EMPLOYER	DEMAND DATE
0844840 B.C. LTD.	27-Sep-10
0885502 B.C. LTD.	27-Sep-10
0742327 B.C. LTD.	27-Sep-10
PREET FARM CONTRACTORS LTD.	27-Sep-10
Beant S. Brar o/a Brar Super Labour Contracting	05-Oct-10
Brar Farm Contractors Ltd	05-Oct-10
Columbia Labour Contracting Ltd	05-Oct-10
Dhillon Labour Contractor	05-Oct-10
GDMK Enterprises Ltd.	08-Oct-10
G&B Contractors	08-Oct-10
H&M Sangha Enterprises Ltd.	08-Oct-10
Jagjit Singh Sandhu coba B & J Sandhu Enterprises.	08-Oct-10
Khazan Labour Contractor	18-Oct-10
M.K.Farm Labour Supply Ltd.	18-Oct-10
M.G.B Ent. Ltd	18-Oct-10
L.B. Contracting Ltd.	18-Oct-10
Sidson Farms Ltd.	21-Oct-10
Major Labour Contractor Ltd.	25-Oct-10
Mohinder Multani coba K-P Labour Contractors	25-Oct-10
PMK Dhaliwal Enterprises Ltd.	25-Oct-10
Rajwant Kaur Bajwa dba Karan Tree Digging	2-Nov-10
Rob & Sons Tree Digging Ltd.	2-Nov-10
Saroya Contracting Ltd.	2-Nov-10
Kamal Farming Ltd	9-Nov-10
B.R. Enterprises Ltd	9-Nov-10
Shubh Labour Contracting	9-Nov-10
AM-PM Workforce Ltd.	16-Nov-10
Toor Labour Contracting Ltd.	16-Nov-10
Sangha Enterprises Ltd.	16-Nov-10
KA Labour Contractors Ltd	23-Nov-10
KSD Labour Supply Ltd.	23-Nov-10
Subedar Contractors Ltd.	23-Nov-10
Harpreet Bains coba Harbreet Bains Farm	29-Nov-10
Shamsher Lidder o/a L & B Farms	21-Dec-10
Joy and Bruce o/a Wisbey Veggies	29-Dec-10
A & M Toor Farms Ltd.	11-Jan-11
Sukhminder Rai, Charan Rai and Manjinder Rai coba Surrey Farms	11-Jan-11

Balbir and Ranjeet Gill coba B & R Blueberry Farm	17-Jan-11
Amrik & Surinder Nijjar coba Nijjar Farm	08-Feb-11
Surjit, Nachhattar and Surjit Bhanga coba Bhangal Farms	23-Feb-11

Audits for 2010 Employment Year

EMPLOYER	DEMAND DATE
John Guliker & Casey Guliker coba. Better Berries	23-Jun-11
AM-PM Workforce Ltd.	17-Nov-11
Dhillon Labour Contractors Ltd.	06-Oct-11
AB Farm Labour Contractor Ltd.	18-Oct-11
0742327 BC Ltd.	25-Oct-11
Earlco Holdings Ltd.	12-Oct-11
R.R. Labour Contracting Ltd.	12-Oct-11
Saroya Contracting Ltd.	12-Oct-11
Unique Labour Force Ltd.	12-Oct-11
Young Labour Contractor Ltd.	18-Oct-11
PMK Dhaliwal Enterprises Ltd.	18-Oct-11
H & M Sangha Enterprises Ltd.	18-Oct-11
Green Gold Labour Contractors Ltd.	18-Oct-11
Incan Enterprises Ltd.	25-Oct-11
0752871 BC Ltd.	17-Nov-11
0902821 BC Ltd.	25-Oct-11
AIB Enterprises Ltd.	01-Nov-11
Fresh Harvest Farms	01-Nov-11
Samra Bros Blueberry	15-Nov-11
Decent Labour Contracting	15-Nov-11
Gill Labour Contractor	15-Nov-11
Amrik & Surinder Nijjar coba. Nijjar Farm	15-Nov-11
Jhutty Farming and Contracting Ltd.	22-Nov-11
Anand Enterprises Ltd.	22-Nov-11
Harpreet Bains Farm	22-Nov-11
Columbia Labour Contracting Ltd.	29-Nov-11
G&B Conrtactors Ltd.	29-Nov-11
Kamal farming Ltd.	29-Nov-11
Harsun Contracting Ltd.	04-Jan-12
J.A.R Labour Contractors Ltd.	04-Jan-12
Shoker Farms	04-Jan-12

