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1009

April 4, 2025
CA3612

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Frito-Lay, Inc.
Certified Mail #9589071052700057740468
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 David Manjarrez (“Plaintiff”) and all other Aggrieved Employees of Frito-Lay, Inc. (“Defendant”). “Aggrieved Employees” refers to all individuals who are or previously were employed by Frito-Lay, Inc. in California, including any employees staffed with Frito-Lay, Inc. by a third party, and classified as non-exempt employees during the time period of April 4, 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 May 15, 2023 to August 3, 2024. 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 Maintenance Mechanic and worked at Defendant’s manufacturing plant, located at 9535 Archibald Ave. in Rancho Cucamonga, California 91730. Defendant’s manufacturing plant was understaffed and extremely busy during the PAGA period. As a result, Plaintiff and other Aggrieved

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Employees were subjected to numerous violations during their employment with Defendant. For example, Plaintiff was regularly unable to take rest breaks and took many of his meal breaks late, after the 5th hour of work as a result of no coverage in the manufacturing plant in violation of Cal. Labor Codes Section 226.7, 512 & 1198. In addition, Defendant required Plaintiff to carry a radio at all times and promptly respond to radio calls, even during meal and rest breaks. Plaintiff's wage statements show that no rest break premium payments were made for rest breaks that were missed or interrupted by work duties. Plaintiff's wage statements also show that very few of the actual meal break violations that occurred resulted in Defendant providing meal break premium payments. Plaintiff's meal breaks were late, missed or interrupted at least 3 times every week. Attached as **Exhibit #1** are true and correct copies of Plaintiff's wage statements for pay periods from April 7, 2024 to June 1, 2024 showing no rest break premiums paid and only one meal break premium paid by Defendant when Plaintiff regularly did not receive compliant meal and rest breaks during that time.

As a result of having to be on call at all times with a radio in hand, there were also times when Plaintiff, while clocked out for a meal break, responded to work-related radio calls which resulted in unpaid minimum and overtime wages in violation of California Labor Code Sections 510, 1194, 1197 & 1198. Moreover, it was not uncommon for Plaintiff's supervisors, such as Haydn Cooper who held the job title for Defendant of Reliability Engineer, to walk in to the employee break room during meal breaks to ask Plaintiff about the status of certain jobs which resulted in additional unpaid off the clock work. Further, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages, including the meal and rest break penalties described above.

Plaintiff further contends that Defendant failed to provide accurate wage statements to him, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Additionally, 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. This did not always occur because Defendant did not include all non-discretionary incentive wages into the regular rate for purposes of calculating Plaintiff's correct overtime rate during certain pay periods. For example, in May of 2024, one year after starting to work for Defendant, Plaintiff earned a non-discretionary "New Hire Bonus" in the amount of \$5,000. During that pay period in which he earned the "New Hire Bonus", Plaintiff also worked several overtime hours but was underpaid overtime because his regular rate, for purposes of determining his correct overtime rate, did not include the New Hire Bonus wages as required by law. This failure to include all non-discretionary incentive wages into Plaintiff's regular rate, also was a violation of Cal. Lab code section 510. Attached as **Exhibit #2** is a true and correct copy of Plaintiff's wage statement for the time period May 19, 2024 to May 25, 2024.

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Plaintiff was also not reimbursed for business related expenses that he incurred as a result of his job duties for Defendant in violation of Cal. Lab. Code Section 2802. For example, from time to time Plaintiff's supervisors would text him about the status of repair jobs after hours and would expect him to promptly respond. Not only was Plaintiff not reimbursed for the reasonable expenses he incurred on his cell phone, this led to additional unpaid off the clock work.

Defendant also failed to comply with California's paid sick leave laws with respect to Plaintiff and other Aggrieved Employees in violation of California Labor Code Section 246. Due to Defendants' policy and practice of excluding some forms of non-discretionary wages (including but not limited to "New Hire Bonus" and "Shift Differential" wages) from the regular rate of pay, Plaintiff believes and alleges that Defendant underpaid sick pay at only Plaintiff's and Aggrieved Employees' base hourly rate instead of regular rate of pay.

