

FILED

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SHASTA COUNTY SUPERIOR COURT
BY: J. MARTINSON, DEPUTY CLERK

JOHN P. BRISCOE (SBN: 273690)
jbriscoe@mayallaw.com
MAYALL HURLEY P.C.
112 S. Church St.
Lodi, California 95240
Telephone: (209) 477-3833
Facsimile: (209) 473-4818

Attorneys for Plaintiff Ryan Neilsen

SUPERIOR COURT OF CALIFORNIA

IN AND FOR THE COUNTY OF SHASTA

RYAN NEILSEN, an individual;

Plaintiff,

v.

**SHASTA – SUSTAINABLE RESOURCE
MANAGEMENT, INC., a corporation; and
DOES 1-100, inclusive,**

Defendants.

Case No.: **204528**

COMPLAINT FOR DAMAGES

- 1. FAILURE TO PROVIDE MEAL PERIODS
OR PAY PREMIUMS**
- 2. FAILURE TO PROVIDE REST PERIODS
OR PAY PREMIUMS**
- 3. FAILURE TO PROVIDE PAID SICK
LEAVE**
- 4. FAILURE TO FURNISH ACCURATE
ITEMIZED WAGE STATEMENTS**
- 5. FAILURE TO PAY ALL WAGES DUE AT
END OF EMPLOYMENT**

JURY TRIAL DEMANDED

Plaintiff Ryan Neilsen brings this action against Defendants Shasta – Sustainable Resource Management, Inc., a corporation; and Does 1 through 100, for violations of the Labor Code.

PARTIES

1. Plaintiff Ryan Neilsen (“Neilsen” or “Plaintiff”) was at all times relevant herein employed in Shasta County, California, and was an “employee” as defined by the Labor Code and applicable California Industrial Wage Commission (“IWC”) Wage Order(s).

2. Defendant Shasta – Sustainable Resource Management, Inc. (“SSRMI” or “Defendant”) is a California corporation formed under the laws of Delaware. Defendant at all times relevant was an “employer” as defined by the Labor Code and applicable IWC Wage Order(s).

3. Defendant and Does 1-100 are collectively referred to as Defendants.

4. Plaintiff 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. Plaintiff will amend this Complaint to allege their true names and capacities when ascertained. Plaintiff 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 Plaintiff'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.

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

VENUE AND JURY TRIAL DEMAND

6. Venue is proper in this court because the unlawful acts alleged herein took place in Shasta County, California and Plaintiff's place of employment with Defendants was within Shasta County. Plaintiff demands a jury trial.

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GENERAL ALLEGATIONS

7. Neilsen was hired by SSRMI on December 14, 2021. SSRMI is a private company that operates a wood-fired power plant in Anderson, California. Neilsen was hired as a laborer but was eventually promoted to Mechanic Trainee II.

8. In January 2024, Neilsen submitted his resignation, and his last day of employment with SSRMI was January 19, 2024.

9. At all times throughout his employment, Neilsen was properly classified as an hourly, nonexempt employee, eligible for overtime as well as rest and meal periods.

10. During his employment with SSRMI, Neilsen was not provided with all rest periods to which he was entitled. Typically, Neilsen worked an approximate twelve-hour schedule, either from 6:15 a.m. – 6:30 p.m., or 6:15 p.m. – 6:30 a.m. Neilsen typically received a thirty-minute meal period, so his average workshift was approximately 11.75 hours. However, on occasion Neilsen worked shifts of twelve hours or more, and on none of those occasions was he relieved of duty and permitted the opportunity to take a third ten-minute rest period. Neilsen has not been paid an hour's pay at his regular rate for these denied rest periods.

11. On multiple occasions throughout his employment with SSRMI, Neilsen was not relieved of all duty and permitted the chance to take a thirty-minute meal period by the end of the fifth hour of work.

12. Because Neilsen was not provided with all rest and meal periods to which he was entitled, and because he was not paid all premiums due for missed rest periods, the itemized wage statements furnished to him failed to show, accurately, gross wages earned, net wages earned, and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each rate.

13. SSRMI also failed to maintain copies of Neilsen's wage statements, or a computer-generated record, accurately showing all information required by Labor Code section 226(a). On or around January 10, 2024, and subsequent to Neilsen's written request, SSRMI produced those payroll

1 records which are attached hereto as **Exhibit 1**. This record fails to show, *accurately*, for each pay
2 period throughout Neilsen's employment, the following data:

- 3 a. Total hours worked;
- 4 b. All deductions;
- 5 c. Net wages earned (the records show net wages as \$0.00);
- 6 d. The inclusive dates of the pay period (only the "period end date") is shown; and
- 7 e. All applicable hourly rates in effect and the corresponding number of hours worked
8 at each rate.

9 14. SSRMI also failed to provide Neilsen with written notice of accrued sick leave and/or
10 failed to provide paid sick days in a method of accrual authorized by Labor Code section 246. For
11 example, in 2023, Neilsen's wage statements furnished from April onward show no accrued sick
12 leave. (**Exhibit 2.**) Neilsen was not provided with any other written notice of accrued sick days.

13 15. If Neilsen had, in fact, accrued *any* paid sick days from April 1 – December 31, 2023,
14 SSRMI failed to provide written notice of such accrual, in violation of Labor Code section 246(i).

15 16. If Neilsen did *not* accrue any paid sick leave during this period of time, however, then
16 SSRMI failed to provide paid sick days in an accrual method authorized by section 246. Neilsen's
17 wage statement for the period of January 1-15, 2023 suggests that he was given 32 hours of paid sick
18 days as of the "pay date" of January 19, 2023. The wage statements for the remainder of 2023 suggest
19 that no additional paid sick days accrued. (Exhibit A.) The "default" method of accrual of paid sick
20 days, per section 246, is one hour of paid sick leave for every 30 hours worked. (See Lab. Code, § 246,
21 subd. (b)(1).) An employer is permitted to use a different accrual method, *but only if*—

22 "the accrual is **on a regular basis** so that an employee has no less than 24 hours of
23 accrued sick leave or paid time off by the 120th calendar day of employment or each
24 calendar year, or in each 12-month period; **and no less than 40 hours** of accrued sick
25 leave or paid time off by the 200th calendar day of employment or each calendar
26 year, or in each 12-month period."

27 (Lab. Code, § 246, subd. (b)(3), emphasis added.)

1 17. Therefore, if SSRMI elected to provide Neilsen with 32 hours of paid sick leave at the
2 very beginning of 2023, it was obligated to provide him with an additional eight hours of accrued paid
3 sick leave as of the 200th calendar day of 2023, **or** the 200th calendar day of his second, 12-month
4 period of employment. Had SSRMI complied with this statute, Neilsen would have received an
5 additional eight hours of paid sick leave at some point in July 2023. However, and assuming his wage
6 statements are accurate in this regard, he received no additional paid sick days beyond the 32 which
7 accrued in January 2023.

8 18. At no point since Neilsen's final day of employment has he been paid all wages due
9 and owing, *supra*.

10 19. The foregoing list of misconduct is a partial list only and set forth by way of example.

11 **FIRST CAUSE OF ACTION**
12 **FAILURE TO PROVIDE MEAL PERIODS OR PAY PREMIUMS**
13 **(Lab. Code, §§ 226.7, 512)**
 Against Defendants

14 20. Plaintiff hereby realleges and incorporates by reference each and every allegation
15 set forth above as though fully set forth herein, except as said paragraphs are inconsistent with the
16 allegations of this cause of action.

17 21. Labor Code section 226.7 requires employers to provide employees meal periods as
18 mandated by Order of the Industrial Welfare Commission. It states:

19 a. No employer shall require any employee to work during any meal or rest
20 period mandated by an applicable order of the Industrial Welfare
21 Commission.

22 b. If an employer fails to provide an employee a meal period or rest period in
23 accordance with an applicable order of the Industrial Welfare Commission,
24 the employer shall pay the employee one additional hour of pay at the
25 employee's regular rate of compensation for each work day that the meal or
26 rest period is not provided.

