

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

**2255 CALLE CLARA
LA JOLLA, CALIFORNIA 92037**

Web Site: www.bamlawca.com

San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago

Phone: (858) 551-1223

Fax: (858) 551-1232

**WRITERS E-MAIL:
nick@bamlawca.com**

**WRITERS EXT:
1009**

**April 25, 2025
CA3682**

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

**Labor and Workforce Development Agency
Online Filing**

**Medimpact Healthcare Systems, Inc.
Certified Mail #9589071052700057737727
C T CORPORATION SYSTEM
AMANDA GARCIA
330 N BRAND BLVD, SUITE 700
GLENDALE, CA 91203**

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and Violation of Applicable Industrial Welfare Commission Wage Order(s) brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

This letter serves as a written notice under California Labor Code Section 2699.3 on behalf of Cynthia Fitzpatrick ("Plaintiff") and all other Aggrieved Employees of Medimpact Healthcare Systems, Inc. ("Defendant"). "Aggrieved Employees" refers to all individuals who are or previously were employed by Medimpact Healthcare Systems, Inc. in California, including any employees staffed with Medimpact Healthcare Systems, Inc. by a third party, and classified as non-exempt employees during the time period of April 25, 2024 until a date as determined by the Court ("PAGA Period"). Our offices represent Plaintiff and other Aggrieved Employees in a lawsuit against Defendant. Plaintiff was employed by Defendant in California from 2020 to March 14, 2025. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock as described further below.

Specifically, Plaintiff was employed by Defendant as a Customer Care Representative reporting to Defendant's Customer Service Supervisor, Arianna Purnell. The position as originally a regular full-time remote job that she performed from her home in San Diego

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

2255 CALLE CLARA

LA JOLLA, CALIFORNIA 92037

Web Site: www.bamlawca.com

San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago

Phone: (858) 551-1223

Fax: (858) 551-1232

County. Plaintiff's job duties included, but were not limited to, handling customer inquiries, providing services to Defendant's customers related to pharmacy benefits, answering phone calls, emails, and potentially chat inquiries from members, providers, and other clients of Defendant. In order to support its pharmacy benefit services, Defendant hired customer service employees like Plaintiff who was are responsible for all customer support related matters.

During the PAGA Period, Defendant intentionally and unlawfully failed to pay Plaintiff and other Aggrieved Employees for compensable work time which was spent logging onto computers, initializing software applications, and preparing to take and/or make phone calls for Defendant. For example, Plaintiff would first have to log into Defendant's phone system called Five9. Then Plaintiff would have to set up and initialize several applications before she was ready to take/or make calls using Defendant's computer application phone system. Plaintiff was not allowed to clock in for the workday on Defendant's intranet system until these steps were completed and she was ready to work. Plaintiff alleges this process pre-shift could typically take up to seven (7) minutes per work shift. Additionally, from time to time Defendant prescribed a heavy workload on Plaintiff that she was not able to complete all of her "call notes," which were the formal descriptions of her calls that she was required to complete in Defendant's "Pharmscreens" system. The time stamps of these call notes completions are in Defendant's possession and will reveal that this work was also performed after Plaintiff had already clocked out for her work shift. As a result, these pre-and post shift duties caused Plaintiff and other Aggrieved Employees to be underpaid for minimum and overtime wages in violation of California Labor Code Sections 510, 1194, 1197, 1197.1 & 1198. Further, Defendant also paid Plaintiff non-discretionary performance based incentive wages such as "DIFF" and "QUARTERLY BONUS" but failed to include these payments into Plaintiff's regular rate for the purposes of calculating the correct overtime and sick pay rates of pay in violation of Cal. Lab. Code Sections 246 & 510. Attached hereto as **Exhibit #1** are true and correct copies of the pay stubs showing these payments and violations.

Further, Plaintiff's job as a Customer Care Representative meant she would be in the middle of calls dealing with customers who were attempting to obtain the status of medical benefit coverage of their medication. This meant that from time to time during the PAGA Period, Plaintiff was unable to take a meal period prior to her fifth (5th) hour of work and also was not afforded a timely legally required off duty rest period as she could not hang up on the customer mid-call. Defendant failed to pay Plaintiff meal and rest break penalties for these instances in violation of Cal. Labor Codes Section 226.7 , 512 & 1198.

