

06/20/2025

Chad Finke, Executive Officer / Clerk of the Court

By: M. Cortez Deputy

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF ALAMEDA**

DAVID MANJARREZ, on behalf of the State  
of California, as a private attorney general,

Plaintiff,

vs.

FRITO-LAY, INC., a corporation; and DOES  
1 through 50, inclusive,

Defendants.

Case No. **25CV127207**

**REPRESENTATIVE ACTION  
COMPLAINT FOR:**

1. Civil Penalties Pursuant to Labor Code  
§ 2699 for violations of Labor Code  
§§ 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 the applicable  
Wage Order(s).

1 Plaintiff David Manjarrez (“PLAINTIFF”), on behalf of the people of the State of  
2 California and as an “aggrieved employee” acting as a private attorney general under the  
3 Labor Code Private Attorney General Act of 2004, § 2699, (“PAGA”) only, alleges on  
4 information and belief, except for his own acts and knowledge which are based on personal  
5 knowledge, the following:

## 6 INTRODUCTION

7 1. PLAINTIFF brings this action against defendant Frito-Lay, Inc. (referred to as  
8 “DEFENDANT”) seeking only to recover PAGA civil penalties on behalf of all current and  
9 former aggrieved employees that worked for DEFENDANT. PLAINTIFF does **not seek to**  
10 **recover anything other than penalties as permitted by California Labor Code § 2699.** To  
11 the extent that statutory violations are mentioned for wage violations, PLAINTIFF does not seek  
12 underlying general and/or special damages for those violations, but simply the civil penalties  
13 permitted by California Labor Code § 2699.

14 2. California has enacted the PAGA which permits PLAINTIFF to bring an action  
15 for PAGA penalties *only*, which is the precise and sole nature of this action.

16 3. Accordingly, PLAINTIFF seeks to obtain all applicable relief for  
17 DEFENDANT’s violations under PAGA and solely for the relief as permitted by PAGA – that  
18 is, penalties and any other relief the Court deems proper pursuant to the PAGA. Nothing in this  
19 complaint should be construed as attempting to obtain any relief that would not be available in  
20 a PAGA-only action.

21 4. PLAINTIFF is not suing in his individual capacity; he is proceeding  
22 herein solely under the PAGA, on behalf of the State of California for all aggrieved employees.  
23 Nothing in this complaint should be construed as PLAINTIFF suing in his individual capacity.

## 24 THE PARTIES

25 5. Frito-Lay, Inc. (“DEFENDANT”) is a corporation that at all relevant times  
26 mentioned herein conducted and continues to conduct substantial business in California.

27 6. DEFENDANT manufactures, sells and markets snack foods.

1           7.     PLAINTIFF was employed by DEFENDANT in California from May 15, 2023  
2 to August 3, 2024 as a Maintenance Mechanic. PLAINTIFF was at all times classified by  
3 DEFENDANT as a non-exempt employee, paid on an hourly basis, and entitled to the legally  
4 required meal and rest periods and payment of minimum and overtime wages due for all time  
5 worked.

6           8.     PLAINTIFF, and such persons that may be added from time to time who satisfy  
7 the requirements and exhaust the administrative procedures under the Private Attorney General  
8 Act, brings this Representative Action on behalf of the State of California with respect to all  
9 individuals who are or previously were employed by DEFENDANT in California, including any  
10 employees staffed with DEFENDANT by a third party, and classified as non-exempt employees  
11 (“AGGRIEVED EMPLOYEES”) during the time period of April 4, 2024 until a date as  
12 determined by the Court (the "PAGA PERIOD").

13           9.     PLAINTIFF, on behalf of all AGGRIEVED EMPLOYEES presently or  
14 formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative  
15 action pursuant to Labor Code § 2699 seeking fixed civil penalties for DEFENDANT’s  
16 violation of California Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512,  
17 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8,  
18 Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s). Based upon the  
19 foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees  
20 within the meaning of Labor Code § 2699.