1 22. Labor Code section 512(a) and the applicable wage order provide that an employer
2 may not employ a person for a work period of more than five hours per day without providing that
3 employee a meal period of not less than thirty minutes, except that if the total work period per day
4 is no more than six hours, the meal period may be waived by mutual consent of both the employer
5 and employee. An employer may not employ a person for a work period of more than ten hours
6 per day without providing an employee with a second meal period of not less than thirty minutes,
7 except that if the total work period per day of the employee is no more than twelve hours, the meal
8 period may be waived by mutual consent of both the employer and the employee, and if the first
9 meal period was not waived.

10 23. During the relevant time period, Plaintiff was not provided with meal breaks as
11 required by law and did not receive an additional hour of premium pay for each missed meal
12 period.

13 24. Wherefore, Plaintiff has been injured and requests relief as hereinafter provided.

14 **SECOND CAUSE OF ACTION**
15 **FAILURE TO PROVIDE REST PERIODS OR PAY PREMIUMS**
16 **(Lab. Code, § 226.7)**
 Against Defendants

17 25. Plaintiff hereby realleges and incorporates by reference each and every allegation
18 set forth above as though fully set forth herein, except as said paragraphs are inconsistent with the
19 allegations of this cause of action.

20 26. Labor Code section 226.7 requires employers to provide employees rest periods as
21 mandated by Order of the Industrial Welfare Commission. It states:

- 22 a. No employer shall require any employee to work during any meal or rest
23 period mandated by an applicable order of the Industrial Welfare
24 Commission.
- 25 b. If an employer fails to provide an employee a meal period or rest period in
26 accordance with an applicable order of the Industrial Welfare Commission,
27 the employer shall pay the employee one additional hour of pay at the
28

employee's regular rate of compensation for each work day that the meal or rest period is not provided.

27. Section 11 of the applicable IWC Wage Order provides:

“(A) Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. Nothing in this provision shall prevent an employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time for every four (4) hours worked, or major fraction thereof. Rest periods shall take place at employer designated areas, which may include or be limited to the employees' immediate work area.

(B) Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the employer shall make up the missed rest period within the same workday or compensate the employee for the missed ten (10) minutes of rest time at his/her regular rate of pay within the same pay period.

(C) A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3 ½) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.

(D) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.”

28. During the relevant time period, Plaintiff was not provided with rest breaks as required by law and did not receive an additional hour of premium pay for each missed rest break.

29. Wherefore, Plaintiff has been injured and requests relief as hereinafter provided.

THIRD CAUSE OF ACTION
FAILURE TO FURNISH COMPLETE AND ACCURATE ITEMIZED WAGE STATEMENTS
(Lab. Code, § 226(a))
Against Defendants

30. Plaintiff hereby realleges and incorporates by reference each and every allegation set forth above as though fully set forth herein, except as said paragraphs are inconsistent with the allegations of this cause of action.

1 31. Pursuant to Labor Code section 226(a) "every employer shall, semimonthly or at the
2 time of each payment of wages, furnish each of his or her employees, either as a detachable part of the
3 check, draft, or voucher paying the employee's wages, or separately when the wages are paid by
4 personal check or cash, an accurate itemized statement in writing showing (1) gross wages earned, (2)
5 total hours worked by the employee [. . .], (3) the number of piece-rate units earned and any applicable
6 piece rate if the employee is paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the
7 inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the
8 last four digits of his or her social security number or an employee identification number, (8) the name
9 and address of the legal entity that is the employer [. . .], (9) all applicable hourly rates in effect during
10 the pay period and corresponding number of hours worked at each hourly rate by the employee and, if
11 the employer is a temporary services employer [. . .], the rate of pay and the total hours worked for each
12 temporary services assignment."

13 32. An employee suffering injury as a result of the knowing and intentional failure by an
14 employer to comply with Labor Code section 226(a) is entitled to recover the greater of all actual
15 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred
16 dollars (\$100) per employee for each violation in a subsequent pay period, not to exceed the aggregate
17 penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney's
18 fees. (Lab. Code, § 226, subd. (e)(1).)

19 33. An employee is deemed to suffer injury if the employer fails to provide a wage
20 statement or if the employer fails to provide accurate and complete information as required by any one
21 or more of the items (1) to (9), inclusive, of subdivision (a) and the employee cannot promptly and
22 easily determine from the wage statement alone, i) the amount of gross/net wages paid to the employee
23 during the pay period or any of the other information required to be provided pursuant to Labor Code
24 section 226(a) items (2) to (4), inclusive, (6) and (9), ii) deductions made by the employer, iii) the name
25 and address of the employer and iv) the name of the employee and the last four digits of his or her
26 social security number or employee identification number. (Lab. Code, § 226, subds. (e)(2)(A), (B)(i)-
27 (iv).) "Promptly and easily determine" means a reasonable person would be able to readily ascertain
28

1 the information without reference to other documents or information. (Lab. Code, § 226, subd.
2 (e)(2)(C).)

3 34. As set forth above, Defendants intentionally and willfully failed to furnish accurate
4 itemized wage statements which complied with Labor Code section 226.

5 35. Wherefore, Plaintiff has been injured as set forth above and requests relief as hereafter
6 provided.

7 **FOURTH CAUSE OF ACTION**
8 **FAILURE TO PROVIDE SICK LEAVE**
9 **(Lab. Code, §§ 218, 233, 246 *et seq.*)**
10 **Against Defendants**

11 36. Plaintiff hereby realleges and incorporates by reference each and every allegation set
12 forth above as though fully set forth herein, except as said paragraphs are inconsistent with the
13 allegations of this cause of action.

14 37. Labor Code section 246(l) requires that employers pay sick time pay to non-exempt
15 employees at that employee's "regular rate of pay."

16 38. According to the California Supreme Court, sick pay is a form of wages. (*Murphy v.*
17 *Kenneth Cole Productions* (2007) 40 Cal.4th 1094, 1103.)

18 39. Labor Code section 233 provides that "any employer who provides sick leave for
19 employees shall permit an employee to use in any calendar year the employee's accrued and
20 available sick leave entitlement, in an amount not less than the sick leave that would be accrued
21 during six months at the employee's then current rate of entitlement, for the reasons specified in
22 subdivision (a) of Section 246.5."

23 40. During the relevant time period, Defendants intentionally and willfully failed to pay
24 Plaintiff sick pay as required by law. Accordingly, Plaintiff did not receive the full amount of paid
25 sick time allotted by law, and was therefore denied the right to use sick leave within the meaning of
26 Labor Code sections 233(a) and (c).

41. Any employer who violates Labor Code section 233 is liable to employees for the greater of one days' pay or actual damages, reasonable equitable relief, and reasonable attorneys' fees and costs. (Lab. Code, § 233, subds. (d), (e).)

42. Further, Labor Code section 218 authorizes a private right of action to recover unpaid wages.

43. Wherefore, Plaintiff has been injured as set forth above and requests relief as hereafter provided.

FIFTH CAUSE OF ACTION
FAILURE TO PAY ALL WAGES DUE AT END OF EMPLOYMENT
(Lab. Code, § 201, *et seq.*)
Against Defendants

44. Plaintiff hereby realleges and incorporates by reference each and every allegation set forth above as though fully set forth herein, except as said paragraphs are inconsistent with the allegations of this cause of action.

45. Labor Code section 201 provides that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately.

46. Labor Code section 202 requires an employer to pay an employee all earned wages within 72 hours of the employee quitting his or her employment, or immediately at the time of quitting if the employee has given 72 hours previous notice of his or her intention to quit.

47. As set forth above, Plaintiff was not timely paid all earned but unpaid wages when her employment with Defendants ended.

48. Wherefore, Plaintiff has been injured as set forth above and requests relief as hereafter provided.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays judgment against Defendants as follows:

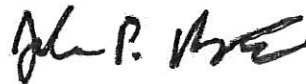
1. That this Court award injunctive relief, including that available under Labor Code sections 226(h) and 248.5(e);
2. That this Court award unpaid wages, including meal and rest break premiums;

- 1 3. That this Court award statutory penalties including, but not limited to, those available
2 under Labor Code sections 203 and 226;
- 3 4. That this Court award statutory attorneys' fees and costs including, but not limited to,
4 those available under Labor Code sections 218.5, 226(e)(1) and (h), and 248.5(e), as
5 well as those available under Code of Civil Procedure section 1021.5;
- 6 5. That this Court award prejudgment and post-judgment interest according to any
7 applicable provision of law or as otherwise permitted by law; and
- 8 6. That this Court award such other and further relief as the court deems just and proper.