In addition, although Plaintiff utilized Defendant's phone application as described above and did not have to make calls using her own cell phone to Defendant's customers, Defendant required Plaintiff to use her personal cell phone for other work related duties that included frequent calls to Defendant's IT department. These calls were a necessary business

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

2255 CALLE CLARA

LA JOLLA, CALIFORNIA 92037

Web Site: www.bamlawca.com

San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago

Phone: (858) 551-1223

Fax: (858) 551-1232

expense as Plaintiff needed to troubleshoot IT issues in order to be able to perform her essential job duties for Defendant. Plaintiff was not reimbursed for her personal cell phone business related expenses that she incurred as a result of her job duties for Defendant in violation of Cal. Lab. Code Section 2802.

Further, pursuant to Labor Code § 204 and § 210, Defendant failed to timely pay Plaintiff and other Aggrieved Employees with their minimum and overtime wages, and meal and rest break penalty wages as described above.

Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Plaintiff and the Aggrieved Employees were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the proper regular and overtime wages earned. Defendant failed to include all hours worked and the correct wages owed in violation of Cal. Lab. Code 226(a).

Finally, as described in detail in this notice, Defendant failed to pay all wages and premiums owed to Plaintiff and Aggrieved Employees during their employment and also failed to timely pay those amounts due and earned to departing employees upon separation of employment (such as Plaintiff when she left employment with Defendant on March 14, 2025). Defendant also failed to pay the waiting time penalties owed to Plaintiff as a result of the wages she was owed and not paid when Defendant terminated her employment.

This notice is provided to enable Plaintiff to proceed with a Complaint against Defendant as authorized by California Labor Code section 2699, *et seq.* The lawsuit will consist of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

If you have any questions or concerns, please do not hesitate to contact me at the above number and email address.

Respectfully,

/s/ Nicholas J. De Blouw

Nicholas J. De Blouw, Esq.

EXHIBIT #1

Image
Not
Available

MedImpact Healthcare Systems Inc. 10181 Scripps Gateway Court San Diego, CA 92131
Cynthia Fitzpatrick [REDACTED]

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Cynthia Fitzpatrick	MedImpact Healthcare Systems Inc.	24958	04/15/2024	04/28/2024	05/03/2024	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	56.65	1,227.02	151.39	100.96	0.13	974.54
YTD	362.25	8,343.80	928.16	709.08	0.91	6,705.65

Earnings							Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD Hours	YTD Amount	Description	Amount	YTD
Bereavement			0		24	462.00	OASDI	74.93	503.62
Premium			0		2	38.50	Medicare	17.52	117.78
DIFF	04/15/2024 - 04/21/2024	4.05	1.925	7.80	15.95	30.72	CA SDI - CASDI	8.51	87.68
OT	04/22/2024 - 04/28/2024	0.25	28.875	7.23	4.05	117.12			
Floating Holiday			0		8	154.00			
Holiday			0		8	154.00			
Paid Time Off	04/15/2024 - 04/28/2024	6.56	19.25	126.28	25.56	492.05			
Reg	04/15/2024 - 04/21/2024	24.75	19.25	476.44					
Reg	04/22/2024 - 04/28/2024	31.65	19.25	609.27	358.2	6,895.41			
Earnings				1,227.02		8,343.80	Employee Taxes	100.96	709.08

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
EE - 401(k)	98.17	555.62	EE VOL AD&D Spouse	0.13	0.91
EE - Dental Pretax	1.08	7.56			
EE - Medical Pretax	51.00	357.00			
EE - Vision Pretax	1.14	7.98			
Pre Tax Deductions	151.39	928.16	Post Tax Deductions	0.13	0.91

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
ER - 401(k) Employer Match	36.82	208.38	OASDI - Taxable Wages	1,208.54	8,122.85
ER - Dental	6.14	42.98	Medicare - Taxable Wages	1,208.54	8,122.85
ER - Health Savings Account HSA	-400.00	0.00	Federal Withholding - Taxable Wages	1,110.37	7,567.23
ER - Medical	352.74	2,469.18	State Tax Taxable Wages - CA	710.37	7,567.23
ER - Vision	3.20	22.40			
ER Company Paid AD&D	1.45	5.80			
ER Employee Assistance Program (EAP)	2.07	8.28			
ER Hospital Indemnity	4.21	29.47			
ER Paid - Long Term Disability	4.20	16.80			
ER Paid Basic Life	5.81	23.24			
Hospital Indemnity ER Taxable	4.21	29.47			
Imputed Income GTL	30.53	122.12			
Employer Paid Benefits	51.38	2,978.12			