21           10.    The true names and capacities, whether individual, corporate, subsidiary,  
22 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are  
23 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious  
24 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this  
25 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when  
26 they are ascertained. PLAINTIFF is informed and believes, and based upon that information  
27 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through  
28

1 50, inclusive, are responsible in some manner for one or more of the events and happenings  
2 that proximately caused the injuries and damages hereinafter alleged.

3 11. The agents, servants and/or employees of the Defendants and each of them  
4 acting on behalf of the Defendants acted within the course and scope of his, her or its  
5 authority as the agent, servant and/or employee of the Defendants, and personally  
6 participated in the conduct alleged herein on behalf of the Defendants with respect to the  
7 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to  
8 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and  
9 all the AGGRIEVED EMPLOYEES, for the loss sustained as a proximate result of the  
10 conduct of the Defendants' agents, servants and/or employees.

### 11 12 THE CONDUCT

13 12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT  
14 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time  
15 worked, meaning the time during which an employee is subject to the control of an  
16 employer, including all the time the employee is suffered or permitted to work.  
17 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without  
18 paying them for all the time they are under DEFENDANT's control. Among other things,  
19 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to  
20 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by  
21 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal  
22 break. DEFENDANT, as a matter of established company policy and procedure,  
23 administers a uniform practice of rounding the actual time worked and recorded by  
24 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT,  
25 so that during the course of their employment, PLAINTIFF and the AGGRIEVED  
26 EMPLOYEES are paid less than they would have been paid had they been paid for actual  
27 recorded time rather than "rounded" time. Additionally, DEFENDANT engages in the  
28 practice of requiring PLAINTIFF and the AGGRIEVED EMPLOYEES to perform work off

1 the clock in that DEFENDANT, as a condition of employment, required these employees to  
2 submit to mandatory temperature checks and symptom questionnaires for COVID-19  
3 screening prior to clocking into DEFENDANT's timekeeping system for the workday. As a  
4 result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage, overtime  
5 wage compensation, and off-duty meal breaks by working without their time being correctly  
6 recorded and without compensation at the applicable rates. DEFENDANT's policy and  
7 practice not to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is  
8 evidenced by DEFENDANT's business records.

9 13. State law provides that employees must be paid overtime and meal and rest  
10 break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and the  
11 AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is  
12 tied to specific elements of an employee's performance.

13 14. The second component of PLAINTIFF's and the AGGRIEVED  
14 EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that  
15 paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their  
16 performance for DEFENDANT. The non-discretionary incentive program provided all  
17 employees paid on an hourly basis with incentive compensation when the employees met the  
18 various performance goals set by DEFENDANT. However, when calculating the regular  
19 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and  
20 the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive  
21 compensation as part of the employees' "regular rate of pay" for purposes of calculating  
22 overtime pay and meal and rest break premium pay. Management and supervisors described  
23 the incentive program to potential and new employees as part of the compensation package.  
24 As a matter of law, the incentive compensation received by PLAINTIFF and the  
25 AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to  
26 do so has resulted in a underpayment of overtime compensation and meal and rest break  
27 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

1           15.     As a result of their rigorous work schedules, PLAINTIFF and the  
2 AGGRIEVED EMPLOYEES were from time to time unable to take thirty (30) minute off  
3 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF  
4 and the AGGRIEVED EMPLOYEES were required from time to time to perform work as  
5 ordered by DEFENDANT for more than five (5) hours during some shifts without receiving  
6 a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and  
7 AGGRIEVED EMPLOYEES with a second off-duty meal period for some workdays in  
8 which these employees were required by DEFENDANT to work ten (10) hours of work.  
9 DEFENDANT also engaged in the practice of rounding the meal period times to avoid  
10 paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the  
11 AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation  
12 and in accordance with DEFENDANT's corporate policy and practice.

