

SULLIVAN & YAECKEL

LAW GROUP

A PROFESSIONAL CORPORATION

2330 THIRD AVENUE
SAN DIEGO, CALIFORNIA 92101

PHONE 619-702-6760
FACSIMILE 619-702-6761

April 23, 2025

Labor and Workforce Development Agency
Attn. PAGA Administrator

Submitted Via Online Filing

Re: James Heidrich v. Pepsico, Inc.; Frito-Lay, Inc.; Frito-Inc, Inc.; and Rolling Frito-Lay Sales, LP
Our File No.: 7457

Dear Administrator:

Please allow this correspondence to serve as “written notice,” as required by California Labor Code section 2699.3(a)(1), of the specific provisions of the California Labor Code believed to have been violated by Pepsico, Inc.; Frito-Lay, Inc.; Frito-Inc, Inc; and Rolling Frito-Lay Sales, LP, (hereinafter collectively referred to as “Pepsico”), in the above referenced matter. This “written notice” is filed on behalf of James Heidrich (hereinafter referred to as “Plaintiff” or “Mr. Heidrich”) and all current and former non-exempt employees employed by Pepsico. Thank you for your assistance and instruction on this issue.

Please Note: In providing said notice, Plaintiff intends to proceed in a “representative capacity only.” Plaintiff is not seeking any individual relief. This is consistent with recent California Court of Appeal precedent. See *Balderas v Fresh Start Harvesting, Inc.* (2024) 101 Cal.App.5th 533; *Rodriguez v. Packers Sanitation Services Ltd., LLC* (2025) 109 Cal.App.5th 69. However, Plaintiff is also aware of a potentially conflicting Court of Appeal Opinion in *Leeper v. Shipt, Inc.* (2024) 107 Cal.App.5th 1001. The *Leeper* Court required a PAGA Plaintiff to proceed on a representative and individual basis. Accordingly, Plaintiff has also provided notice herein of individual labor code violations experienced by Plaintiff. Plaintiff will pursue penalties for these individual violations only in the event that future precedent, or a ruling from the Court, requires that Plaintiff proceed in an individual and representative basis.

The specific provisions alleged to have been violated by Pepsico are as follows:

CALIFORNIA LABOR CODE SECTIONS 201-203, 204, 226, 226(a), 226.7, 227.3, 510, 511, 512, 1194, and 2802, as well as IWC Wage Order 1, and/or any other applicable wage orders, codified as

Title 8, California Code of Regulations, section 11050 *et seq.*, or any other applicable wage orders.

Facts and theories supporting the allegations: Mr. Heidrich was employed as an employee for Pepsico from approximately March 2021 through January 2025.

Throughout the term of Plaintiff's employment, Pepsico required Plaintiff and all other non-exempt employees to experience actions illegal under the California Labor Code, including the following:

Minimum Wage and Overtime Violations

- Pepsico failed to provide all compensation, including minimum wage and overtime compensation, as well as compensation for work performed inside of Meal and Rest Periods, to its employees in violation of, *inter alia*, Labor Code sections 204, 1194, 510, IWC Wage Order 1, and/or any other applicable wage orders. This illegal action is due, in part, to Pepsico's policies of (1) failing to properly retain accurate Time Records, in violation of California law, and (2) failing to provide compensation (including both minimum and overtime compensation) for all time worked by the employees, or in control of the employer. For instance, Pepsico would instruct Plaintiff to report scheduled (as opposed to *actual*) work hours, resulting in a loss of compensation. Additionally, Pepsico would often require Plaintiff to work extended hours (beyond scheduled hours), without compensation. Further, Pepsico would regularly contact Plaintiff outside of normal work hours (*i.e.*, "after hours" or during lunch) without compensation. Finally, Pepsico would require Mr. Heidrich (and other employees) to "Round" their hours to the nearest 15-minute increment, as the Time Logs would not allow for accurate (*i.e.* to the minute) recording of time. This served to deny the employees proper compensation.
- Additionally, among other issues, Pepsico has notice of Plaintiff, and others, working outside of their scheduled and/or reported hours, as well as *within* Meal and Rest Periods, but fails to provide any compensation for this work-time. Plaintiff were frequently scheduled to be "On Call" outside of when their work shifts ended, but were never compensated for this time. Further, Pepsico failed to properly calculate and pay overtime at the actual overtime rate of pay, as Pepsico ignores certain compensation when calculating the Regular Rate of Pay.