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10 **DATED:** March 6, 2024

MAYALL HURLEY P.C.



11
12 By _____

JOHN P. BRISCOE
Attorneys for Plaintiff
RYAN NEILSEN

EXHIBIT 1

Pay Summaries - Rollup Totals

Name Neilsen, Ryan J

	Year & Week	Pay Date	Period End Date	Gross	Net	Check / Voucher #	Co / File #
	2021 - 51 - 1	12/22/2021	12/31/2021	\$800.00	\$0.00	00510018	B60/141713
	2021 - 50 - 3	12/20/2021	12/15/2021	\$480.00	\$0.00	00507018	B60/141713

Earnings Summary

Gross Pay		\$ 1,280.00
Regular	Hours: 24.00	\$ 480.00
Bonus (field 3)	Hours: 40.00	\$ 800.00
Total Hours Worked: 24		

Taxes		\$ 371.12
Federal Income Tax		\$ 176.00
Social Security		\$ 79.36
Medicare		\$ 18.56
State Worked In: California	Code: CA	\$ 81.84
SUI/SDI: California (Taxing)	Code: 75	\$ 15.36

Deductions		\$ 0.00
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Take Home		\$ 908.88
CHECKING		\$ 908.88

Other Details

Memos

401K ELIG WAGE	480.00
401K HOURS	24.00
TOT HRS WORKED	24.00
S	30,720.00
Avail Vacation	3.33

Pay Summaries - Rollup Totals

Name Neilsen, Ryan J

	Year & Week	Pay Date	Period End Date	Gross	Net	Check / Voucher #	Co / File #
	2023 - 51 - 1	12/20/2023	12/15/2023	\$2,192.94	\$0.00	00510026	B60/141713
	2023 - 50 - 2	12/18/2023	12/15/2023	\$368.05	\$0.00	00504019	B60/141713
	2023 - 50 - 1	12/13/2023	12/11/2023	\$920.00	\$0.00	00500020	B60/141713
	2023 - 49 - 1	12/05/2023	11/30/2023	\$3,179.06	\$0.00	00490022	B60/141713
	2023 - 46 - 1	11/20/2023	11/15/2023	\$2,499.41	\$0.00	00460021	B60/141713
	2023 - 44 - 1	11/03/2023	10/31/2023	\$2,537.94	\$0.00	00440022	B60/141713
	2023 - 42 - 1	10/18/2023	10/15/2023	\$2,178.79	\$0.00	00420023	B60/141713
	2023 - 40 - 1	10/04/2023	09/30/2023	\$3,268.42	\$0.00	00400023	B60/141713
	2023 - 38 - 1	09/20/2023	09/15/2023	\$2,215.40	\$0.00	00380021	B60/141713
	2023 - 36 - 1	09/06/2023	08/31/2023	\$2,272.62	\$0.00	00360021	B60/141713
	2023 - 33 - 1	08/18/2023	08/15/2023	\$2,367.96	\$0.00	00330021	B60/141713
	2023 - 31 - 1	08/03/2023	07/31/2023	\$3,104.91	\$0.00	00310020	B60/141713
	2023 - 29 - 1	07/19/2023	07/15/2023	\$2,494.28	\$0.00	00290021	B60/141713
	2023 - 27 - 1	07/06/2023	06/30/2023	\$2,968.85	\$0.00	00270023	B60/141713
	2023 - 25 - 1	06/21/2023	06/15/2023	\$2,203.60	\$0.00	00250022	B60/141713
	2023 - 22 - 1	06/05/2023	05/31/2023	\$2,180.35	\$0.00	00220024	B60/141713
	2023 - 20 - 1	05/18/2023	05/15/2023	\$1,887.75	\$0.00	00200023	B60/141713
	2023 - 18 - 1	05/03/2023	04/30/2023	\$2,760.55	\$0.00	00180024	B60/141713
	2023 - 16 - 1	04/19/2023	04/15/2023	\$2,184.95	\$0.00	00160023	B60/141713
	2023 - 14 - 1	04/05/2023	03/31/2023	\$2,393.65	\$0.00	00140024	B60/141713
	2023 - 11 - 1	03/20/2023	03/15/2023	\$3,518.10	\$0.00	00110023	B60/141713
	2023 - 09 - 1	03/03/2023	02/28/2023	\$2,425.06	\$0.00	00090024	B60/141713
	2023 - 07 - 1	02/21/2023	02/15/2023	\$2,538.25	\$0.00	00070023	B60/141713
	2023 - 05 - 1	02/03/2023	01/31/2023	\$3,406.50	\$0.00	00050024	B60/141713



2023 - 03 - 1

01/19/20

01/15/2023

\$2,407.26

\$0.00

00030023

B60/141713



2023 - 01 - 1

01/05/2023

12/31/2022

\$2,391.84

\$0.00

00010025

B60/141713

Earnings Summary

Gross Pay		\$ 62,866.49
Regular	Hours: 1,777.24	\$ 39,193.92
Overtime	Hours: 515.36	\$ 18,378.28
Bonus (field 3)	Hours: 40.00	\$ 920.00
CA MEAL PREM (field 3)	Hours: 26.00	\$ 554.00
DOUBLE TIME (field 3)	Hours: 12.49	\$ 500.24
FLOATING HOL (field 3)	Hours: 16.00	\$ 320.00
Holiday (field 3)	Hours: 56.00	\$ 1,184.00
SICK (field 3)	Hours: 32.00	\$ 640.00
Vacation (field 3)	Hours: 40.00	\$ 808.00
VACATION PO (field 3)		\$ 368.05

Total Hours Worked: 2305.09

Taxes		\$ 12,464.62
Federal Income Tax		\$ 5,303.40
Social Security		\$ 3,728.98
Medicare		\$ 872.10
State Worked In: California	Code: CA	\$ 2,018.84
SUI/SDI: California (Taxing)	Code: 75	\$ 541.30

Deductions		\$ 6,493.62
25 - 401-K \$		\$ 3,772.02
5 - CAFEPRETX		\$ 2,545.68
DN1 - DENT PRE TAX		\$ 175.92

Take Home		\$ 43,908.25
CHECKING		\$ 43,908.25

Other Details

Memos

401K ELIG WAGE	59,954.49
401K HOURS	2,379.09
TOT HRS WORKED	2,305.09
HLTH PLAN VALUE	2,544.05
Available Float	464.00
S	1,508,795.76
Available Sick	128.00
Avail Vacation	488.54
VTO	488.54