13           16.     During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED  
14 EMPLOYEES were also required from time to time to work in excess of four (4) hours  
15 without being provided ten (10) minute rest periods. Further, these employees were denied  
16 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2)  
17 to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes  
18 for some shifts worked of between six (6) and eight (8) hours from time to time, and a first,  
19 second and third rest period of at least ten (10) minutes for some shifts worked of ten (10)  
20 hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were  
21 also not provided with one hour wages in lieu thereof. Additionally, the applicable  
22 California Wage Order requires employers to provide employees with off-duty rest periods,  
23 which the California Supreme Court defined as time during which an employee is relieved  
24 from all work related duties and free from employer control. In so doing, the Court held that  
25 the requirement under California law that employers authorize and permit all employees to  
26 take rest period means that employers must relieve employees of all duties and relinquish  
27 control over how employees spend their time which includes control over the locations  
28 where employees may take their rest period. Employers cannot impose controls that prohibit

1 an employee from taking a brief walk - five minutes out, five minutes back. Here,  
2 DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from  
3 unconstrained walks and is unlawful based on DEFENDANT's rule which states  
4 PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during  
5 their rest period.

6 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and  
7 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these  
8 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,  
9 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for  
10 all time worked, meaning the time during which an employee was subject to the control of  
11 an employer, including all the time the employee was permitted or suffered to permit this  
12 work. DEFENDANT required these employees to work off the clock without paying them  
13 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or  
14 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under  
15 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED  
16 EMPLOYEES forfeited time worked by working without their time being accurately  
17 recorded and without compensation at the applicable minimum wage and overtime wage  
18 rates. To the extent that the time worked off the clock does not qualify for overtime  
19 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-  
20 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

21 18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the  
22 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to  
23 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226  
24 provides that every employer shall furnish each of his or her employees with an accurate  
25 itemized wage statement in writing showing, among other things, gross wages earned and all  
26 applicable hourly rates in effect during the pay period and the corresponding amount of time  
27 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on  
28 an hourly basis. As such, the wage statements should reflect all applicable hourly rates

1 during the pay period and the total hours worked, and the applicable pay period in which the  
2 wages were earned pursuant to California Labor Code Section 226(a). The wage statements  
3 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to  
4 identify such information. More specifically, the wage statements failed to identify the  
5 accurate total hours worked each pay period. When the hours shown on the wage statements  
6 were added up, they did not equal the actual total hours worked during the pay period in  
7 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this  
8 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that  
9 lists all the requirements under California Labor Code 226. As a result, DEFENDANT from  
10 time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage  
11 statements which violated Cal. Lab. Code § 226.

12 19. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be  
13 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if  
14 the wages are paid not more than seven (7) calendar days following the close of the payroll  
15 period. Cal. Lab. Code § 210 provides:

16 in [I]n addition to, and entirely independent and apart from, any other penalty provided  
17 this article, every person who fails to pay the wages of each employee as provided in  
18 Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial  
19 violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For  
each subsequent violation, or any willful or intentional violation, two hundred dollars  
(\$200) for each failure to pay each employee, plus 25 percent of the amount  
unlawfully withheld.

20 20. DEFENDANT from time to time failed to pay PLAINTIFF and the  
21 AGGRIEVED EMPLOYEES within seven (7) days of the close of the payroll period in  
22 accordance with Cal. Lab. Code § 204(d), including but not limited to the “Hourly” regular  
23 wage payments.

24 21. DEFENDANT underpaid sick pay wages to PLAINTIFF and the  
25 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in  
26 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt  
27 employees earn non-discretionary remuneration, including, but not limited to, incentives,  
28 shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay,

1 DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at  
2 their base rates of pay.

3 22. Cal. Lab. Code Section 246(l)(2) requires that paid sick time for nonexempt  
4 employees be calculated by dividing the employee's total wages, not including overtime  
5 premium pay, by the employee's total hours worked in the full pay periods of the prior 90  
6 days of employment.

7 23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay  
8 at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely  
9 earned non-discretionary incentive wages which increased their regular rate of pay.  
10 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and  
11 the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as  
12 required under Cal. Lab. Code Section 246.