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 he left employment with Defendant in May of 2024). Defendant also failed to pay the waiting time penalties owed to Plaintiff and other Aggrieved Employees that stemmed from the non-payment of wages and premiums owed based on the allegations above.

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 of concerns, please do not hesitate to contact me at the above number and email address.

Respectfully,

/s/ Ricardo R. Ehmann

Ricardo R. Ehmann, Esq.

EXHIBIT #1



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Payroll Area Desc : Weekly Hourly
Payroll Period : 04/07/2024 to 04/13/2024
Pay Date : 04/19/2024

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	04/19/2024		2,460.71		761.61		31.80
Year to Date			38,540.18		11,879.23		508.80
							26,152.15

Taxable Earnings Summary by Earning Code							
					Amount		
9411	Regular OT Rate					312.87	
1135	CA Meal Allowance(Kronos)					43.04	
9452	Shift3 Double OT Rate					5.70	
9458	Misc Rate					689.84	
9471	Shift3 Rate					1,409.26	
Total Taxable Earnings Summary by Earning Code						2,460.71	
Taxable Earnings		Current Period				Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9411	Regular OT Rate	66.17		4.72	312.32	120.90	7,649.13
1135	CA Meal Allowance(Kronos)	43.04		1.00	43.04	9.00	371.34
9452	Shift3 Double OT Rate	89.30		0.05	4.47	40.52	3,457.50
9458	Misc Rate	44.04		8.00	352.32	17.00	732.03
9471	Shift3 Rate	44.04		32.00	1,409.27	556.81	23,531.42
9036	Total Hours Worked			36.77			
9475	Holiday Rate					32.00	1,313.20
1258	Floating Holiday Pay					8.00	329.52
9481	Vacation Pay Hrs					16.00	659.04
1646	Tech GPA Mfg						497.00
9411	Regular OT Rate	03/31/2024 -04/06/2024	63.21	6.81-	430.46-		
9411	Regular OT Rate	03/31/2024 -04/06/2024	63.29	6.81	431.01		
9458	Misc Rate	03/31/2024 -04/06/2024	42.19	8.00	337.52		
9452	Shift3 Double OT Rate	03/31/2024 -04/06/2024	85.23	8.19-	698.04-		
9452	Shift3 Double OT Rate	03/31/2024 -04/06/2024	85.38	8.19	699.27		
9471	Shift3 Rate	03/31/2024 -04/06/2024	42.19		0.01-		
Total Taxable Earnings					2,460.71		38,540.18
Taxable Earnings by Earning Code by Pay Period							
Retro Period (Blank is Current Pay Period)					Amount		
1135	CA Meal Allowance(Kronos)					43.04	
9411	Regular OT Rate	03/31/2024 - 04/06/2024				0.55	
9452	Shift3 Double OT Rate					4.47	
9452	Shift3 Double OT Rate	03/31/2024 - 04/06/2024				1.23	
9458	Misc Rate					352.32	
9458	Misc Rate	03/31/2024 - 04/06/2024				337.52	
9471	Shift3 Rate					1,409.27	
9471	Shift3 Rate	03/31/2024 - 04/06/2024				0.01-	
9411	Regular OT Rate					312.32	
Total Taxable Earnings by Earning Code by Pay Period					2,460.71		
Imputed Income & Stock Transactions				Current Period		Year to Date	
	Retro Period	Rate		Hours	Amount	Hours	Amount
1922	Imputed Basic Life				0.65		10.40
9034	State/City Law Sck Lv Bal			24.00			
1920	Recognition/service award						40.50
9044	CPSL Used Hours			0.00			
Total Imputed Income & Stock Transactions					0.65		50.90
Pre Tax Deductions		Retro Period		Current Amount		YTD Amount	
2021	Medical Pre-Tax				22.65		362.40
2023	Dental Pre-Tax				9.15		146.40
Total Pre Tax Deductions					31.80		508.80
Employee Tax Deductions		Retro Period		Current Period		Year to Date	