Pay Summaries - Rollup Totals

Name Neilsen, Ryan J

	Year & Week	Pay Date	Period End Date	Gross	Net	Check / Voucher #	Co / File #
	2022 - 01 - 1	01/06/2022	12/31/2021	\$2,061.60	\$0.00	00010018	B60/141713
	2022 - 03 - 1	01/19/2022	01/15/2022	\$1,719.90	\$0.00	00030019	B60/141713
	2022 - 05 - 1	02/03/2022	01/31/2022	\$1,568.50	\$0.00	00050019	B60/141713
	2022 - 07 - 1	02/18/2022	02/15/2022	\$2,040.60	\$0.00	00070019	B60/141713
	2022 - 09 - 1	03/03/2022	02/28/2022	\$1,401.90	\$0.00	00090019	B60/141713
	2022 - 11 - 1	03/18/2022	03/15/2022	\$2,001.55	\$0.00	00110019	B60/141713
	2022 - 14 - 1	04/05/2022	03/31/2022	\$2,477.30	\$0.00	00140020	B60/141713
	2022 - 16 - 1	04/20/2022	04/15/2022	\$1,990.50	\$0.00	00160020	B60/141713
	2022 - 18 - 1	05/04/2022	04/30/2022	\$2,427.90	\$0.00	00180020	B60/141713
	2022 - 20 - 1	05/18/2022	05/15/2022	\$1,942.00	\$0.00	00200021	B60/141713
	2022 - 22 - 1	06/03/2022	05/31/2022	\$2,662.00	\$0.00	00220022	B60/141713
	2022 - 24 - 1	06/21/2022	06/15/2022	\$1,932.81	\$0.00	00240021	B60/141713
	2022 - 26 - 1	07/01/2022	06/30/2022	\$1,600.00	\$0.00	00260021	B60/141713
	2022 - 27 - 1	07/06/2022	06/30/2022	\$2,224.80	\$0.00	00270021	B60/141713
	2022 - 29 - 1	07/20/2022	07/15/2022	\$2,451.36	\$0.00	00290020	B60/141713
	2022 - 31 - 1	08/03/2022	07/31/2022	\$1,812.10	\$0.00	00310022	B60/141713
	2022 - 33 - 1	08/18/2022	08/15/2022	\$2,032.84	\$0.00	00330020	B60/141713
	2022 - 35 - 1	09/06/2022	08/31/2022	\$2,497.65	\$0.00	00350023	B60/141713
	2022 - 38 - 1	09/20/2022	09/15/2022	\$1,981.21	\$0.00	00380022	B60/141713
	2022 - 40 - 1	10/05/2022	09/30/2022	\$1,881.40	\$0.00	00400025	B60/141713
	2022 - 42 - 1	10/19/2022	10/15/2022	\$1,944.69	\$0.00	00420022	B60/141713
	2022 - 44 - 1	11/03/2022	10/31/2022	\$2,803.10	\$0.00	00440024	B60/141713
	2022 - 46 - 1	11/18/2022	11/15/2022	\$1,876.10	\$0.00	00460023	B60/141713
	2022 - 48 - 1	12/05/2022	11/30/2022	\$1,912.74	\$0.00	00480024	B60/141713



2022 - 50 - 1	12/13/2022	12/15/2022	\$4,800.00	\$0.00	00500022	B60/141713
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2022 - 50 - 2	12/20/2022	12/15/2022	\$1,613.20	\$0.00	00504020	B60/141713
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2022 - 51 - 1	12/20/2022	12/15/2022	\$2,652.99	\$0.00	00510023	B60/141713
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Earnings Summary

Gross Pay		\$ 58,310.74
Regular	Hours: 1,947.48	\$ 39,372.52
Overtime	Hours: 256.37	\$ 7,850.22
Bonus (field 3)	Hours: 320.00	\$ 6,400.00
CA MEAL PREM (field 3)	Hours: 27.00	\$ 540.00
DOUBLE TIME (field 3)	Hours: 0.37	\$ 14.80
FL HOL UNUSED (field 3)	Hours: 32.00	\$ 640.00
Holiday (field 3)	Hours: 56.00	\$ 1,120.00
SICK (field 3)	Hours: 32.00	\$ 640.00
Vacation (field 3)	Hours: 38.00	\$ 760.00
VACATION PO (field 3)	Hours: 48.66	\$ 973.20

Total Hours Worked: 2204.22

Taxes		\$ 12,677.76
Federal Income Tax		\$ 5,597.11
Social Security		\$ 3,481.68
Medicare		\$ 814.26
State Worked In: California	Code: CA	\$ 2,166.99
SUI/SDI: California (Taxing)	Code: 75	\$ 617.72

Deductions		\$ 3,970.16
25 - 401-K \$		\$ 1,815.56
5 - CAFEPRETAX		\$ 2,015.33
DN1 - DENT PRE TAX		\$ 139.27

Take Home		\$ 41,662.82
CHECKING		\$ 41,662.82

Other Details

Memos

401K ELIG WAGE	50,030.74
401K HOURS	2,343.88
TOT HRS WORKED	2,204.22
Available Float	736.00
HLTH PLAN VALUE	2,015.33
S	1,399,457.76
Available Sick	238.00
Avail Vacation	803.05
VTO	658.07

Pay Summary: 2024 - 1 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

SHASTA - SUSTAINABLE
20811 Industry Rd.
Anderson, CA 96007

Period Beginning Date
12/16/2023

Pay Date
1/4/2024

Co.
B60

Clock

Home Dept
000370

Home Cost Number
0003

Ryan J Neilsen

Period Ending Date
12/31/2023

WGFS Advance Pay Date

File #
141713

Number
00010021

Worked In Cost Number
0003

Gross Pay \$ 1,728.34

Regular	Rate: 23.0000	Hours: 16.00	\$ 368.00
Overtime	Rate: 34.5000	Hours: 7.43	\$ 256.34
FLOATING HOL (field 3)	Rate: 23.0000	Hours: 16.00	\$ 368.00
Holiday (field 3)	Rate: 23.0000	Hours: 8.00	\$ 184.00
Vacation (field 3)	Rate: 23.0000	Hours: 24.00	\$ 552.00

Total Hours Worked: 23.43

Taxes \$ 269.26

Federal Income Tax		\$ 98.69
Social Security		\$ 100.13
Medicare		\$ 23.42
State Worked In: California	Code: CA	\$ 29.26
SUI/SDI: California (Taxing)	Code: 75	\$ 17.76

Deductions \$ 217.10

25 - 401-K \$	\$ 103.70
5 - CAFEPRETX	\$ 106.07
DN1 - DENT PRE TAX	\$ 7.33

Take Home \$ 1,241.98

CHECKING \$ 1,241.98

Other Details

Memos

401K ELIG WAGE	1,544.34
401K HOURS	63.43
TOT HRS WORKED	23.43
S	41,480.16

EXHIBIT 2

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 12/16/2022
Period Ending: 12/31/2022
Pay Date: 01/05/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	56.00	1,120.00	1,472.00
Regular	22.0000	16.00	352.00	
Overtime	30.0000	19.55	586.50	717.84
Overtime	33.0000	3.98	131.34	
Ca Meal Prem	20.0000	1.00	20.00	42.00
Ca Meal Prem	22.0000	1.00	22.00	
Holiday	20.0000	8.00	160.00	160.00
Gross Pay			\$2,391.84	2,391.84

Your federal taxable wages this period are
\$2,134.93

Your CA taxable wages this period are
\$2,134.93

Other Benefits and Information

	this period	total to date
Available Float	32.00	
Tot Hrs Worked	95.53	95.53
Vac Available	48.67	
Totl Hrs Worked	95.53	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
Federal Income Tax	-177.77	177.77	
Social Security Tax	-141.26	141.26	
Medicare Tax	-33.04	33.04	
CA State Income Tax	-65.39	65.39	
CA SDI Tax	-20.51	20.51	
Other			
CAFEPRETX	-106.07*	106.07	
Dent Pre Tax	-7.33*	7.33	
401-K \$	-143.51*	143.51	
Net Pay	\$1,696.96		
Checking	-1,696.96		
Net Check	\$0.00		

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000010025
Pay date: 01/05/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,696.96

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 01/01/2023
Period Ending: 01/15/2023
Pay Date: 01/19/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	56.00	1,120.00	3,184.00
Regular	22.0000	16.00	352.00	
Regular	30.0000	8.00	240.00	
Overtime	30.0000	9.27	278.10	1,140.30
Overtime	33.0000	4.17	137.61	
Overtime	45.0000	.15	6.75	
Double Time	40.0000	2.27	90.80	90.80
Ca Meal Prem	22.0000	1.00	22.00	64.00
Holiday	20.0000	8.00	160.00	320.00
Gross Pay			\$2,407.26	4,799.10

Your federal taxable wages this period are
\$2,149.42
Your CA taxable wages this period are
\$2,149.42

Other Benefits and Information	this period	total to date
Available Float	32.00	
Available Sick	32.00	
Tot Hrs Worked	95.86	191.39
Vac Available	3.33	
Totl Hrs Worked	95.86	

Deductions	Statutory	
Federal Income Tax	-179.51	357.28
Social Security Tax	-142.22	283.48
Medicare Tax	-33.26	66.30
CA State Income Tax	-66.34	131.73
CA SDI Tax	-20.64	41.15
Other		
CAFEPRETX	-106.07*	212.14
Dent Pre Tax	-7.33*	14.66
401-K \$	-144.44*	287.95
Net Pay	\$1,707.45	
Checking	-1,707.45	
Net Check	\$0.00	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000030023
Pay date: 01/19/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,707.45

