				8.33	41.65
HD - EMP & SPOUSE					31.00
MEDICAL				110.00	550.00
Pre Tax Deductions				144.33	752.65

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER		41.67	OASDI - Taxable Wages	1,626.84	16,787.21
HD - EMP & SPOUSE-ER		455.50	Medicare - Taxable Wages	1,626.84	16,787.21
MEDICAL - ER	476.13	2,380.65	Federal Withholding - Taxable Wages	1,626.84	16,787.21
Employer Paid Benefits	476.13	2,877.82			

		Federal	State
Marital Status		Single	Single or Married (with two or more incomes)
Allowances		0	0
Additional Withholding		0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,273.65	USD

Exhibit 2

LSTC of California, Inc. PO Box 5350 20500 Cedar Rd. Bend, OR 97708-5350 *1 (541) 447-4136

Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	01/15/2020	01/31/2020	01/21/2020	2035399

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	25.48	2,347.50	70.35	578.60	0.00	1,698.55
YTD	159.02	6,301.11	377.09	1,405.27	0.00	4,518.75

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
CASDI	01/16/2020-01/21/2020	82.2	0.1	8.22	13.02	OASDI	141.43	363.01
CASDI FLSA	01/16/2020-01/21/2020	24.98	0.1	2.50	15.58	Medicare	33.08	83.07
CASDIOT	01/16/2020-01/21/2020	0.5	0.15	0.08	0.50	Federal Withholding	291.59	691.45
FLOATING HOLIDAY - HO	01/16/2020-01/21/2020	8	19.85	158.80	625.60	State Tax - CA	89.68	200.37
HOLIDAY PAY - HOURLY					314.40	CA SDI - CASDI	22.82	59.36
HOURLY PAY	01/16/2020-01/18/2020	24.98	19.85	495.86	3,065.71			
IMPUTED LIFE INS	01/16/2020-01/21/2020	0	0	3.96	11.55			
LEDA - OT PAY STEP 6	01/16/2020-01/21/2020	0.5	2.7	1.35	8.74			
LEDA - PAY STEP 6	01/16/2020-01/21/2020	82.2	1.8	147.96	232.76			
LEDA - PAY STEP 6 FLSA	01/16/2020-01/21/2020	24.98	1.8	44.97	277.12			
Details Not Displayed				1,437.76	1,747.67			
Earnings				2,351.46	6,312.66	Employee Taxes	578.80	1,405.27

Pre Tax Deductions			Amount	YTD
Description				
ENHANCED DENTAL			12.60	70.50
FLEXIBLE SPENDING ACCOUNT			10.41	29.15
MEDICAL			47.34	277.34
Pre Tax Deductions			70.35	377.09

Employer Paid Benefits			Subject or Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
MEDICAL - ER	175.92	1,101.11	OASDI - Taxable Wages	2,281.11	5,935.57
			Medicare - Taxable Wages	2,281.11	5,935.57
			Federal Withholding - Taxable Wages	2,281.11	5,935.57
Employer Paid Benefits	175.92	1,101.11			

		Federal	State
Marital Status		Single	Single or Married (with two or more incomes)
Allowances		0	0
Additional Withholding		0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
(Check)				1,698.55 USD

Exhibit 3

LSTC of California, Inc. PO Box 5350 20900 Coyote Rd. Beryd, OR 97708-5350 +1 (541) 447-4136
 Geriann Williams

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Geriann Williams	LSTC of California, Inc.	9477	10/01/2019	10/15/2019	10/25/2019	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	55.96	1,939.19	144.33	399.67	0.00	1,395.19
YTD	1,583.94	45,642.57	2,773.27	10,873.21	0.00	31,996.09

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
ANNUAL BONUS					4,087.11	OASDI	111.51	2,647.84
CASDI	10/01/2019-10/15/2019	24	0.1	2.40	11.20	Medicare	26.08	619.25
CASDI FLSA	10/01/2019-10/15/2019	63.8	0.1	6.38	150.03	Federal Withholding	188.74	5,375.07
CASDIOT	10/01/2019-10/15/2019	2.16	0.15	0.33	13.50	State Tax - CA	55.36	1,803.98
DIVIDEND INCOME					2,687.92	CA SDI - CASDI	17.98	427.07
Expense Reimbursement					214.50			
FLOATING HOLIDAY - HOI					466.80			
HOLIDAY PAY - HOURLY					773.20			
HOURLY PAY	10/01/2019-10/15/2019	63.8	19.45	1,240.91	29,125.89			
IMPUTED LIFE INS	10/01/2019-10/15/2019	0	0	3.53	48.99			
Details Not Displayed					639.17			
Earnings				1,942.82	45,694.86	Employee Taxes	399.67	10,873.21

Pre Tax Deductions			Amount	YTD
Description				
ENHANCED DENTAL			26.00	494.00
FLEXIBLE SPENDING ACCOUNT			8.33	158.27
HO - EMP & SPOUSE				31.00
MEDICAL			110.00	2,090.00
Pre Tax Deductions			144.33	2,773.27

Employer Paid Benefits			Amount	YTD	Subject or Taxable Wages		
Description					Description	Amount	YTD
EE H.S.A. CONTRIBUTION-ER				41.67	OASDI - Taxable Wages	1,798.49	42,707.09
HO - EMP & SPOUSE-ER				455.50	Medicare - Taxable Wages	1,798.49	42,707.09
MEDICAL - ER			476.13	9,046.47	Federal Withholding - Taxable Wages	1,798.49	42,707.09
Employer Paid Benefits			476.13	9,543.64			

		Federal	State
Marital Status		Single	Single or Married (with two or more incomes)
Allowances		0	0
Additional Withholding		0	0

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
F & M Bank	F & M Bank *****5101	*****5101	1,395.19	USD