Audits for 2011 Employment Year

Audits

EMPLOYER	DEMAND DATE
Blueridge Berry Farm	29-Oct-12
Gary Grewal Farm	03-Dec-12
Greenway Farms	17-Oct-12
Sanghera Farm Ltd.	21-Mar-13
B & P Farms Ltd	21-Nov-12
Sher Gill Cranberry Farms Inc.	11-Dec-12
B.R. Enterprises Ltd.	17-Oct-12
Ekum Farm Labour Contracting	17-Oct-12
Saroya Contracting Ltd.	17-Oct-12
Gill Labour Contracting Ltd.	
Sophorn Kong	09-Jan-13
Toor Labour Contracting Ltd.	05-Nov-12
Columbia Labour Contracting Ltd	20-Nov-12
Dhillon Labour Contracting Ltd	21-Nov-12
M.G.B. Contractors Ltd	09-Nov-12
JHL Contractors Ltd	22-Oct-12
KG Sandhu Enterprises	22-Oct-12
751592 BC LTD	22-Oct-12
Preet Farm Contractors Ltd	22-Oct-12
JKJ Contracting Ltd.	11-Dec-12
GDMK Enterprises Ltd.	29-Oct-12
Major Labour Contractor Ltd.	29-Oct-12
0920137 B.C. Ltd	29-Oct-12
Friendly Labour Contractor Ltd.	05-Nov-12
Green Gold Labour Contractors Ltd.	09-Nov-12
Valley Labour Contracting Ltd.	2012-11-09

Audits for 2012 Employment Year

Audits

EMPLOYER	DEMAND DATE
Harbans Kaur Pandher and Harjit Singh Pandher ca	29-Aug-13
Vincent Farm Inc.	9-Oct-13
Bardeke Enterprise Ltd.	9-Oct-13
0751592 B.C. Ltd.	9-Oct-13
Brali Enterprises Ltd.	9-Oct-13
M KANJ Construction Ltd.	22-Oct-13
0752871 B.C. Ltd.	19-Nov-13
Day and Night Labour Supply Ltd.	22-Oct-13
Bhullar Labour Contractors Ltd.	22-Oct-13
Saroya Contracting Ltd.	29-Oct-13
Kamal Farming Ltd.	29-Oct-13
JHL Contractors Ltd.	29-Oct-13
Gill Labour Contracting Ltd.	29-Oct-13
Columbia Labour Contracting Ltd.	22-Jan-14
Ekum Farm Labour Contracting Ltd.	22-Jan-14
Major Labour Contractor Ltd.	22-Jan-14
Brar Super Labour Contracting Ltd.	3-Feb-14
Qualified Contractors Ltd.	3-Feb-14
GDMK Enterprises Ltd.	3-Feb-14
Jhutty Farming Ltd.	17-Feb-14
JKJ Contracting Ltd.	17-Feb-14
R.R. Labour Contracting Ltd.	17-Feb-14
Brar Super Labour Contracting Ltd.	17-Feb-14