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 01/16/2023
Period Ending: 01/31/2023
Pay Date: 02/03/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	64.00	1,280.00	4,944.00
Regular	30.0000	16.00	480.00	
Overtime	30.0000	2.87	86.10	2,626.80
Overtime	45.0000	31.12	1,400.40	
SICK	20.0000	8.00	160.00	160.00
Ca Meal Prem				64.00
Double Time				90.80
Holiday				320.00

Gross Pay **\$3,406.50**

Deductions Statutory

Federal Income Tax	-357.05	714.33
Social Security Tax	-204.17	487.65
Medicare Tax	-47.75	114.05
CA State Income Tax	-145.02	276.75
CA SDI Tax	-29.64	70.79

Other

CAFEPRETX	-106.07*	318.21
Dent Pre Tax	-7.33*	21.99
401-K \$	-204.39*	492.34

Net Pay **\$2,305.08**

Checking -2,305.08

Net Check **\$0.00**

Your federal taxable wages this period are
\$3,088.71

Your CA taxable wages this period are
\$3,088.71

Other Benefits and Information

	this period	total to date
Available Float	32.00	
Available Sick	24.00	
Tot Hrs Worked	113.99	305.38
Vac Available	6.66	
Totl Hrs Worked	113.99	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000050024
Pay date: 02/03/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA xxxx xxxx amount \$2,305.08

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 02/01/2023
Period Ending: 02/15/2023
Pay Date: 02/21/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	56.00	1,120.00	6,896.00
Regular	22.0000	16.00	352.00	
Regular	30.0000	16.00	480.00	
Overtime	30.0000	3.68	110.40	3,193.05
Overtime	33.0000	3.75	123.75	
Overtime	45.0000	7.38	332.10	
Ca Meal Prem	20.0000	1.00	20.00	84.00
Double Time				90.80
Holiday				320.00
SICK				160.00
Gross Pay			\$2,538.25	10,743.85

Deductions	Statutory	
	Federal Income Tax	-194.29
	Social Security Tax	-150.35
	Medicare Tax	-35.16
	CA State Income Tax	-74.47
	CA SDI Tax	-21.82
	Other	
	CAFEPRET	-106.07*
	Dent Pre Tax	-7.33*
	401-K S	-152.30*
Net Pay		\$1,796.46
Checking		-1,796.46
Net Check		\$0.00

* Excluded from federal taxable wages

Your federal taxable wages this period are
\$2,272.55
Your CA taxable wages this period are
\$2,272.55

Other Benefits and
Information

	this period	total to date
Available Float	32.00	
Available Sick	24.00	
Tot Hrs Worked	102.81	408.19
Vac Available	10.00	
Totl Hrs Worked	102.81	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000070023
Pay date: 02/21/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,796.46

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 01/16/2023
Period Ending: 01/31/2023
Pay Date: 02/03/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	64.00	1,280.00	4,944.00
Regular	30.0000	16.00	480.00	
Overtime	30.0000	2.87	86.10	2,626.80
Overtime	45.0000	31.12	1,400.40	
SICK	20.0000	8.00	160.00	160.00
Ca Meal Prem				64.00
Double Time				90.80
Holiday				320.00
Gross Pay			\$3,406.50	8,205.60

Your federal taxable wages this period are
\$3,088.71
Your CA taxable wages this period are
\$3,088.71

Deductions	Statutory		
Federal Income Tax	-357.05	714.33	
Social Security Tax	-204.17	487.65	
Medicare Tax	-47.75	114.05	
CA State Income Tax	-145.02	276.75	
CA SDI Tax	-29.64	70.79	
Other			
CAFEPRETX	-106.07*	318.21	
Dent Pre Tax	-7.33*	21.99	
401-K \$	-204.39*	492.34	
Net Pay	\$2,305.08		
Checking	-2,305.08		
Net Check	\$0.00		

Other Benefits and Information	this period	total to date
Available Float	32.00	
Available Sick	24.00	
Tot Hrs Worked	113.99	305.38
Vac Available	6.66	
Totl Hrs Worked	113.99	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

* Excluded from federal taxable wages

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SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000050024
Pay date: 02/03/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$2,305.08

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 03/01/2023
Period Ending: 03/15/2023
Pay Date: 03/20/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	40.00	800.00	10,289.60
Regular	30.0000	32.00	960.00	
Overtime	30.0000	5.10	153.00	5,120.61
Overtime	45.0000	26.78	1,205.10	
Ca Meal Prem	20.0000	1.00	20.00	226.00
Ca Meal Prem	30.0000	2.00	60.00	
Floating Hol	20.0000	16.00	320.00	320.00
Double Time				90.80
Holiday				320.00
SICK				320.00
Gross Pay			\$3,518.10	16,687.01

* Excluded from federal taxable wages

Your federal taxable wages this period are

\$3,193.61

Your CA taxable wages this period are

\$3,193.61

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Available Sick	16.00	
Tot Hrs Worked	103.88	594.55
Vac Available	16.66	
Totl Hrs Worked	103.88	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory	
Federal Income Tax	-380.13	1,470.27
Social Security Tax	-211.09	992.41
Medicare Tax	-49.37	232.10
CA State Income Tax	-155.74	574.41
CA SDI Tax	-30.64	144.06
Other		
CAFEPRET	-106.07*	636.42
Dent Pre Tax	-7.33*	43.98
401-K S	-211.09*	1,001.24
Net Pay	\$2,366.64	
Checking	-2,366.64	
Net Check	\$0.00	

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000110023
Pay date: 03/20/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA XXXX XXXX amount \$2,366.64

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 03/16/2023
Period Ending: 03/31/2023
Pay Date: 04/05/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	36.40	728.00	12,137.60
Regular	22.0000	40.00	880.00	
Regular	30.0000	8.00	240.00	
Overtime	30.0000	1.82	54.60	5,644.26
Overtime	33.0000	9.10	300.30	
Overtime	45.0000	3.75	168.75	
Ca Meal Prem	22.0000	1.00	22.00	248.00
Double Time				90.80
Floating Hol				320.00
Holiday				320.00
SICK				320.00
Gross Pay			\$2,393.65	19,080.66

* Excluded from federal taxable wages

Your federal taxable wages this period are
\$2,136.62
Your CA taxable wages this period are
\$2,136.62

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Available Sick	16.00	
Tot Hrs Worked	99.07	693.62
Vac Available	20.00	
Totl Hrs Worked	99.07	

Deductions	Statutory	
Federal Income Tax	-177.97	1,648.24
Social Security Tax	-141.38	1,133.79
Medicare Tax	-33.06	265.16
CA State Income Tax	-65.51	639.92
CA SDI Tax	-20.52	164.58
Other		
CAFEPRETX	-106.07*	742.49
Dent Pre Tax	-7.33*	51.31
401-K \$	-143.63*	1,144.87
Net Pay	\$1,698.18	
Checking	-1,698.18	
Net Check	\$0.00	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000140024
Pay date: 04/05/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,698.18

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 04/01/2023
Period Ending: 04/15/2023
Pay Date: 04/19/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	64.00	1,280.00	13,657.60
Regular	30.0000	8.00	240.00	
Overtime	30.0000	4.07	122.10	5,889.21
Overtime	45.0000	2.73	122.85	
Ca Meal Prem	20.0000	5.00	100.00	348.00
SICK	20.0000	16.00	320.00	640.00
Double Time				90.80
Floating Hol				320.00
Holiday				320.00
Gross Pay			\$2,184.95	21,265.61

Your federal taxable wages this period are
\$1,940.45
Your CA taxable wages this period are
\$1,940.45

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	78.80	772.42
Vac Available	23.33	
Totl Hrs Worked	78.80	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory	
Federal Income Tax	-154.43	1,802.67
Social Security Tax	-128.43	1,262.22
Medicare Tax	-30.04	295.20
CA State Income Tax	-52.55	692.47
CA SDI Tax	-18.65	183.23
Other		
CAFEPRET	-106.07*	848.56
Dent Pre Tax	-7.33*	58.64
401-K \$	-131.10*	1,275.97
Net Pay	\$1,556.35	
Checking	-1,556.35	
Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000160023
Pay date: 04/19/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,556.35