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 04/07/2024 to 04/13/2024
Pay Date : 04/19/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages	
	Current	04/19/2024		2,460.71		761.61		31.80	1,667.30
	Year to Date			38,540.18		11,879.23		508.80	26,152.15

Employee Tax Deductions		Retro Period	Current Period		Year to Date	
			Tax	Tax Gross	Tax	Tax Gross
			Tax	Tax Gross	Tax	Tax Gross
Federal	Federal					
Withholding Tax			381.84	2,429.56	5,953.04	38,082.28
EE Social Security Tax			150.63	2,429.56	2,361.10	38,082.28
EE Medicare Tax			35.23	2,429.56	552.19	38,082.28
State	California					
Withholding Tax			167.19	2,429.56	2,594.12	38,082.28
EE Disability Tax			26.72	2,428.91	418.78	38,071.88
Total Tax Deductions			761.61		11,879.23	

Check/Transfer Information

Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	XXXX[REDACTED]	Bank transfer	[REDACTED]	1,667.30

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 04/14/2024 to 04/20/2024
Pay Date : 04/26/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	04/26/2024	2,202.21		651.37		31.80		1,519.04
Year to Date		40,742.39		12,530.60		540.60		27,671.19

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	440.61
9471	Shift3 Rate	1,761.60
Total Taxable Earnings Summary by Earning Code		2,202.21

Taxable Earnings		Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Amount
9411	Regular OT Rate	66.06		6.67	440.61	8,089.74
9471	Shift3 Rate	44.04		40.00	1,761.60	25,293.02
9036	Total Hours Worked			46.67		
1135	CA Meal Allowance(Kronos)					371.34
9452	Shift3 Double OT Rate					3,457.50
9458	Misc Rate					732.03
9475	Holiday Rate					1,313.20
1258	Floating Holiday Pay					329.52
9481	Vacation Pay Hrs					659.04
1646	Tech GPA Mfg					497.00
Total Taxable Earnings					2,202.21	40,742.39

Imputed Income & Stock Transactions		Current Period			Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		11.05
9034	State/City Law Sck Lv Bal		24.00			
1920	Recognition/service award					40.50
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		51.55

Pre Tax Deductions		Current Amount	YTD Amount
2021	Medical Pre-Tax	22.65	385.05
2023	Dental Pre-Tax	9.15	155.55
Total Pre Tax Deductions		31.80	540.60

Employee Tax Deductions		Current Period		Year to Date	
	Retro Period	Tax	Tax Gross	Tax	Tax Gross
Federal					
Withholding Tax		320.67	2,171.06	6,273.71	40,253.34
EE Social Security Tax		134.61	2,171.06	2,495.71	40,253.34
EE Medicare Tax		31.48	2,171.06	583.67	40,253.34
State					
Withholding Tax		140.74	2,171.06	2,734.86	40,253.34
EE Disability Tax		23.87	2,170.41	442.65	40,242.29
Total Tax Deductions		651.37		12,530.60	

Check/Transfer Information					
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	XXXX[REDACTED]	Bank transfer	[REDACTED]	1,519.04

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 04/21/2024 to 04/27/2024
Pay Date : 05/03/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/03/2024	2,891.88		946.94		31.80		1,913.14
Year to Date		43,634.27		13,477.54		572.40		29,584.33

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	1,130.28
9471	Shift3 Rate	1,761.60
Total Taxable Earnings Summary by Earning Code		2,891.88