13 24. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF  
14 and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time  
15 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and  
16 believes and based thereon alleges that such failure to pay sick pay at regular rate was  
17 willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are  
18 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

19 25. DEFENDANT intentionally and knowingly failed to reimburse and indemnify  
20 PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred  
21 by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of  
22 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section  
23 2802, employers are required to indemnify employees for all expenses incurred in the course  
24 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer  
25 shall indemnify his or her employee for all necessary expenditures or losses incurred by the  
26 employee in direct consequence of the discharge of his or her duties, or of his or her  
27 obedience to the directions of the employer, even though unlawful, unless the employee, at  
28 the time of obeying the directions, believed them to be unlawful."

1           26. In the course of their employment PLAINTIFF and the AGGRIEVED  
2 EMPLOYEES as a business expense, were required by DEFENDANT to use their own  
3 personal cellular phones as a result of and in furtherance of their job duties as employees for  
4 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost  
5 associated with the use of their personal cellular phones for DEFENDANT's benefit.  
6 Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required by  
7 DEFENDANT to use their personal cellular phones. As a result, in the course of their  
8 employment with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES  
9 incurred unreimbursed business expenses which included, but were not limited to, costs  
10 related to the use of their personal cellular phones all on behalf of and for the benefit of  
11 DEFENDANT.

12           27. The employment of PLAINTIFF and some AGGRIEVED EMPLOYEES has  
13 terminated and DEFENDANT has not tendered payment of all wages owed as required by  
14 law. Additionally, at all times during the term of PLAINTIFF's employment with  
15 DEFENDANT, PLAINTIFF and other AGGRIEVED EMPLOYEES earned and accrued  
16 vested vacation and holiday time on the date of their termination pursuant to  
17 DEFENDANT's uniform vacation policies and applicable California law. The amount of  
18 vacation pay PLAINTIFF and the other AGGRIEVED EMPLOYEES earned and  
19 accumulated is evidenced by DEFENDANT's business records. Additionally,  
20 DEFENDANT also underpaid accrued vested vacation wages to PLAINTIFF and other  
21 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay and  
22 more specifically the final rate of pay that included all non-discretionary incentive  
23 compensation. Rather than pay vacation wages at the regular rate of pay, DEFENDANT  
24 underpaid vacation wages to PLAINTIFF and other AGGRIEVED EMPLOYEES at their  
25 base rates of pay, instead of including all of the PLAINTIFF's and other AGGRIEVED  
26 EMPLOYEES' non-discretionary incentive compensation into the vacation wage payment  
27 calculations. DEFENDANT failed to specify in DEFENDANT's written vacation policy the  
28 rate at which PLAINTIFF and other AGGRIEVED EMPLOYEES would be paid vacation

1 upon leaving employment with DEFENDANT. As a result of DEFENDANT's unlawful  
2 practice, policy and procedure to deny paying the PLAINTIFF and other AGGRIEVED  
3 EMPLOYEES all of their vested vacation and holiday time, DEFENDANT failed to pay the  
4 PLAINTIFF and other AGGRIEVED EMPLOYEES all vested vacation time as wages due  
5 upon employment termination, in violation of the California Labor Code, Sections 201, 202,  
6 203 and 227.3. Similarly, DEFENDANT underpaid waiting time penalties to PLAINTIFF  
7 and other AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of  
8 the PLAINTIFF's and other AGGRIEVED EMPLOYEES' non-discretionary compensation  
9 into the waiting time penalty calculations. This failure by DEFENDANT is believed to be  
10 the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation  
11 for earned, accrued and vested vacation and holiday time, as well as the corresponding  
12 waiting time penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and  
13 deceptive practice to the detriment of PLAINTIFF and other AGGRIEVED EMPLOYEES.  
14 DEFENDANT's uniform practice and policy of failing to pay PLAINTIFF and other  
15 AGGRIEVED EMPLOYEES for all vested vacation and holiday time accumulated at  
16 employment termination violated and continues to violate Section 227.3 of the California  
17 Labor Code.