	Federal	State	Absence Plans			
Marital Status			Description	Accrued	Reduced	Available
Allowances			Covid Leave	0	0	0
Additional Withholding			Floating Holiday (Full-Time)	0	0	0
			Paid Time Off (PTO)	4.04544	5.53914	4.04544

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
[REDACTED]	[REDACTED]	[REDACTED]		474.54 USD
				500.00 USD

Image
Not
Available

MedImpact Healthcare Systems Inc. 10181 Scripps Gateway Court San Diego, CA 92131
Cynthia Fitzpatrick

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Cynthia Fitzpatrick	MedImpact Healthcare Systems Inc.	24958	08/19/2024	08/25/2024	08/27/2024	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	0.00	350.98	14.04	127.08	0.00	209.86
YTD	827.65	18,776.82	1,813.02	1,695.00	1.82	15,266.98

Earnings							Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD Hours	YTD Amount	Description	Amount	YTD
Bereavement			0		24	462.00	OASDI	21.76	1,134.87
Premium			0		4	77.00	Medicare	5.09	265.41
DIFF			0		23.9	46.03	Federal Withholding	74.13	74.13
OT			0		7.35	212.67	State Tax - CA	22.24	22.24
Floating Holiday			0		8	154.00	CA SDI - CASDI	3.86	198.35
Holiday			0		32	616.00			
Paid Time Off			0		55.43914	1,067.26			
Quarter 2 Bonus W:08/19/2024 - 08/25/2024		0	0	350.98	0	350.98			
Reg			0		820.3	15,790.88			
Earnings				350.98		18,776.82	Employee Taxes	127.08	1,695.00

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
EE - 401(k)	14.04	1,067.94	EE VOL AD&D Spouse		1.82
EE - Dental Pretax		15.12			
EE - Medical Pretax		714.00			
EE - Vision Pretax		15.96			
Pre Tax Deductions	14.04	1,813.02	Post Tax Deductions	0.00	1.82

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
ER - 401(k) Employer Match	10.53	521.42	OASDI - Taxable Wages	350.98	18,304.39
ER - Dental		85.96	Medicare - Taxable Wages	350.98	18,304.39
ER - Medical		4,938.36	Federal Withholding - Taxable Wages	336.94	17,236.45
ER - Vision		44.80	State Tax Taxable Wages - CA	336.94	17,236.45
ER Company Paid AD&D		10.15			
ER Employee Assistance Program (EAP)		14.49			
ER Hospital Indemnity		58.94			
ER Paid - Long Term Disability		29.40			
ER Paid Basic Life		40.67			
Hospital Indemnity ER Taxable		58.94			
Imputed Income GTL		213.71			
Employer Paid Benefits	10.53	6,016.84			

	Federal	State	Absence Plans			
Marital Status			Description	Accrued	Reduced	Available
Allowances			Covid Leave	0	0	0
Additional Withholding			Floating Holiday (Full-Time)	0	0	0
			Paid Time Off (PTO)	0	0	4.843305

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
				209.86 USD

Image
Not
Available

MedImpact Healthcare Systems Inc. 10181 Scripps Gateway Court San Diego, CA 92131
Cynthia Fitzpatrick

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Cynthia Fitzpatrick	MedImpact Healthcare Systems Inc.	24958	11/25/2024	12/01/2024	12/05/2024	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	0.00	296.73	5.94	109.12	0.00	181.67
YTD	1,214.22	27,986.34	2,416.79	2,565.19	2.60	23,001.76

Earnings							Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD Hours	YTD Amount	Description	Amount	YTD
Bereavement			0		48	937.51	OASDI	18.40	1,693.47
Premium			0		7	136.46	Medicare	4.30	396.05
DIFF			0		27.55	53.27	Federal Withholding	63.97	138.10
DT			0		0.01	0.40	State Tax - CA	19.19	41.43
OT			0		10.36	301.66	CA SDI - CASDI	3.26	296.14
Floating Holiday			0		8	154.00			
Holiday			0		40	774.51			
Paid Time Off			0		83.64	914.23			
Quarter 2 Bonus W/			0		0	350.98			
Quarter 3 Bonus W/11/25/2024 - 12/01/2024		0	0	296.73	0	296.73			
Reg			0		1203.85	23,357.09			
Earnings				296.73		27,986.34	Employee Taxes	109.12	2,565.19