Audits for 2013 Employment Year

Company	Date	Section	Amount	Date of Contravention
0742327 B.C. Ltd.	07-Jan-10	13A	$500.00	01-Sep-09
0742327 B.C. Ltd.	07-Jan-10	28A	$500.00	16-Jul-09
0742327 B.C. Ltd.	07-Jan-10	6R	$2,500.00	30-Sep-09
B&M Boparai Farm Services Ltd.	11-Jan-10	28A	$500.00	30-Jun-09
Sandhu & Sons Enterprises Ltd	08-Jan-10	46R	$500	08-Dec-09
Amrik & Surinder Nijjar coba Nijjar Farms	20-Jan-10	28A	$500	24-Jul-09
Chohan Labour Contractor Ltd.	28-Jan-10	6R	$500	15-Nov-09
0751592 B.C. LTD.	11-Feb-10	40.2R	$500	02-Nov-09
Western Country Farms Inc.	17-Mar-10	28A	$500	17-Sep-09
Western Country Farms Inc.	17-Mar-10	17A	$500	02-Aug-09
Western Country Farms Inc.	17-Mar-10	18R	$500	09-Dec-09
Multani Enterprises Ltd.	19-Mar-10	40.2R	$10,000	14-Nov-09
Multani Enterprises Ltd.	19-Mar-10	13A	$500	10-Sep-09
Hindpal Gill and Gurdev Gill coba Gill Farm	22-Mar-10	28A	$500	20-Aug-09
Hindpal Gill and Gurdev Gill coba Gill Farm	22-Mar-10	27A	$500	11-Sep-09
Kamal Farming Ltd.	24-Mar-10	40.2R	$500	26-Nov-09
Maan Farms Ltd.	26-Mar-10	28A	$2,500	24-Jun-09
0885502 B.C. Ltd	4-Nov-10	40.2	$500.00	8-Sep-10
Preet Farm Contractors Ltd.	15-Nov-10	13(1)A	$500.00	13-Aug-10
Columbia Labour Contracting Ltd.	30-Nov-10	17	$500.00	15-Jun-10
0844840 B.C. Ltd	3-Dec-10	28A	$500.00	04-Sep-10
Saroya Contracting Ltd.	14-Dec-10	28A	$500.00	06-Jul-10
M.G.B. Ent. Ltd.	20-Dec-10	28A	$2,500.00	03-Nov-10
PMK Dhaliwal Enterprises Ltd.	20-Dec-10	28 A	$500.00	15-Jul-10
Shamsher Lidder coba L & B Farms	21-Dec-10	46 R	$500.00	15-Nov-10
Joy and Bruce Wisbey coba Wisbey Veggies	29-Dec-10	46 R	$500.00	8-Nov-10
Mohinder Multani coba K-P Labour Contractors	20-Jan-11	17(1) A	$500.00	31-Aug-10
Shamsher Lidder coba L & B Farms	14-Feb-11	28 A	$500.00	22-Jul-10
Shamsher Lidder coba L & B Farms	14-Feb-11	17(1) A	$500.00	14-Aug-10
Shamsher Lidder coba L & B Farms	14-Feb-11	13(3) A	$500.00	08-Oct-10
Major Labour Contractor Ltd.	17-Feb-11	28 A	$500.00	13-Aug-10
KA Labour Contractors Ltd.	18-Feb-11	13(1) A	$500.00	06-Dec-10
K N N Blueberry Farms Inc.	28-Feb-11	46 R	$500.00	16-Feb-11
Balbir Kaur Gill & Ranjeet Singh Gill coba B&R Blu	04-Mar-11	28 A	$500.00	12-Aug-10
Balbir Kaur Gill & Ranjeet Singh Gill coba B&R Blu	04-Mar-11	17(1) A	$500.00	25-Oct-10
Earlco Holdings Ltd.	10-Mar-11	13(1) A	$500.00	24-Feb-11
Subedar Contractors Ltd.	16-Mar-11	28A	$500.00	05-Aug-10
Amrik & Surinder Nijjar COBA Nijjar Farm	08-Apr-11	28A	$2,500.00	23-Jul-10
Amrik & Surinder Nijjar COBA Nijjar Farm	08-Apr-11	17	$500.00	03-Oct-10