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 04/16/2023
Period Ending: 04/30/2023
Pay Date: 05/03/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	56.00	1,120.00	15,193.60
Regular	22.0000	8.00	176.00	
Regular	30.0000	8.00	240.00	
Overtime	30.0000	21.73	651.90	6,761.76
Overtime	33.0000	1.75	57.75	
Overtime	45.0000	3.62	162.90	
Double Time	40.0000	7.80	312.00	402.80
Ca Meal Prem	20.0000	2.00	40.00	388.00
Floating Hol				320.00
Holiday				320.00
SICK				640.00
Gross Pay			\$2,760.55	24,026.16

* Excluded from federal taxable wages

Your federal taxable wages this period are
\$2,481.52
Your CA taxable wages this period are
\$2,481.52

Other Benefits and

Information	this period	total to date
Available Float	16.00	
Tot Hrs Worked	106.90	879.32
Vac Available	26.66	
Totl Hrs Worked	106.90	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
Federal Income Tax	-223.46	2,026.13	
Social Security Tax	-164.12	1,426.34	
Medicare Tax	-38.38	333.58	
CA State Income Tax	-89.99	782.46	
CA SDI Tax	-23.82	207.05	
Other			
CAFEPRETX	-106.07*	954.63	
Dent Pre Tax	-7.33*	65.97	
401-K \$	-165.63*	1,441.60	
Net Pay	\$1,941.75		
Checking	-1,941.75		
Net Check	\$0.00		

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000180024
Pay date: 05/03/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,941.75

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 05/01/2023
Period Ending: 05/15/2023
Pay Date: 05/18/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	76.72	1,534.40	16,904.00
Regular	22.0000	8.00	176.00	
Overtime	30.0000	3.43	102.90	6,919.11
Overtime	33.0000	1.65	54.45	
Ca Meal Prem	20.0000	1.00	20.00	408.00
Double Time				402.80
Floating Hol				320.00
Holiday				320.00
SICK				640.00
Gross Pay			\$1,887.75	25,913.91

Your federal taxable wages this period are
\$1,661.08
Your CA taxable wages this period are
\$1,661.08

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	89.80	969.12
Vac Available	30.00	
Totl Hrs Worked	89.80	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory	
Federal Income Tax	-120.90	2,147.03
Social Security Tax	-110.01	1,536.35
Medicare Tax	-25.73	359.31
CA State Income Tax	-36.97	819.43
CA SDI Tax	-15.97	223.02
Other		
CAFEPRETX	-106.07*	1,060.70
Dent Pre Tax	-7.33*	73.30
401-K S	-113.27*	1,554.87
Net Pay	\$1,351.50	
Checking	-1,351.50	
Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000200023
Pay date: 05/18/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	xxxx xxxx	\$1,351.50

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 05/16/2023
Period Ending: 05/31/2023
Pay Date: 06/05/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	77.25	1,545.00	18,689.00
Regular	30.0000	8.00	240.00	
Overtime	30.0000	7.35	220.50	7,154.46
Overtime	45.0000	.33	14.85	
Holiday	20.0000	8.00	160.00	480.00
Ca Meal Prem				408.00
Double Time				402.80
Floating Hol				320.00
SICK				640.00
Gross Pay			\$2,180.35	28,094.26

Your federal taxable wages this period are
\$1,936.13
Your CA-taxable wages this period are
\$1,936.13

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	92.93	1,062.05
Vac Available	33.33	
Tot Hrs Worked	92.93	

Deductions Statutory

Federal Income Tax	-153.92	2,300.95
Social Security Tax	-128.16	1,664.51
Medicare Tax	-29.97	389.28
CA State Income Tax	-52.26	871.69
CA SDI Tax	-18.60	241.62

Other

CAFEPRETAX	-106.07*	1,166.77
Dent Pre Tax	-7.33*	80.63
401-K \$	-130.82*	1,685.69

Net Pay **\$1,553.22**

Checking -1,553.22

Net Check **\$0.00**

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000220024
Pay date: 06/05/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA xxxx xxxx amount \$1,553.22

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 06/01/2023
Period Ending: 06/15/2023
Pay Date: 06/21/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	80.00	1,600.00	20,289.00
Overtime	30.0000	11.32	339.60	7,494.06
Double Time	40.0000	2.10	84.00	486.80
Ca Meal Prem	20.0000	1.00	20.00	428.00
Vacation	20.0000	8.00	160.00	160.00
Floating Hol				320.00
Holiday				480.00
SICK				640.00
Gross Pay			\$2,203.60	30,297.86

Your federal taxable wages this period are
\$1,957.98

Your CA taxable wages this period are
\$1,957.98

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	93.42	1,155.47
Vac Available	28.66	
Totl Hrs Worked	93.42	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-156.54	2,457.49
	Social Security Tax	-129.59	1,794.10
	Medicare Tax	-30.31	419.59
	CA State Income Tax	-53.71	925.40
	CA SDI Tax	-18.81	260.43
	Other		
	CAFEPRETX	-106.07*	1,272.84
	Dent Pre Tax	-7.33*	87.96
	401-K \$	-132.22*	1,817.91
Net Pay		\$1,569.02	
Checking		-1,569.02	
Net Check		\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000250022
Pay date: 06/21/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA xxxx xxxx amount \$1,569.02

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 06/16/2023
Period Ending: 06/30/2023
Pay Date: 07/06/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	20.0000	56.00	1,120.00	22,129.00
Regular	30.0000	24.00	720.00	
Overtime	30.0000	4.20	126.00	8,102.91
Overtime	45.0000	10.73	482.85	
Ca Meal Prem	20.0000	2.00	40.00	468.00
Vacation	20.0000	24.00	480.00	640.00
Double Time				486.80
Floating Hol				320.00
Holiday				480.00
SICK				640.00
Gross Pay			\$2,968.85	33,266.71

* Excluded from federal taxable wages

Your federal taxable wages this period are

\$2,677.32

Your CA taxable wages this period are

\$2,677.32

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	94.93	1,250.40
Vac Available	7.99	
Tot Hrs Worked	94.93	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-266.54	2,724.03
	Social Security Tax	-177.04	1,971.14
	Medicare Tax	-41.40	460.99
	CA State Income Tax	-107.23	1,032.63
	CA SDI Tax	-25.70	286.13
	Other		
	CAFEPRETX	-106.07*	1,378.91
	Dent Pre Tax	-7.33*	95.29
	401-K S	-178.13*	1,996.04
	Net Pay	\$2,059.41	
	Checking	-2,059.41	
	Net Check	\$0.00	

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000270023
Pay date: 07/06/2023

Deposited to the account of RYAN J NEILSEN
account number [REDACTED] transit ABA xxxx xxxx amount \$2,059.41

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Period Beginning: 07/01/2023
 20811 INDUSTRY ROAD Period Ending: 07/15/2023
 ANDERSON, CA 96007 Pay Date: 07/19/2023

RYAN J NEILSEN

Filing Status: Single/Married filing separately
 Exemptions/Allowances:
 Federal: Standard Withholding Table

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	21.0000	40.00	840.00	23,725.00
Regular	31.5000	24.00	756.00	
Overtime	31.5000	1.32	41.58	8,665.19
Overtime	47.2500	11.02	520.70	
Holiday	21.0000	8.00	168.00	648.00
Vacation	21.0000	8.00	168.00	808.00
Ca Meal Prem				468.00
Double Time				486.80
Floating Hol				320.00
SICK				640.00
Gross Pay			\$2,494.28	35,760.99

* Excluded from federal taxable wages

Your federal taxable wages this period are

\$2,231.23

Your CA taxable wages this period are

\$2,231.23

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	76.34	1,326.74
Vac Available	3.33	
Totl Hrs Worked	76.34	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
 CA: Single
 Exemptions/Allowances:
 CA: 0

Deductions	Statutory		
	Federal Income Tax	-189.33	2,913.36
	Social Security Tax	-147.61	2,118.75
	Medicare Tax	-34.52	495.51
	CA State Income Tax	-71.74	1,104.37
	CA SDI Tax	-21.43	307.56
	Other		
	CAFEPRETX	-106.07*	1,484.98
	Dent Pre Tax	-7.33*	102.62
	401-K S	-149.65*	2,145.69
	Net Pay	\$1,766.60	
	Checking	-1,766.60	
	Net Check	\$0.00	