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
EE - 401(k)	5.94	1,352.39	EE VOL AD&D Spouse		2.60
EE - Dental Pretax		21.60			
EE - Medical Pretax		1,020.00			
EE - Vision Pretax		22.80			
Pre Tax Deductions	5.94	2,416.79	Post Tax Deductions	0.00	2.60

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
ER - 401(k) Employer Match	5.94	742.76	OASDI - Taxable Wages	296.73	27,314.02
ER - Dental		122.80	Medicare - Taxable Wages	296.73	27,314.02
ER - Medical		7,054.80	Federal Withholding - Taxable Wages	290.79	25,961.63
ER - Vision		64.00	State Tax Taxable Wages - CA	290.79	25,961.63
ER Employee Assistance Program (EAP)		20.70			
ER Hospital Indemnity		84.20			
ER Paid - Long Term Disability		42.26			
ER Paid Basic Life		58.38			
Hospital Indemnity ER Taxable		84.20			
ER Company Paid AD&D		14.58			
Imputed Income GTL		307.88			
Employer Paid Benefits	5.94	8,596.56			

	Federal	State	Absence Plans			
Marital Status			Description	Accrued	Reduced	Available
Allowances			Covid Leave	0	0	0
Additional Withholding			Floating Holiday (Full-Time)	0	0	0
			Paid Time Off (PTO)	0	0	6.185145

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
				181.67 USD

Image
Not
Available

MedImpact Healthcare Systems Inc. 10181 Scripps Gateway Court San Diego, CA 92131
Cynthia Fitzpatrick

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Cynthia Fitzpatrick	MedImpact Healthcare Systems Inc.	24958	11/25/2024	12/08/2024	12/13/2024	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	48.05	1,403.81	81.30	120.94	0.13	1,201.44
YTD	1,262.27	29,390.15	2,498.09	2,686.13	2.73	24,203.20

Earnings							Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD Hours	YTD Amount	Description	Amount	YTD
Bereavement			0		48	937.51	OASDI	85.97	1,779.44
Premium			0		7	136.46	Medicare	20.11	416.16
DIFF	12/02/2024 - 12/08/2024	3.75	1.982	7.44	31.3	60.71	Federal Withholding	0.00	138.10
DT			0		0.01	0.40	State Tax - CA	0.00	41.43
OT	11/25/2024 - 12/01/2024	0.05	29.7228	1.50			CA SDI - CASDI	14.86	311.00
OT	12/02/2024 - 12/08/2024	0.4	29.9078	11.97	10.81	315.13			
Floating Holiday			0		8	154.00			
Holiday	11/25/2024 - 12/08/2024	16	19.8128	317.01	56	1,091.52			
Paid Time Off	11/25/2024 - 12/08/2024	6.18	19.8128	122.45	89.82914	1,746.18			
Quarter 2 Bonus W:			0		0	350.98			
Quarter 3 Bonus W:			0		0	296.73			
Reg	11/25/2024 - 12/01/2024	27.9	19.82	552.98					
Reg	12/02/2024 - 12/08/2024	19.7	19.82	390.46	1251.45	24,300.53			
Earnings				1,403.81		29,390.15	Employee Taxes	120.94	2,686.13

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
EE - 401(k)	28.08	1,380.47	EE VOL AD&D Spouse	0.13	2.73
EE - Dental Pretax	1.08	22.68			
EE - Medical Pretax	51.00	1,071.00			
EE - Vision Pretax	1.14	23.94			
Pre Tax Deductions	81.30	2,498.09	Post Tax Deductions	0.13	2.73