Failure to Provide Compliant Meal Periods

- Pepsico failed to provide compliant Meal Periods or requisite Meal Period penalty payments, in violation of, *inter alia*, Labor Code sections 226.7, 512, and IWC Wage Order 1, and/or any other applicable wage orders. For example, Pepsico does not possess a legal Meal Period policy and makes no attempt to ensure that its employees are either timely or wholly provided Meal Periods. The employees would often either

miss a Meal Period entirely, or be provided a short or untimely Meal Period. Whether or not an employee was provided a Meal Period was often contingent upon the how busy the employees were on a given day. As an example, PepsiCo Time Records (produced by PepsiCo) show that during the pay period ranging from August 11, 2024 to August 17, 2024, Mr. Heidrich received a **Meal Period lasting only 16 minutes** and no Meal Period penalty payment was awarded pursuant to this violation. (Please see **Exhibit A**). As a *second* example, PepsiCo Time Records (produced by PepsiCo) show that during the pay period ranging from November 3, 2024 to November 9, 2024, Mr. Heidrich received a **Meal Period lasting only 28 minutes** and no Meal Period penalty payment was awarded pursuant to this violation. (Please see **Exhibit B**).

- PepsiCo would pressure its employees to either skip, or cut short, a Meal Period as employees were expected to respond to supervisors and/or guests at all times. PepsiCo has never provided a compliant Meal Period penalty payment to any employee as to the above referenced issues. Finally, on the rare occasions when employees *were* paid Meal Period penalties (*i.e.* California Meal Period Premiums), such payments do not “cure” the stated Labor Code violation under section 226.7. The California Supreme Court held that “An employer’s failure to provide an additional hour of pay does not form part of a section 226.7 violation, and an employer’s provision of an additional hour of pay does not excuse a section 226.7 violation. The failure to provide required meal and rest breaks is what triggers a violation of section 226.7.” *Kirby v. Immoos Fire Protection, Inc.* (2012) 53 Cal.4th 1244, 1256, italics added. Even more recently, a 2020 California Supreme Court ruling stated that, “The remedy for a Labor Code violation, through settlement or other means, is distinct from the fact of the violation itself. For example, employers can pay an additional hour of wages as a remedy for failing to provide meal and rest breaks. (§ 226.7, subd. (c).) But we have held that payment of this statutory remedy ‘does not excuse a section 226.7 violation.’” *Kim v. Reins International California, Inc.*, (2020) 9 Cal.5th 73. To be clear, payment of a Meal Period penalty to employees does not rectify the violation, it is in fact an admission of a Labor Code violation. Finally, PepsiCo failed to pay Meal Period Premiums at the proper rate, as PepsiCo fails to either (1) pay a full hours worth of pay, or (2) properly calculate the regular rate of pay for purposes of determining the premium rate owed. *Ferra v. Loews Hollywood Hotel, LLC*, (2021) 11 Cal.5th 858.
- PepsiCo required its employees to constantly monitor their cell phones and be “on-call” at all times, specifically during Meal Periods. On occasion, PepsiCo would interrupt, or cut short, its employees’ Meal Periods and require them to return to work.
- PepsiCo illegally retained control over its employees during Meal Periods. For example, PepsiCo required its employees to “remain on the premises,” and to remain “On Call” (*i.e.* monitor their phones) at all times, including during Meal Periods.