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Advice number: 00000290021
 20811 INDUSTRY ROAD Pay date: 07/19/2023
 ANDERSON, CA 96007

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,766.60

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Period Beginning: 07/16/2023
 20811 INDUSTRY ROAD Period Ending: 07/31/2023
 ANDERSON, CA 96007 Pay Date: 08/03/2023

RYAN J NEILSEN

Filing Status: Single/Married filing separately
 Exemptions/Allowances:
 Federal: Standard Withholding Table

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	21.0000	79.82	1,676.22	25,658.89
Regular	31.5000	8.18	257.67	
Overtime	31.5000	12.45	392.18	9,773.21
Overtime	47.2500	15.15	715.84	
Ca Meal Prem	21.0000	3.00	63.00	531.00
Double Time				486.80
Floating Hol				320.00
Holiday				648.00
SICK				640.00
Vacation				808.00
Gross Pay			\$3,104.91	38,865.90

* Excluded from federal taxable wages

Your federal taxable wages this period are

\$2,805.22

Your CA taxable wages this period are

\$2,805.22

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	115.60	1,442.34
Vac Available	6.66	
Totl Hrs Worked	115.60	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
 CA: Single
 Exemptions/Allowances:
 CA: 0

Deductions	Statutory		
Federal Income Tax	-294.68	3,208.04	
Social Security Tax	-185.47	2,304.22	
Medicare Tax	-43.38	538.89	
CA State Income Tax	-118.48	1,222.85	
CA SDI Tax	-26.92	334.48	
Other			
CAFEPRETX	-106.07*	1,591.05	
Dent Pre Tax	-7.33*	109.95	
401-K \$	-186.29*	2,331.98	
Net Pay	\$2,136.29		
Checking	-2,136.29		
Net Check	\$0.00		

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Advice number: 00000310020
 20811 INDUSTRY ROAD Pay date: 08/03/2023
 ANDERSON, CA 96007

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$2,136.29

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 08/01/2023
Period Ending: 08/15/2023
Pay Date: 08/18/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	21.0000	85.30	1,791.30	27,450.19
Overtime	31.5000	17.88	563.22	10,336.43
Double Time	42.0000	.32	13.44	500.24
Ca Meal Prem				531.00
Floating Hol				320.00
Holiday				648.00
SICK				640.00
Vacation				808.00
Gross Pay			\$2,367.96	41,233.86

Your federal taxable wages this period are
\$2,112.48

Your CA taxable wages this period are
\$2,112.48

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	103.50	1,545.84
Vac Available	9.99	
Totl Hrs Worked	103.50	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-175.08	3,383.12
	Social Security Tax	-139.79	2,444.01
	Medicare Tax	-32.69	571.58
	CA State Income Tax	-63.91	1,286.76
	CA SDI Tax	-20.30	354.78
	Other		
	CAFEPRETX	-106.07*	1,697.12
	Dent Pre Tax	-7.33*	117.28
	401-K \$	-142.08*	2,474.06
Net Pay		\$1,680.71	
Checking		-1,680.71	
Net Check		\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000330021
Pay date: 08/18/2023

Deposited to the account of
RYAN J NEILSEN

account number	transit	ABA	amount
[REDACTED]	XXXX	XXXX	\$1,680.71

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 08/16/2023
Period Ending: 08/31/2023
Pay Date: 09/06/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	21.0000	64.00	1,344.00	28,794.19
Overtime	31.5000	29.48	928.62	11,265.05
Ca Meal Prem				531.00
Double Time				500.24
Floating Hol				320.00
Holiday				648.00
SICK				640.00
Vacation				808.00
Gross Pay			\$2,272.62	43,506.48

Your federal taxable wages this period are
\$2,022.86

Your CA taxable wages this period are
\$2,022.86

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	93.48	1,639.32
Vac Available	13.33	
Toll Hrs Worked	93.48	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-164.32	3,547.44
	Social Security Tax	-133.87	2,577.88
	Medicare Tax	-31.31	602.89
	CA State Income Tax	-57.99	1,344.75
	CA SDI Tax	-19.43	374.21
	Other		
	CAFEPRETX	-106.07*	1,803.19
	Dent Pre Tax	-7.33*	124.61
	401-K \$	-136.36*	2,610.42
	Net Pay	\$1,615.94	
	Checking	-1,615.94	
	Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000360021
Pay date: 09/06/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA XXXX XXXX amount \$1,615.94

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 09/01/2023
Period Ending: 09/15/2023
Pay Date: 09/20/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	21.0000	61.27	1,286.67	30,080.86
Overtime	31.5000	24.15	760.73	12,025.78
Holiday	21.0000	8.00	168.00	816.00
Ca Meal Prem				531.00
Double Time				500.24
Floating Hol				320.00
SICK				640.00
Vacation				808.00
Gross Pay			\$2,215.40	45,721.88

Your federal taxable wages this period are
\$1,969.08

Your CA taxable wages this period are
\$1,969.08

**Other Benefits and
Information**

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	85.42	1,724.74
Vac Available	16.66	
Tot Hrs Worked	85.42	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-157.87	3,705.31
	Social Security Tax	-130.32	2,708.20
	Medicare Tax	-30.48	633.37
	CA State Income Tax	-54.44	1,399.19
	CA SDI Tax	-18.92	393.13
	Other		
	CAFEPRETAX	-106.07*	1,909.26
	Dent Pre Tax	-7.33*	131.94
	401-K \$	-132.92*	2,743.34
	Net Pay	\$1,577.05	
	Checking	-1,577.05	
	Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000380021
Pay date: 09/20/2023

Deposited to the account of RYAN J NEILSEN
account number [REDACTED] transit ABA XXXX XXXX amount \$1,577.05

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 09/16/2023
Period Ending: 09/30/2023
Pay Date: 10/04/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	86.95	1,999.85	32,080.71
Overtime	34.5000	36.77	1,268.57	13,294.35
Ca Meal Prem				531.00
Double Time				500.24
Floating Hol				320.00
Holiday				816.00
SICK				640.00
Vacation				808.00
Gross Pay			\$3,268.42	48,990.30

Your federal taxable wages this period are
\$2,958.91

Your CA taxable wages this period are
\$2,958.91

**Other Benefits and
Information**

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	123.72	1,848.46
Vac Available	19.99	
Tot Hrs Worked	123.72	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-328.49	4,033.80
	Social Security Tax	-195.61	2,903.81
	Medicare Tax	-45.75	679.12
	CA State Income Tax	-132.01	1,531.20
	CA SDI Tax	-28.39	421.52
	Other		
	CAFEPRETX	-106.07*	2,015.33
	Dent Pre Tax	-7.33*	139.27
	401-K \$	-196.11*	2,939.45
Net Pay		\$2,228.66	
Checking		-2,228.66	
Net Check		\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000400023
Pay date: 10/04/2023

Deposited to the account of
RYAN J NEILSEN

account number [REDACTED] transit ABA XXXX XXXX amount \$2,228.66

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Period Beginning: 10/01/2023
20811 INDUSTRY ROAD Period Ending: 10/15/2023
ANDERSON, CA 96007 Pay Date: 10/18/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	56.00	1,288.00	33,368.71
Overtime	34.5000	25.82	890.79	14,185.14
Ca Meal Prem				531.00
Double Time				500.24
Floating Hol				320.00
Holiday				816.00
SICK				640.00
Vacation				808.00

Gross Pay \$2,178.79

51,169.09

Your federal taxable wages this period are
\$1,934.66

Your CA taxable wages this period are
\$1,934.66

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	81.82	1,930.28
Vac Available	23.33	
Totl Hrs Worked	81.82	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions Statutory

Federal Income Tax	-153.74	4,187.54
Social Security Tax	-128.06	3,031.87
Medicare Tax	-29.95	709.07
CA State Income Tax	-52.17	1,583.37
CA SDI Tax	-18.59	440.11

Other

CAFEPRETX	-106.07*	2,121.40
Dent Pre Tax	-7.33*	146.60
401-K \$	-130.73*	3,070.18

Net Pay \$1,552.15

Checking -1,552.15

Net Check \$0.00

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC. Advice number:
20811 INDUSTRY ROAD Pay date:
ANDERSON, CA 96007