Taxable Earnings		Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Amount
9411	Regular OT Rate	66.06		17.11	1,130.28	9,220.02
9471	Shift3 Rate	44.04		40.00	1,761.60	27,054.62
9036	Total Hours Worked			57.11		
1135	CA Meal Allowance(Kronos)					371.34
9452	Shift3 Double OT Rate					3,457.50
9458	Misc Rate					732.03
9475	Holiday Rate					1,313.20
1258	Floating Holiday Pay					329.52
9481	Vacation Pay Hrs					659.04
1646	Tech GPA Mfg					497.00
Total Taxable Earnings					2,891.88	43,634.27

Imputed Income & Stock Transactions		Current Period			Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		11.70
1920	Recognition/service award					40.50
9034	State/City Law Sck Lv Bal		0.00			
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		52.20

Pre Tax Deductions		Current Amount	YTD Amount
2021	Medical Pre-Tax	22.65	407.70
2023	Dental Pre-Tax	9.15	164.70
Total Pre Tax Deductions		31.80	572.40

Employee Tax Deductions		Current Period		Year to Date	
	Retro Period	Tax	Tax Gross	Tax	Tax Gross
Federal					
Withholding Tax		485.32	2,860.73	6,759.03	43,114.07
EE Social Security Tax		177.36	2,860.73	2,673.07	43,114.07
EE Medicare Tax		41.48	2,860.73	625.15	43,114.07
State					
Withholding Tax		211.30	2,860.73	2,946.16	43,114.07
EE Disability Tax		31.48	2,860.08	474.13	43,102.37
Total Tax Deductions		946.94		13,477.54	

Check/Transfer Information					
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	1,913.14

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 04/28/2024 to 05/04/2024
Pay Date : 05/10/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/10/2024		1,979.16		559.97		31.80
Year to Date			45,613.43		14,037.51		604.20
							30,971.72

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	221.96
9471	Shift3 Rate	1,757.20
Total Taxable Earnings Summary by Earning Code		1,979.16

Taxable Earnings		Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Amount
9411	Regular OT Rate	66.06		3.36	221.96	9,441.98
9471	Shift3 Rate	44.04		39.90	1,757.20	28,811.82
9036	Total Hours Worked			43.26		
1135	CA Meal Allownce(Kronos)					371.34
9452	Shift3 Double OT Rate					3,457.50
9458	Misc Rate					732.03
9475	Holiday Rate					1,313.20
1258	Floating Holiday Pay					329.52
9481	Vacation Pay Hrs					659.04
1646	Tech GPA Mfg					497.00
Total Taxable Earnings					1,979.16	45,613.43

Imputed Income & Stock Transactions		Current Period			Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		12.35
9034	State/City Law Sck Lv Bal		24.00			
1920	Recognition/service award					40.50
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		52.85

Pre Tax Deductions		Current Amount	YTD Amount
2021	Medical Pre-Tax	22.65	430.35
2023	Dental Pre-Tax	9.15	173.85
Total Pre Tax Deductions		31.80	604.20

Employee Tax Deductions		Current Period		Year to Date	
	Retro Period	Tax	Tax Gross	Tax	Tax Gross
Federal					
Withholding Tax		271.59	1,948.01	7,030.62	45,062.08
EE Social Security Tax		120.78	1,948.01	2,793.85	45,062.08
EE Medicare Tax		28.25	1,948.01	653.40	45,062.08
State					
Withholding Tax		117.93	1,948.01	3,064.09	45,062.08
EE Disability Tax		21.42	1,947.36	495.55	45,049.73
Total Tax Deductions		559.97		14,037.51	

Check/Transfer Information					
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	554.96
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	832.43

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



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7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/05/2024 to 05/11/2024
Pay Date : 05/17/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/17/2024	1,450.90		343.48		31.80		1,075.62
Year to Date		47,064.33		14,380.99		636.00		32,047.34

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	41.62
9471	Shift3 Rate	1,409.28
Total Taxable Earnings Summary by Earning Code		1,450.90