Failure to Provide Compliant Rest Periods

- Pepsico failed to provide compliant Rest Periods or requisite Rest Period penalty payments, in violation of, *inter alia*, Labor Code sections 226.7, 512, and IWC Wage Order 1, and/or any other applicable wage orders. For example, Pepsico does not possess a legal Rest Period policy, as its Rest Period policy lacks required language under California law. Pepsico makes no attempt to ensure that its employees are either timely or wholly provided Rest Periods. The employees would often either miss a Rest Period entirely, be provided a short or untimely Rest Period, or be provided only one Rest Period, even when they were working in excess of 6.5 hours a day. Pepsico would pressure its employees to either skip, or cut short, a Rest Period as employees were expected to respond to supervisors and/or guests at all times. Pepsico has never provided a compliant Rest Period penalty payment to any employee as to the above referenced issues. Finally, on the rare occasions in which Pepsico would provide a Rest Period penalty, it would pay said penalty at an improper (and *lesser*) rate, due to the failure to properly calculate the Regular Rate of Pay.
- Pepsico required its employees to constantly monitor their cell phones and be “on-call” at all times, specifically during Rest Periods. On occasion, Pepsico would interrupt, or cut short, its employees’ Rest Periods and require them to return to work. Plaintiff was required to respond to supervisors and/or customers during Rest Periods.
- Finally, Pepsico illegally retained control over its employees during Rest Periods. For example, Pepsico required its employees to “remain on the premises,” and to remain “On Call” (*i.e.* monitor their telephones) at all times, including during Rest Periods.

Wage Statement Violations

- Pepsico violated Labor Code section 226(a)(2) by failing to furnish an accurate showing of all hours worked at each hourly rate by the employee. Plaintiff and other employees were not compensated for all hours worked (due in part to Pepsico’s requirement that employees list only *scheduled* work-times, not actual work-times.)
- Pepsico violated Labor Code section 226(a)(5) by failing to furnish an accurate showing of the net wages earned by its employees. For example, Pepsico **(a)** would not provide compensation for all hours and minutes worked, **(b)** would use an improper (and lesser) Overtime Rate of Pay, and **(c)** would fail to pay Meal and/or Rest Period penalties when due. Further, on the rare occasions in which Pepsico would provide a Meal or Rest Period penalty, it would pay said penalty at an improper (and lesser) rate, due to the failure to properly calculate the Regular Rate

of Pay.

- Pepsico violated Labor Code section 226(a)(9) by failing to furnish an accurate showing of all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. Pepsico does not explain how its system describes “time worked” on the Wage Statement itself. As such, Plaintiff cannot “readily ascertain” what these figures mean. This is because Pepsico is apparently using a time-calculating system other than “minutes,” but without explanation to the employees within the wage statement. As minutes are measured on a scale of 1 through 60, it is not apparent what these figures (*i.e.* “.71”) are meant to represent. Without an explanation for how these figures were arrived at, employees cannot “readily ascertain” their total hours worked. Therefore, Pepsico failed to provide an accurate showing of the “total hours worked” by its employees pursuant to section 226(a)(2), due to all the aforesaid reasons.

Failure to Provide Compliant Expense Reimbursement Payments

- Pepsico failed to provide compliant expense reimbursement payments in violation of, *inter alia*, Labor Code section 2802, by failing to provide payments for expenses incurred by Plaintiff and other non-exempt employees, including expenses for cell-phone costs and mileage.

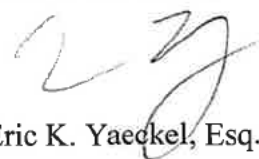
Willful Failure to Provide All Compensation to Ex-Employees

- Pepsico failed to provide all compensation upon termination of employment in violation of Labor Code sections 201-203 and 227.3, due, in part, to the fact that Pepsico failed to provide proper compensation for all hours worked, and failed to pay full Meal or Rest Period penalties, as discussed above.

To confirm, Pepsico is a “person” as defined within California Labor Code section 18.

Again, thank you for your assistance and instruction throughout this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Very Truly Yours,



Eric K. Yaeckel, Esq.

Courtesy Copy Via Certified U.S. Mail

CT CORPORATION SYSTEM

Agent for Service of Process for

Pepsico, Inc.

330 N Brand Blvd

Glendale, CA

CT CORPORATION SYSTEM

Agent for Service of Process for

Rolling Frito-Lay Sales, LP

330 N Brand Blvd

Glendale, CA

CT CORPORATION SYSTEM

Agent for Service of Process for

Frito-Lay, Inc.