#### 18 **JURISDICTION AND VENUE**

19 28. This Court has jurisdiction over this Action pursuant to California Code of  
20 Civil Procedure, Section 410.10.

21 29. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
22 Sections 395.5 and 393, because DEFENDANT operates in locations across California,  
23 employs AGGRIEVED EMPLOYEES across California, including in this County, and  
24 committed the wrongful conduct herein alleged in this County against AGGRIEVED  
25 EMPLOYEES.

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1 Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now  
2 commence a representative civil action under PAGA pursuant to Section 2699 as the proxy  
3 of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

4 34. The policies, acts and practices heretofore described were and are an unlawful  
5 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the  
6 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly  
7 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,  
8 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for  
9 required expenses, and (f) failed to provide wages when due, all in violation of the  
10 applicable Labor Code sections listed in Labor Code §§ 201, 202, 203, 204, 210, 226(a),  
11 226.7, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of  
12 Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage  
13 Order(s), and thereby gives rise to civil penalties as a result of such conduct.<sup>1</sup> PLAINTIFF  
14 hereby seeks recovery of only civil penalties as prescribed by the Labor Code Private  
15 Attorney General Act of 2004 as the representative of the State of California for the illegal  
16 perpetrated on PLAINTIFF and the AGGRIEVED EMPLOYEES.

17  
18 **PRAYER FOR RELIEF**

19 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and  
20 severally, as follows:

21 1. On behalf of the State of California and with respect to all AGGRIEVED  
22 EMPLOYEES:

23 A) Recovery of civil penalties as prescribed by the Labor Code Private  
24 Attorneys General Act of 2004; and,

25 B) An award of attorneys' fees and cost of suit, as allowable under the  
26

27  
28 <sup>1</sup>Plaintiff specifically excludes and/or does not allege any claims under California Labor  
Code §558(a)(3).

1 law, including, but not limited to, pursuant to Labor Code §2699.

2 Dated: June 20, 2025 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP  
3

4 By: /s/ Nicholas De Blouw  
5 Norman B. Blumenthal  
6 Kyle R. Nordrehaug  
7 Nicholas J. De Blouw

8 *Attorneys for Plaintiff*  
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# EXHIBIT 1

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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 5<sup>th</sup> 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.

# **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

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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       | Amount    |
| 9411                                                 | Regular OT Rate           |                         | 66.17 |                | 4.72   | 312.32       | 7,649.13  |
| 1135                                                 | CA Meal Allowance(Kronos) |                         | 43.04 |                | 1.00   | 43.04        | 371.34    |
| 9452                                                 | Shift3 Double OT Rate     |                         | 89.30 |                | 0.05   | 4.47         | 3,457.50  |
| 9458                                                 | Misc Rate                 |                         | 44.04 |                | 8.00   | 352.32       | 732.03    |
| 9471                                                 | Shift3 Rate               |                         | 44.04 |                | 32.00  | 1,409.27     | 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    |
| 1922                                                 | Imputed Basic Life        |                         |       |                |        |              | 0.65      |
| 9034                                                 | State/City Law Sck Lv Bal |                         |       |                |        | 24.00        | 10.40     |
| 1920                                                 | Recognition/service award |                         |       |                |        |              | 40.50     |
| 9044                                                 | CPSL Used Hours           |                         |       |                |        | 0.00         |           |
| Total Imputed Income & Stock Transactions            |                           |                         |       |                |        |              | 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) |                |       |       | 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 |                           |                |       |       | 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                   |              |                |           |              |           |
| California              |              |                |           |              |           |
| 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     | 1,387.39  |
|  | 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 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 |                           |                |       |       | 1,979.16     | 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         | California   | 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.



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 : 05/05/2024 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 |

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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 : 05/12/2024 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 |
|-------------------------------------------|--|--|--|------|--|-------|

| 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          | Tax Gross |
| 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 |                  |
| 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          |

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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 : 05/21/2023 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       |   | 1,198.74  |
| 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     |           |

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 : 05/26/2024 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.