Taxable Earnings		Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Amount
9411	Regular OT Rate	66.06		0.63	41.62	9,483.60
9471	Shift3 Rate	44.04		32.00	1,409.28	30,221.10
9036	Total Hours Worked			32.63		
1135	CA Meal Allowance(Kronos)				9.00	371.34
9452	Shift3 Double OT Rate				40.52	3,457.50
9458	Misc Rate				17.00	732.03
9475	Holiday Rate				32.00	1,313.20
1258	Floating Holiday Pay				8.00	329.52
9481	Vacation Pay Hrs				16.00	659.04
1646	Tech GPA Mfg					497.00
Total Taxable Earnings					1,450.90	47,064.33

Imputed Income & Stock Transactions		Current Period			Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		13.00
9034	State/City Law Sck Lv Bal		24.00			
1920	Recognition/service award					40.50
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		53.50

Pre Tax Deductions		Current Amount	YTD Amount
2021	Medical Pre-Tax	22.65	453.00
2023	Dental Pre-Tax	9.15	183.00
Total Pre Tax Deductions		31.80	636.00

Employee Tax Deductions		Current Period		Year to Date	
	Retro Period	Tax	Tax Gross	Tax	Tax Gross
Federal					
Withholding Tax		155.38	1,419.75	7,186.00	46,481.83
EE Social Security Tax		88.02	1,419.75	2,881.87	46,481.83
EE Medicare Tax		20.59	1,419.75	673.99	46,481.83
State					
Withholding Tax		63.88	1,419.75	3,127.97	46,481.83
EE Disability Tax		15.61	1,419.10	511.16	46,468.83
Total Tax Deductions		343.48		14,380.99	

Check/Transfer Information					
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	430.25
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	645.37

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/12/2024 to 05/18/2024
Pay Date : 05/24/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	09	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/24/2024	2,223.43		307.31		31.80		1,884.32
Year to Date		49,287.76		14,688.30		667.80		33,931.66

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	125.51
9471	Shift3 Rate	1,409.28
9481	Vacation Pay Hrs	688.64
Total Taxable Earnings Summary by Earning Code		2,223.43

Taxable Earnings			Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9411	Regular OT Rate	66.06		1.90	125.51	150.57	9,609.11
9471	Shift3 Rate	44.04		32.00	1,409.28	740.71	31,630.38
9481	Vacation Pay Hrs	43.04		16.00	688.64	32.00	1,347.68
9036	Total Hours Worked			33.90			
1135	CA Meal Allownce(Kronos)					9.00	371.34
9452	Shift3 Double OT Rate					40.52	3,457.50
9458	Misc Rate					17.00	732.03
9475	Holiday Rate					32.00	1,313.20
1258	Floating Holiday Pay					8.00	329.52
1646	Tech GPA Mfg						497.00
Total Taxable Earnings					2,223.43		49,287.76

Imputed Income & Stock Transactions			Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		13.65
9034	State/City Law Sck Lv Bal		24.00			
1920	Recognition/service award					40.50
9044	CPSL Used Hours		0.00			

Total Imputed Income & Stock Transactions				0.65		54.15
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Pre Tax Deductions		Retro Period	Current Amount	YTD Amount
2021	Medical Pre-Tax		22.65	475.65
2023	Dental Pre-Tax		9.15	192.15
Total Pre Tax Deductions			31.80	667.80

Employee Tax Deductions		Retro Period	Current Period		Year to Date	
			Tax	Tax Gross	Tax	Tax Gross
Federal		Federal				
	Withholding Tax			2,192.28	7,186.00	48,674.11
	EE Social Security Tax		135.92	2,192.28	3,017.79	48,674.11
	EE Medicare Tax		31.78	2,192.28	705.77	48,674.11
State		California				
	Withholding Tax		115.50	2,192.28	3,243.47	48,674.11
	EE Disability Tax		24.11	2,191.63	535.27	48,660.46
Total Tax Deductions			307.31		14,688.30	

Check/Transfer Information					
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	753.73
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	1,130.59

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Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/15/2023 to 05/20/2023
Pay Date : 05/26/2023