00000420023

10/18/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,552.15

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 10/16/2023
Period Ending: 10/31/2023
Pay Date: 11/03/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	61.27	1,409.21	34,777.92
Overtime	34.5000	32.05	1,105.73	15,290.87
Ca Meal Prem	23.0000	1.00	23.00	554.00
Double Time				500.24
Floating Hol				320.00
Holiday				816.00
SICK				640.00
Vacation				808.00
Gross Pay			\$2,537.94	53,707.03

Your federal taxable wages this period are
\$2,272.26
Your CA taxable wages this period are
\$2,272.26

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	93.32	2,023.60
Vac Available	26.66	
Totl Hrs Worked	93.32	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-194.25	4,381.79
	Social Security Tax	-150.32	3,182.19
	Medicare Tax	-35.15	744.22
	CA State Income Tax	-74.45	1,657.82
	CA SDI Tax	-21.82	461.93
	Other		
	CAFEPRETX	-106.07*	2,227.47
	Dent Pre Tax	-7.33*	153.93
	401-K S	-152.28*	3,222.46
	Net Pay	\$1,796.27	
	Checking	-1,796.27	
	Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000440022
Pay date: 11/03/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,796.27

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 11/01/2023
Period Ending: 11/15/2023
Pay Date: 11/20/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	64.00	1,472.00	36,249.92
Overtime	34.5000	29.78	1,027.41	16,318.28
Ca Meal Prem				554.00
Double Time				500.24
Floating Hol				320.00
Holiday				816.00
SICK				640.00
Vacation				808.00
Gross Pay			\$2,499.41	56,206.44

Your federal taxable wages this period are
\$2,236.05

Your CA taxable wages this period are
\$2,236.05

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	93.78	2,117.38
Vac Available	29.99	
Tot Hrs Worked	93.78	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-189.90	4,571.69
	Social Security Tax	-147.93	3,330.12
	Medicare Tax	-34.60	778.82
	CA State Income Tax	-72.06	1,729.88
	CA SDI Tax	-21.47	483.40
	Other		
	CAFEPRETAX	-106.07*	2,333.54
	Dent Pre Tax	-7.33*	161.26
	401-K \$	-149.96*	3,372.42
Net Pay		\$1,770.09	
Checking		-1,770.09	
Net Check		\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number:

00000460021

Pay date:

11/20/2023

Deposited to the account of
RYAN J NEILSEN

account number

transit ABA

amount
\$1,770.09

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 11/16/2023
Period Ending: 11/30/2023
Pay Date: 12/05/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	72.00	1,656.00	37,905.92
Overtime	34.5000	33.48	1,155.06	17,473.34
Holiday	23.0000	16.00	368.00	1,184.00
Ca Meal Prem				554.00
Double Time				500.24
Floating Hol				320.00
SICK				640.00
Vacation				808.00
Gross Pay			\$3,179.06	59,385.50

Your federal taxable wages this period are
\$2,874.92

Your CA taxable wages this period are
\$2,874.92

Other Benefits and Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	105.48	2,222.86
Vac Available	33.32	
Totl Hrs Worked	105.48	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
	Federal Income Tax	-310.01	4,881.70
	Social Security Tax	-190.07	3,520.19
	Medicare Tax	-44.45	823.27
	CA State Income Tax	-124.61	1,854.49
	CA SDI Tax	-27.60	511.00
	Other		
	CAFEPRET	-106.07*	2,439.61
	Dent Pre Tax	-7.33*	168.59
	401-K S	-190.74*	3,563.16
	Net Pay	\$2,178.18	
	Checking	-2,178.18	
	Net Check	\$0.00	

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number:

00000490022

Pay date:

12/05/2023

Deposited to the account of
RYAN J NEILSEN

account number

transit ABA

amount

XXXX XXXX

\$2,178.18

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 12/05/2023
Period Ending: 12/11/2023
Pay Date: 12/13/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Bonus	23.0000	40.00	920.00	920.00
Regular				37,905.92
Overtime				17,473.34
Ca Meal Prem				554.00
Double Time				500.24
Floating Hol				320.00
Holiday				1,184.00
SICK				640.00
Vacation				808.00
Gross Pay			\$920.00	60,305.50

Your federal taxable wages this period are \$864.80
Your CA taxable wages this period are \$864.80

Other Benefits and Information	this period	total to date
Tot Hrs Worked		2,222.86

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
Federal Income Tax	-190.26	5,071.96	
Social Security Tax	-57.04	3,577.23	
Medicare Tax	-13.34	836.61	
CA State Income Tax	-88.47	1,942.96	
CA SDI Tax	-8.28	519.28	
Other			
401-K \$	-55.20*	3,618.36	
CAFEPRETAX		2,439.61	
Dent Pre Tax		168.59	
Net Pay	\$507.41		
Checking	-507.41		
Net Check	\$0.00		

* Excluded from federal taxable wages

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000500020
Pay date: 12/13/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$507.41

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 12/09/2023
Period Ending: 12/15/2023
Pay Date: 12/18/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Vacation Po			368.05	368.05
Regular				37,905.92
Overtime				17,473.34
Bonus				920.00
Ca Meal Prem				554.00
Double Time				500.24
Floating Hol				320.00
Holiday				1,184.00
SICK				640.00
Vacation				808.00
Gross Pay			\$368.05	60,673.55

* Excluded from federal taxable wages

Your federal taxable wages this period are \$345.97
Your CA taxable wages this period are \$345.97

Other Benefits and Information

	this period	total to date
Tot Hrs Worked		2,222.86

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory		
Federal Income Tax	-76.11	5,148.07	
Social Security Tax	-22.82	3,600.05	
Medicare Tax	-5.34	841.95	
CA State Income Tax	-22.83	1,965.79	
CA SDI Tax	-3.31	522.59	
Other			
401-K \$	-22.08*	3,640.44	
CAFEPRET		2,439.61	
Dent Pre Tax		168.59	
Net Pay		\$215.56	
Checking	-215.56		
Net Check		\$0.00	

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000504019
Pay date: 12/18/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$215.56

THIS IS NOT A CHECK

NON-NEGOTIABLE

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Period Beginning: 12/01/2023
Period Ending: 12/15/2023
Pay Date: 12/20/2023

Filing Status: Single/Married filing separately
Exemptions/Allowances:
Federal: Standard Withholding Table

RYAN J NEILSEN

Social Security Number: [REDACTED]

Earnings	rate	hours	this period	year to date
Regular	23.0000	56.00	1,288.00	39,193.92
Overtime	34.5000	26.23	904.94	18,378.28
Bonus				920.00
Ca Meal Prem				554.00
Double Time				500.24
Floating Hol				320.00
Holiday				1,184.00
SICK				640.00
Vacation				808.00
Vacation Po				368.05
Gross Pay			\$2,192.94	62,866.49

* Excluded from federal taxable wages

Your federal taxable wages this period are
\$1,947.96
Your CA taxable wages this period are
\$1,947.96

Other Benefits and
Information

	this period	total to date
Available Float	16.00	
Tot Hrs Worked	82.23	2,305.09
Vac Available	36.66	
Totl Hrs Worked	82.23	

Important Notes

YOUR COMPANY PHONE NUMBER IS 530-339-7600

Additional Tax Withholding Information

Taxable Marital Status:
CA: Single
Exemptions/Allowances:
CA: 0

Deductions	Statutory	
Federal Income Tax	-155.33	5,303.40
Social Security Tax	-128.93	3,728.98
Medicare Tax	-30.15	872.10
CA State Income Tax	-53.05	2,018.84
CA SDI Tax	-18.71	541.30
Other		
CAFEPRETX	-106.07*	2,545.68
Dent Pre Tax	-7.33*	175.92
401-K \$	-131.58*	3,772.02
Net Pay	\$1,561.79	
Checking	-1,561.79	
Net Check	\$0.00	

SHASTA-SUSTAINABLE RESOURCE MANAGEMENT, INC.
20811 INDUSTRY ROAD
ANDERSON, CA 96007

Advice number: 00000510026
Pay date: 12/20/2023

Deposited to the account of	account number	transit ABA	amount
RYAN J NEILSEN	[REDACTED]	XXXX XXXX	\$1,561.79

THIS IS NOT A CHECK

NON-NEGOTIABLE