330 N Brand Blvd

Glendale, CA

Exhibit A

Rolling Frito-Lay Sales, LP
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2506303423
Cost Center Desc : ZN-SAN DIEGO ZONE
Department : EC_10004646
Location : Vista CA DC

Name : Heidrich, James
Address : [REDACTED]

Payroll Area Desc : Wkly sales(1wklag)CA
Payroll Period : 08/11/2024 to 08/17/2024
Pay Date : 08/23/2024

Personnel ID : 71317696
Cost Center : 2506303423
Payroll Area : U9

Tax Authority Filing Status Allowances Addl Amt

[REDACTED]

	Check Date	Gross Wages	Taxes	Deductions	Net Wages
Current	08/23/2024	1,215.43	192.23	85.08	938.12
Year to Date		41,418.96	7,097.42	2,989.65	31,331.89

Taxable Earnings Summary by Earning Code

	Amount
1002 Regular Earnings	984.62
1118 Sales Overtime 1.5	230.81
Total Taxable Earnings Summary by Earning Code	1,215.43

Taxable Earnings		Current Period		Year to Date	
	Retro Period	Rate	Units	Hours	Amount
1002 Regular Earnings				40.00	984.62
1118 Sales Overtime 1.5		35.93		6.25	230.81
9036 Total Hours Worked				46.25	
9088 Total Hrs Paid inc Hol				46.25	
1007 Performance Base Pay					680.00
1116 Addl Sales OT .5					139.00
1120 Addl Sales Overtime 1.5					130.50
1139 Sales Overtime 2.0					1.25
1253 Personal Leave					60.32
1295 RSA Absence Credit					738.48
1498 Performance Pay Advance					3,354.29
1499 Performance Pay True Up					1,764.57
1500 STD Pay					1,691.67
1508 State Offset					1,691.67
1554 CA Meal Period					4.00
1588 Regular Earnings Adj					40.00
1677 FLNA Sales Holiday Pay					625.00
1800 O/P Adj Reg 401K					28.80
8044 State Law Sick Pay					40.00
Total Taxable Earnings					1,215.43

Imputed Income & Stock Transactions		Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Amount
1922 Imputed Basic Life				0.19	6.46
9034 State/City Law Sck Lv Bal			0.00		
9044 CPSL Used Hours			0.00		
Total Imputed Income & Stock Transactions				0.19	6.46

Pre-Tax Deductions	Retro Period	Current Amount	YTD Amount
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Post-Tax Deductions	Retro Period	Current Amount	YTD Amount
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Employee Tax Deductions	Retro Period	Current Period	Year to Date
		Tax	Tax Gross
		Tax	Tax Gross

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Rolling Frito-Lay Sales, LP
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2506303423
Cost Center Desc : ZN-SAN DIEGO ZONE
Department : EQ 40004648
Location : Vista CA DC

Name : Heidrich, James
Address : [REDACTED]

Payroll Area Desc : Wkly sales(1wklag)CA
Payroll Period : 08/11/2024 to 08/17/2024
Pay Date : 08/23/2024

Personnel ID : 71317696
Cost Center : 2506303423
Payroll Area : U9

Tax Authority Filing Status Allowances Addl Amt

[REDACTED]

	Check Date	Gross Wages	Taxes	Deductions	Net Wages
Current	08/23/2024	1,215.43	192.23	85.08	938.12
Year to Date		41,418.96	7,097.42	2,989.65	31,331.89

Check/Transfer Information

Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
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Any pay code beginning with 'Addl' means that it is paid on top of and in addition to your regular hourly rate. For example, overtime hours (with the exception of double time hours) are paid at one and one-half times your regular rate. The 'one' will be reflected as Code 1100 'straight time rate' and the additional 'and-one-half' will be reflected in Code 1111 'Addl OT Half Time' for a total of one-and-one-half times your regular rate for each overtime hour worked.