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages	
Current	05/26/2023		1,730.33		477.88		0.00	1,252.45
Year to Date			1,730.33		477.88		0.00	1,252.45

Taxable Earnings Summary by Earning Code							
						Amount	
9400	Regular Rate					1,623.20	
9411	Regular OT Rate					107.13	
Total Taxable Earnings Summary by Earning Code						1,730.33	
Taxable Earnings							
		Current Period				Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9400	Regular Rate	40.58		40.00	1,623.20	40.00	1,623.20
9411	Regular OT Rate	60.87		1.76	107.13	1.76	107.13
9036	Total Hours Worked			41.76			
Total Taxable Earnings					1,730.33		1,730.33
Imputed Income & Stock Transactions							
		Current Period				Year to Date	
	Retro Period	Rate		Hours	Amount	Hours	Amount
9034	State/City Law Sck Lv Bal			24.00			
9044	CPSL Used Hours			0.00			
Total Imputed Income & Stock Transactions							
Employee Tax Deductions							
		Current Period				Year to Date	
	Retro Period	Tax		Tax Gross		Tax	
Federal		Federal					
Withholding Tax			231.84		1,730.33	231.84	1,730.33
EE Social Security Tax			107.28		1,730.33	107.28	1,730.33
EE Medicare Tax			25.09		1,730.33	25.09	1,730.33
State		California					
Withholding Tax			98.10		1,730.33	98.10	1,730.33
EE Disability Tax			15.57		1,730.33	15.57	1,730.33
Total Tax Deductions				477.88		477.88	
Check/Transfer Information							
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount		
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	1,252.45		

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Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/19/2024 to 05/25/2024
Pay Date : 05/31/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	09	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/31/2024	7,048.79		1,225.38		31.80		5,791.61
Year to Date		56,336.55		15,913.68		699.60		39,723.27

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	288.50
9458	Misc Rate	352.32
9471	Shift3 Rate	1,407.97
1624	New Hire Bonus	5,000.00
Total Taxable Earnings Summary by Earning Code		7,048.79

Taxable Earnings			Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9411	Regular OT Rate	66.17		4.36	288.50	154.93	9,897.61
9458	Misc Rate	44.04		8.00	352.32	25.00	1,084.35
9471	Shift3 Rate	44.04		31.97	1,407.97	772.68	33,038.35
1624	New Hire Bonus				5,000.00		5,000.00
9036	Total Hours Worked			36.33			
1135	CA Meal Allownce(Kronos)					9.00	371.34
9452	Shift3 Double OT Rate					40.52	3,457.50
9475	Holiday Rate					32.00	1,313.20
1258	Floating Holiday Pay					8.00	329.52
9481	Vacation Pay Hrs					32.00	1,347.68
1646	Tech GPA Mfg						497.00
Total Taxable Earnings					7,048.79		56,336.55

Imputed Income & Stock Transactions			Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		14.30
1920	Recognition/service award					40.50
9034	State/City Law Sck Lv Bal		0.00			
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		54.80

Pre Tax Deductions		Retro Period	Current Amount	YTD Amount
2021	Medical Pre-Tax		22.65	498.30
2023	Dental Pre-Tax		9.15	201.30
Total Pre Tax Deductions			31.80	699.60

Employee Tax Deductions		Retro Period	Current Period		Year to Date	
			Tax	Tax Gross	Tax	Tax Gross
Federal		Federal				
	Withholding Tax			7,017.64	7,186.00	55,691.75
	EE Social Security Tax		435.10	7,017.64	3,452.89	55,691.75
	EE Medicare Tax		101.76	7,017.64	807.53	55,691.75
State		California				
	Withholding Tax		611.34	7,017.64	3,854.81	55,691.75
	EE Disability Tax		77.18	7,016.99	612.45	55,677.45
Total Tax Deductions			1,225.38		15,913.68	

Check/Transfer Information				
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/21/2023 to 05/27/2023
Pay Date : 06/02/2023