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
ER - 401(k) Employer Match	28.08	770.84	OASDI - Taxable Wages	1,386.62	28,700.64
ER - Dental	6.14	128.94	Medicare - Taxable Wages	1,386.62	28,700.64
ER - Medical	352.74	7,407.54	Federal Withholding - Taxable Wages	1,358.54	27,320.17
ER - Vision	3.20	67.20	State Tax Taxable Wages - CA	1,358.54	27,320.17
ER Company Paid AD&D	1.49	16.07			
ER Employee Assistance Program (EAP)	2.07	22.77			
ER Hospital Indemnity	4.21	88.41			
ER Paid - Long Term Disability	4.33	46.59			
ER Paid Basic Life	5.95	64.33			
Hospital Indemnity ER Taxable	4.21	88.41			
Imputed Income GTL	31.82	339.70			
Employer Paid Benefits	444.24	9,040.80			

	Federal	State	Absence Plans			
Marital Status			Description	Accrued	Reduced	Available
Allowances			Covid Leave	0	0	0
Additional Withholding			Floating Holiday (Full-Time)	0	0	0
			Paid Time Off (PTO)	4.55532	6.18	4.560465

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
				701.44 USD
				500.00 USD

Image
Not
Available

MedImpact Healthcare Systems Inc. 10181 Scripps Gateway Court San Diego, CA 92131
Cynthia Fitzpatrick [REDACTED]

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Cynthia Fitzpatrick	MedImpact Healthcare Systems Inc.	24958	12/09/2024	12/22/2024	12/27/2024	

	Hours Worked	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	63.95	1,368.86	80.60	115.44	0.13	1,172.69
YTD	1,326.22	30,759.01	2,578.69	2,801.57	2.86	25,375.89

Earnings							Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD Hours	YTD Amount	Description	Amount	YTD
Bereavement			0		48	937.51	OASDI	81.83	1,861.27
Premium			0		7	136.46	Medicare	19.14	435.30
DIFF	12/16/2024 - 12/22/2024	4.05	1.982	8.03	35.35	68.74	Federal Withholding	0.00	138.10
DT			0		0.01	0.40	State Tax - CA	0.00	41.43
OT	12/09/2024 - 12/15/2024	0.3	29.7228	8.93	11.11	324.06	CA SDI - CASDI	14.47	325.47
Floating Holiday			0		8	154.00			
Holiday			0		56	1,091.52			
Paid Time Off	12/09/2024 - 12/22/2024	4.56	19.8128	90.35	94.38914	1,836.53			
Quarter 2 Bonus W:			0		0	350.98			
Quarter 3 Bonus W:			0		0	296.73			
Reg	12/09/2024 - 12/15/2024	35.35	19.82	700.64					
Reg	12/16/2024 - 12/22/2024	28.3	19.82	560.91	1315.1	25,562.08			
Earnings				1,368.86		30,759.01	Employee Taxes	115.44	2,801.57

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
EE - 401(k)	27.38	1,407.85	EE VOL AD&D Spouse	0.13	2.86
EE - Dental Pretax	1.08	23.76			
EE - Medical Pretax	51.00	1,122.00			
EE - Vision Pretax	1.14	25.08			
Pre Tax Deductions	80.60	2,578.69	Post Tax Deductions	0.13	2.86

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
ER - 401(k) Employer Match	27.38	798.22	OASDI - Taxable Wages	1,319.85	30,020.49
ER - Dental	6.14	135.08	Medicare - Taxable Wages	1,319.85	30,020.49
ER - Medical	352.74	7,760.28	Federal Withholding - Taxable Wages	1,292.47	28,612.64
ER - Vision	3.20	70.40	State Tax Taxable Wages - CA	1,292.47	28,612.64
ER Company Paid AD&D		16.07			
ER Employee Assistance Program (EAP)		22.77			
ER Hospital Indemnity	4.21	92.62			
ER Paid - Long Term Disability		46.59			
ER Paid Basic Life		64.33			
Hospital Indemnity ER Taxable	4.21	92.62			
Imputed Income GTL		339.70			
Employer Paid Benefits	397.88	9,438.68			

	Federal	State	Absence Plans		
Marital Status	[REDACTED]	[REDACTED]	Description	Accrued	Reduced Available
Allowances	[REDACTED]	[REDACTED]	Covid Leave	0	0 0
Additional Withholding	[REDACTED]	[REDACTED]	Floating Holiday (Full-Time)	0	0 0
			Paid Time Off (PTO)	5.75484	4.56 5.755305

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
[REDACTED]	[REDACTED]	[REDACTED]		672.69 USD
				500.00 USD