80320291	James Heidrich	Meal Period	09:00.0	40:00.0	7/28/2024	8/3/2024	0.52	31
80320291	James Heidrich	Hours Worked	14:00.0	00:00.0	7/28/2024	8/3/2024	4.77	286
80320291	James Heidrich	Hours Worked	42:00.0	37:00.0	7/28/2024	8/3/2024	3.92	235
80320291	James Heidrich	Hours Worked	37:00.0	07:00.0	8/4/2024	8/10/2024	5.5	330
80320291	James Heidrich	Hours Worked	23:00.0	00:00.0	8/4/2024	8/10/2024	4.62	277
80320291	James Heidrich	Meal Period	03:00.0	35:00.0	8/4/2024	8/10/2024	0.53	32
80320291	James Heidrich	Meal Period	33:00.0	05:00.0	8/4/2024	8/10/2024	0.53	32
80320291	James Heidrich	Hours Worked	31:00.0	34:00.0	8/4/2024	8/10/2024	0.05	3
80320291	James Heidrich	Hours Worked	35:00.0	37:00.0	8/4/2024	8/10/2024	6.03	362
80320291	James Heidrich	Meal Period	07:00.0	40:00.0	8/4/2024	8/10/2024	0.55	33
80320291	James Heidrich	Meal Period	32:00.0	02:00.0	8/4/2024	8/10/2024	0.5	30
80320291	James Heidrich	Hours Worked	30:00.0	00:00.0	8/4/2024	8/10/2024	4.5	270
80320291	James Heidrich	Hours Worked	30:00.0	01:00.0	8/4/2024	8/10/2024	4.52	271
80320291	James Heidrich	Hours Worked	41:00.0	17:00.0	8/4/2024	8/10/2024	5.6	336
80320291	James Heidrich	Hours Worked	00:00.0	00:00.0	8/4/2024	8/10/2024	0	0
80320291	James Heidrich	Meal Period	02:00.0	33:00.0	8/4/2024	8/10/2024	0.52	31
80320291	James Heidrich	Hours Worked	12:00.0	42:00.0	8/4/2024	8/10/2024	5.5	330
80320291	James Heidrich	Hours Worked	35:00.0	00:00.0	8/4/2024	8/10/2024	4.42	265
80320291	James Heidrich	Hours Worked	38:00.0	06:00.0	8/4/2024	8/10/2024	4.47	268
80320291	James Heidrich	Hours Worked	31:00.0	24:00.0	8/4/2024	8/10/2024	6.88	413
80320291	James Heidrich	Hours Worked	34:00.0		8/4/2024	8/10/2024		
80320291	James Heidrich	Hours Worked	05:00.0	40:00.0	8/4/2024	8/10/2024	5.58	335
80320291	James Heidrich	Hours Worked	34:00.0	05:00.0	8/11/2024	8/17/2024	3.52	211
80320291	James Heidrich	Hours Worked	30:00.0	00:00.0	8/11/2024	8/17/2024	5.5	330
80320291	James Heidrich	Hours Worked	52:00.0	01:00.0	8/11/2024	8/17/2024	17.15	1029
80320291	James Heidrich	Hours Worked	15:00.0	12:00.0	8/11/2024	8/17/2024	4.95	297
80320291	James Heidrich	Hours Worked	16:00.0	24:00.0	8/11/2024	8/17/2024	6.13	368
80320291	James Heidrich	Meal Period	17:00.0	33:00.0	8/11/2024	8/17/2024	0.27	16
80320291	James Heidrich	Hours Worked	06:00.0	00:00.0	8/11/2024	8/17/2024	4.9	294
80320291	James Heidrich	Meal Period	02:00.0	33:00.0	8/11/2024	8/17/2024	0.52	31
80320291	James Heidrich	Hours Worked	34:00.0	00:00.0	8/11/2024	8/17/2024	4.43	266
80320291	James Heidrich	Hours Worked	14:00.0	06:00.0	8/11/2024	8/17/2024	4.87	292
80320291	James Heidrich	Hours Worked	34:00.0	00:00.0	8/11/2024	8/17/2024	4.43	266
80320291	James Heidrich	Meal Period	02:00.0	33:00.0	8/11/2024	8/17/2024	0.52	31