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	00	

Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	06/02/2023		1,639.63		440.89		0.00
Year to Date			3,369.96		918.77		0.00
							2,451.19

Taxable Earnings Summary by Earning Code							
						Amount	
9400	Regular Rate					1,618.33	
9411	Regular OT Rate					21.30	
Total Taxable Earnings Summary by Earning Code						1,639.63	
Taxable Earnings							
		Current Period				Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9400	Regular Rate	40.58		39.88	1,618.33	79.88	3,241.53
9411	Regular OT Rate	60.87		0.35	21.30	2.11	128.43
9036	Total Hours Worked			40.23			
Total Taxable Earnings					1,639.63		3,369.96
Imputed Income & Stock Transactions							
		Current Period				Year to Date	
	Retro Period	Rate		Hours	Amount	Hours	Amount
9034	State/City Law Sck Lv Bal			24.00			
9044	CPSL Used Hours			0.00			
Total Imputed Income & Stock Transactions							
Employee Tax Deductions							
		Current Period				Year to Date	
	Retro Period			Tax	Tax Gross	Tax	Tax Gross
Federal		Federal					
				211.88	1,639.63	443.72	3,369.96
				101.66	1,639.63	208.94	3,369.96
				23.77	1,639.63	48.86	3,369.96
State		California					
				88.82	1,639.63	186.92	3,369.96
				14.76	1,639.63	30.33	3,369.96
Total Tax Deductions				440.89		918.77	
Check/Transfer Information							
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.	Amount		
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]	1,198.74		

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Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/26/2024 to 06/01/2024
Pay Date : 06/07/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	09	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	06/07/2024	2,991.81		453.15		31.80		2,506.86
Year to Date		59,328.36		16,366.83		731.40		42,230.13

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	161.02
9452	Shift3 Double OT Rate	724.86
9471	Shift3 Rate	1,761.61
9475	Holiday Rate	344.32
Total Taxable Earnings Summary by Earning Code		2,991.81

Taxable Earnings			Current Period			Year to Date	
	Retro Period	Rate	Units	Hours	Amount	Hours	Amount
9411	Regular OT Rate	65.99		2.44	161.02	157.37	10,058.63
9452	Shift3 Double OT Rate	88.94		8.15	724.86	48.67	4,182.36
9471	Shift3 Rate	44.04		40.00	1,761.61	812.68	34,799.96
9475	Holiday Rate	43.04		8.00	344.32	40.00	1,657.52
9036	Total Hours Worked			50.59			
1135	CA Meal Allownce(Kronos)					9.00	371.34
9458	Misc Rate					25.00	1,084.35
1258	Floating Holiday Pay					8.00	329.52
9481	Vacation Pay Hrs					32.00	1,347.68
1624	New Hire Bonus						5,000.00
1646	Tech GPA Mfg						497.00
Total Taxable Earnings					2,991.81		59,328.36

Imputed Income & Stock Transactions			Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Hours	Amount
1922	Imputed Basic Life			0.65		14.95
9034	State/City Law Sck Lv Bal		16.00			
1920	Recognition/service award					40.50
9044	CPSL Used Hours		0.00			
Total Imputed Income & Stock Transactions				0.65		55.45

Pre Tax Deductions		Retro Period	Current Amount	YTD Amount
2021	Medical Pre-Tax		22.65	520.95
2023	Dental Pre-Tax		9.15	210.45
Total Pre Tax Deductions			31.80	731.40

Employee Tax Deductions		Retro Period	Current Period		Year to Date	
			Tax	Tax Gross	Tax	Tax Gross
Federal		Federal				
	Withholding Tax			2,960.66	7,186.00	58,652.41
	EE Social Security Tax		183.56	2,960.66	3,636.45	58,652.41
	EE Medicare Tax		42.93	2,960.66	850.46	58,652.41
State		California				
	Withholding Tax		194.10	2,960.66	4,048.91	58,652.41
	EE Disability Tax		32.56	2,960.01	645.01	58,637.46
Total Tax Deductions			453.15		16,366.83	

Check/Transfer Information				
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No.
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED]

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.