Exhibit B

Rolling Frito-Lay Sales, LP
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2506303422
Cost Center Desc : 2N-SAN-DIEGO ZONE
Department : EC-40004848
Location : Vista CA DC

Name : Heidrich, James
Address : [REDACTED]

Payroll Area Desc : Wkly sales(1wklag)CA
Payroll Period : 11/03/2024 to 11/09/2024
Pay Date : 11/15/2024

Personnel ID : 71317696
Cost Center : 2506303423
Payroll Area : U9

Tax Authority Filing Status Allowances Addl Amt

Check Date	Gross Wages	Taxes	Deductions	Net Wages
Current 11/15/2024	1,501.64	272.36	105.11	1,124.17
Year to Date	55,595.62	9,330.66	4,152.16	42,112.80

Taxable Earnings Summary by Earning Code

	Amount
1002 Regular Earnings	984.62
1118 Sales Overtime 1.5	517.02
Total Taxable Earnings Summary by Earning Code	1,501.64

Taxable Earnings		Current Period		Year to Date	
	Retro Period	Rate	Units	Hours	Amount
1002 Regular Earnings				40.00	984.62
1118 Sales Overtime 1.5		36.93		14.00	517.02
9036 Total Hours Worked				54.00	
9086 Total Hrs Paid inc Hol					
1007 Performance Base Pay					680.00
1116 Addl Sales OT .5					139.00
1120 Addl Sales Overtime 1.5					130.50
1139 Sales Overtime 2.0					1.25
1253 Personal Leave					60.32
1295 RSA Absence Credit					738.48
1498 Performance Pay Advance					3,354.29
1499 Performance Pay True Up					1,764.57
1500 STD Pay					1,691.67
1508 State Offset					1,691.67
1554 CA Meal Period				4.00	112.51
1588 Regular Earnings Adj				40.00	833.76
1677 FLNA Sales Holiday Pay					750.00
1800 O/P Adj Reg 401K					211.77
8044 State Law Sick Pay				40.00	1,002.40
Total Taxable Earnings					1,501.64

Imputed Income & Stock Transactions		Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Amount
1922 Imputed Basic Life				0.19	8.74
9034 State/City Law Sck Lv Bal			0.00		
9044 CPSL Used Hours			0.00		
Total Imputed Income & Stock Transactions				0.19	8.74

Post Tax Deductions	Retro Period	Current Amount	YTD Amount
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Post Tax Deductions	Retro Period	Current Amount	YTD Amount
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Post Tax Deductions	Retro Period	Current Amount	YTD Amount
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Employee Tax Deductions	Retro Period	Current Period	Year to Date
		Tax	Tax Gross

Employee Tax Deductions	Retro Period	Current Period	Year to Date
		Tax	Tax Gross

Rolling Frito-Lay Sales, LP
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2506303423
Cost Center Desc : 2N-SAN DIEGO ZONE
Department : EC-45004846
Location : VMTX CA DC

Name : Heidrich, James
Address : [REDACTED]

Payroll Area Desc : Wkly sales(1wklag)CA
Payroll Period : 11/03/2024 to 11/09/2024
Pay Date : 11/15/2024

Personnel ID : 71317696
Cost Center : 2506303423
Payroll Area : U9

Tax Authority Filing Status Allowances Addl Amt

[REDACTED]

	Check Date	Gross Wages	Taxes	Deductions	Net Wages
Current	11/15/2024	1,501.64	272.36	105.11	1,124.17
Year to Date		55,595.62	9,330.65	4,152.16	42,112.80

Check/Transfer Information

ASSOCIATION

Any pay code beginning with 'Addl' means that it is paid on top of and in addition to your regular hourly rate. For example, overtime hours (with the exception of double time hours) are paid at one and one-half times your regular rate. The 'one' will be reflected as Code 1100 'straight time rate' and the additional 'and-one-half' will be reflected in Code 1111 'Addl OT Half Time' for a total of one-and-one-half times your regular rate for each overtime hour worked.

80320291	James Heidrich	Hours Worked	17:00.0	05:00.0	10/20/2024	10/26/2024	3.8	228
80320291	James Heidrich	Hours Worked	30:00.0	00:00.0	10/20/2024	10/26/2024	3.5	210
80320291	James Heidrich	Hours Worked	34:00.0	15:00.0	10/20/2024	10/26/2024	3.68	221
80320291	James Heidrich	Meal Period	07:00.0	37:00.0	10/20/2024	10/26/2024	0.5	30
80320291	James Heidrich	Hours Worked	38:00.0	45:00.0	10/20/2024	10/26/2024	6.12	367
80320291	James Heidrich	Meal Period	06:00.0	36:00.0	10/20/2024	10/26/2024	0.5	30
80320291	James Heidrich	Hours Worked	37:00.0	17:00.0	10/20/2024	10/26/2024	4.67	280
80320291	James Heidrich	Hours Worked	33:00.0	46:00.0	10/20/2024	10/26/2024	4.22	253
80320291	James Heidrich	Hours Worked	38:00.0	58:00.0	10/27/2024	11/2/2024	7.33	440
80320291	James Heidrich	Hours Worked	32:00.0	06:00.0	10/27/2024	11/2/2024	3.57	214
80320291	James Heidrich	Meal Period	07:00.0	38:00.0	10/27/2024	11/2/2024	0.52	31
80320291	James Heidrich	Hours Worked	30:00.0	10:00.0	10/27/2024	11/2/2024	3.67	220
80320291	James Heidrich	Hours Worked	35:00.0	37:00.0	10/27/2024	11/2/2024	4.03	242
80320291	James Heidrich	Hours Worked	39:00.0	02:00.0	10/27/2024	11/2/2024	4.38	263
80320291	James Heidrich	Hours Worked	05:00.0	00:00.0	10/27/2024	11/2/2024	3.92	235
80320291	James Heidrich	Hours Worked	06:00.0	08:00.0	10/27/2024	11/2/2024	3.03	182
80320291	James Heidrich	Hours Worked	45:00.0	04:00.0	10/27/2024	11/2/2024	4.32	259
80320291	James Heidrich	Hours Worked	00:00.0	36:00.0	10/27/2024	11/2/2024	3.6	216
80320291	James Heidrich	Hours Worked	11:00.0	36:00.0	10/27/2024	11/2/2024	3.42	205
80320291	James Heidrich	Meal Period	40:00.0	10:00.0	10/27/2024	11/2/2024	0.5	30
80320291	James Heidrich	Meal Period	11:00.0	44:00.0	10/27/2024	11/2/2024	0.55	33
80320291	James Heidrich	Hours Worked	41:00.0	44:00.0	10/27/2024	11/2/2024	4.05	243
80320291	James Heidrich	Meal Period	02:00.0	33:00.0	10/27/2024	11/2/2024	0.52	31
80320291	James Heidrich	Meal Period	09:00.0	40:00.0	10/27/2024	11/2/2024	0.52	31
80320291	James Heidrich	Hours Worked	46:00.0	00:00.0	11/3/2024	11/9/2024	5.23	314
80320291	James Heidrich	Hours Worked	33:00.0	08:00.0	11/3/2024	11/9/2024	6.58	395
80320291	James Heidrich	Hours Worked	51:00.0	00:00.0	11/3/2024	11/9/2024	4.15	249
80320291	James Heidrich	Hours Worked	33:00.0	33:00.0	11/3/2024	11/9/2024	6	360
80320291	James Heidrich	Hours Worked	27:00.0	00:00.0	11/3/2024	11/9/2024	4.55	273
80320291	James Heidrich	Meal Period	01:00.0	32:00.0	11/3/2024	11/9/2024	0.52	31
80320291	James Heidrich	Meal Period	09:00.0	37:00.0	11/3/2024	11/9/2024	0.47	28
80320291	James Heidrich	Hours Worked	37:00.0	02:00.0	11/3/2024	11/9/2024	5.42	325
80320291	James Heidrich	Meal Period	01:00.0	32:00.0	11/3/2024	11/9/2024	0.52	31
80320291	James Heidrich	Meal Period	01:00.0	32:00.0	11/3/2024	11/9/2024	0.52	31