EXHIBIT #2



Frito-Lay, Inc.
7701 Legacy Drive
Plano, TX 75024-0000

Cost Center : 2093250200
Cost Center Desc : PL-CUCAMONGA - ENGINEERING GENERAL
Department : 30018860
Location : Cucamonga CA Plant

Name : Manjarrez, David
Address : [REDACTED]

Payroll Area Desc : Weekly Hourly
Payroll Period : 05/19/2024 to 05/25/2024
Pay Date : 05/31/2024

Personnel ID : [REDACTED]
Cost Center : 2093250200
Payroll Area : U0

Tax Authority	Filing Status	Allowances	Addl Amt
FED	Ma. Sep	00	
CA	Single	09	

	Check Date	Gross Wages	-	Taxes	-	Deductions	=	Net Wages
Current	05/31/2024	7,048.79		1,225.38		31.80		5,791.61
Year to Date		56,336.55		15,913.68		699.60		39,723.27

Taxable Earnings Summary by Earning Code		Amount
9411	Regular OT Rate	288.50
9458	Misc Rate	352.32
9471	Shift3 Rate	1,407.97
1624	New Hire Bonus	5,000.00
Total Taxable Earnings Summary by Earning Code		7,048.79

Taxable Earnings		Current Period		Year to Date		
	Retro Period	Rate	Units	Hours	Amount	Hours Amount
9411	Regular OT Rate	66.17		4.36	288.50	154.93 9,897.61
9458	Misc Rate	44.04		8.00	352.32	25.00 1,084.35
9471	Shift3 Rate	44.04		31.97	1,407.97	772.68 33,038.35
1624	New Hire Bonus				5,000.00	
9036	Total Hours Worked			36.33		
1135	CA Meal Allowance(Kronos)					9.00 371.34
9452	Shift3 Double OT Rate					40.52 3,457.50
9475	Holiday Rate					32.00 1,313.20
1258	Floating Holiday Pay					8.00 329.52
9481	Vacation Pay Hrs					32.00 1,347.68
1646	Tech GPA Mfg					
Total Taxable Earnings					7,048.79	56,336.55

Imputed Income & Stock Transactions		Current Period		Year to Date	
	Retro Period	Rate	Hours	Amount	Hours Amount
1922	Imputed Basic Life			0.65	14.30
1920	Recognition/service award				40.50
9034	State/City Law Sck Lv Bal		0.00		
9044	CPSL Used Hours		0.00		
Total Imputed Income & Stock Transactions				0.65	54.80

Pre Tax Deductions		Retro Period	Current Amount	YTD Amount
2021	Medical Pre-Tax		22.65	498.30
2023	Dental Pre-Tax		9.15	201.30
Total Pre Tax Deductions			31.80	699.60

Employee Tax Deductions		Retro Period	Current Period		Year to Date	
			Tax	Tax Gross	Tax	Tax Gross
Federal		Federal				
	Withholding Tax			7,017.64	7,186.00	55,691.75
	EE Social Security Tax		435.10	7,017.64	3,452.89	55,691.75
	EE Medicare Tax		101.76	7,017.64	807.53	55,691.75
State		California				
	Withholding Tax		611.34	7,017.64	3,854.81	55,691.75
	EE Disability Tax		77.18	7,016.99	612.45	55,677.45
Total Tax Deductions			1,225.38		15,913.68	

Check/Transfer Information				
Bank Number	Bank Name	Account Number	Payment Method	Check/Direct Dep. No. Amount
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED] 2,316.64
[REDACTED]	[REDACTED]	[REDACTED]	Bank transfer	[REDACTED] 3,474.97

If you work at multiple rates during a workweek, overtime is calculated using the weighted average method, as required by California law. If you have any questions, please contact your HR representative.