K N N Blueberry Farms Inc.	24-Mar-11	46R	$2,500.00	14-Mar-11
Ian Hornby-Smith COBA Ian Hornby-Smith Vineya	11-Apr-11	13(3)	$500.00	20-Dec-09
Denise Sproule	11-Apr-11	13(3)	$500.00	30-Oct-10
Gitta Pederson COBA Poplar Grove Vineyard	11-Apr-11	13(3)	$500.00	31-Dec-10
Taylor Gjoa and John Bilodeau COBA Gjoa Vineya	12-Apr-11	13(3)	$500.00	31-Dec-10
Ellie Ainsworth COBA Ainsworth Vineyard	12-Apr-11	13(3)	$500.00	08-Oct-10
Sukhminder Rai, Charan Rai, Manjinder Rai coba	29-Apr-11	28 A	$500.00	25-Dec-10
Harpreet Bains coba Harpreet Bains Farm	29-Apr-11	28 A	$500.00	13-Aug-10
Harpreet Bains coba Harpreet Bains Farm	29-Apr-11	17 A	$500.00	26-Oct-10
Hermitage Vineyards Ltd.	09-May-11	13(3) A	$500.00	31-Dec-10
K N N Blueberry Farms Inc.	10-May-11	46R	$10,000.00	08-Apr-11
Satnam, Nachhattar, and Surjit Bhangal COBA Bh	17-May-11	28A	$500.00	30-Nov-10
Satnam, Nachhattar, and Surjit Bhangal COBA Bh	17-May-11	17A	$500.00	25-Nov-10
Satnam, Nachhattar, and Surjit Bhangal COBA Bh	17-May-11	13(1)A	$500.00	08-Sep-10
Sidson Farms Ltd.	14-Mar-11	17	$500.00	26-Sep-10
0742327 B.C.Ltd	13-Apr-12	17	$500.00	24-May-11
0742327 B.C.Ltd	13-Apr-12	40.2	$500.00	16-May-11
Samra Bros Blueberry Farms Ltd	04-Jun-12	28	$500.00	29-Jul-12
Samra Bros Blueberry Farms Ltd	04-Jun-12	17	$500.00	24-Sep-12
Jhuty Farming & Contracting Ltd	05-Jul-12	17	$500.00	24-Sep-11
Jhuty Farming & Contracting Ltd	05-Jul-12	40.2	$500.00	24-Sep-11
Anand Enterprises Ltd.	26-Jul-12	17	$500.00	23-Oct-11
Anand Enterprises Ltd.	26-Jul-12	28	$500.00	7-Dec-12
Harsun Contracting Ltd.	26-Jul-12	17	$500.00	9-Nov-11
Saroya Contracting Ltd.	23-Nov-12	28	$2,500.00	31-Oct-12
Malkit, Rashpal Dhaliwal, and Jasvir,Ranvir Nagra	22-Nov-12	46	$500.00	13-Nov-12
JHL Contractors Ltd.	30-Nov-12	6(4)	$500.00	13-Aug-12
Surjit Kaur Sanghera and Labh Singh Barhma cob	23-Nov-12	17	$500.00	5-Aug-12
Surjit Kaur Sanghera and Labh Singh Barhma cob	23-Nov-12	40.2	$500.00	21-May-12
Surjit Kaur Sanghera and Labh Singh Barhma cob	23-Nov-12	6(4)	$500.00	31-Oct-12
0920137 B.C. LTD.	6-Dec-12	17	$500.00	24-Sep-12
KG Sandhu Enterprises Ltd.	13-Dec-12	28	$500.00	5-Nov-12
Sophorn Kong COBA Kong Farm Services	21-Dec-12	46	$500.00	14-Dec-12
Gill Labour Contracting Ltd	20-Dec-12	17	$2,500.00	09-Nov-12
0751592 BC Ltd	18-Jan-13	17	$500.00	8-Oct-12
0751592 BC Ltd	18-Jan-13	40.2	$500.00	10-Oct-12
Valley Labour Contracting	30-Jan-13	40.2	$500.00	2-Jun-12
Sophorn Kong coba Kong Farm Services	12-Apr-13	40.2	$500.00	14-Oct-12
Sophorn Kong coba Kong Farm Services	12-Apr-13	6(4)	$500.00	23-Jan-13

Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as **Grewal Farm**	1-May-13	28	$500.00	03-Dec-12
Sanghera Farm Ltd.	9-May-13	17	$500.00	9-Nov-12
0752871 B.C. Ltd.	15-Nov-13	46	$500.00	04-Nov-13
Day and Night Labour Supply Ltd.	4-Dec-13	13	$500.00	26-Jul-13
Day and Night Labour Supply Ltd.	4-Dec-13	17	$500.00	26-Aug-13
Day and Night Labour Supply Ltd.	4-Dec-13	40.2	$500.00	23-Sep-13
0751592 B.C. Ltd.	6-Dec-13	13	$500.00	16-Aug-13
0751592 B.C. Ltd.	6-Dec-13	17	$2,500.00	26-Aug-13
0751592 B.C. Ltd.	6-Dec-13	6(4)	$500.00	23-Oct-13
Vincent Farm Inc.	12-Dec-13	17	$500.00	30-Sep-13
Saroya Contracting Ltd.	7-Feb-14	6(4)	$500.00	16-Mar-13
Saroya Contracting Ltd.	7-Feb-14	28	$10,000.00	16-Mar-13
0752871 B.C Ltd.	28-Feb-14	17	$500.00	30-Mar-13
M KANJ Construction Ltd.	28-Feb-14	17	$500.00	4-Nov-13
Brali Enterprises Inc.	28-Feb-14	17	$500.00	30-Sep-13
Major Labour Contractor Ltd.	28-Feb-14	40.2	$500.00	20-Sep-13

Section IV
Reviewing Payroll Records

Obtain a blank payroll audit review form. These are available on the <N> drive under Farm Labour/Forms. There are also copies on top of the audit file cabinet

Preliminary Information

It may be helpful to look at previous review forms to see other people's observations. Fill out ER information in top section of review form. Take note of previous determinations.

License Date and Bond number

Check to see if Employer was operating before being issued a license and if employer is operating within bond.

Check to see if employee information is sufficient (Section 28 ESA)

Browse through the records to see if they meet the requirements of section 28 of the Act. If you have any questions call the employer. If something substantial, such as daily records or phone numbers is missing, ask the employer to supply it.

Vacation Pay (Section 58 ESA or 18(3) ESR)

This is 4% of the employee's gross wages. It may be paid with every pay cheque or at the end of the year. **4% Vacation Pay is included in piece rates as of April of 1999.**

Employers must show the actual wage rate paid separate from the amount of vacation pay earned. If employees are receiving holiday pay in every pay period, then it must be agreed to in writing by both the employer and the employee before the commencement of work.

Statutory Holiday Pay (Sec 36.1 or 18(3) ESR)

As of May 16, 2003, farm workers are exempt from stat holiday pay.

Semi-monthly Pay (Section 17(1) ESA)

Employees must be paid twice a month and within 8 days of a pay period. All employees must be paid by direct deposit. Check direct deposit confirmations to see whether employees receive pay every two weeks.

If the employer is paying piece rate he may pay 80% of the wages within eight days of the first pay period of the month and the balance within eight days of the end of the month.

Child Employment (Section 9 ESA)

Check birthdates (if there are any) to make sure all employees are over 12 years or a child permit is in place.

Overtime Hours (Section 23 ESR)

Farm workers are exempt from any overtime pay.

Field visit information

Make sure to always cross-reference site interview sheets with payroll records. Check site visit log (Farm Labour/logs/site visit log), and find the date we conducted a site visit for that company. Obtain the sheet in our filing cabinet containing audit folders. Use the information obtained in the field to compare it to what is being shown in the payroll records. All employees must appear in the payroll records. There are many examples of employees being interviewed by the team during site visits but not appearing in the payroll records.

Obtaining invoices-You may also wish to contact producers to whom the FLC has supplied labour. Some producers are very helpful and keep excellent records of labour provided by the FLC. Others not so much. Use the daily logs to your advantage to find out where the FLC is supplying labour. Compare these daily logs to any invoices or records you may receive from producers.

- Keep track of all responses received by producers, and whether the invoices were helpful or not (located in Farm Labour/Logs/Producer Invoice Demands).
- There is also a list of contact information for producers under (Farm Labour/Invoice Fax Numbers)-add any new contact information for a producer such as phone numbers, names, etc. for future audits.

*** ***When audit is completed record date in the demand log.***

Audits

The recommendation to audit can be initiated by a delegate, a regional manager or the Director. A delegate must consult with the regional manager before commencing an audit. Some of the reasons which may lead to a decision to conduct an audit are as follows:

- The employer admits at the education stage that he does not adhere to the provisions of the Act and/or there is an allegation of non-compliance adversely affecting a number of employees;
- Enhanced education has not resulted in the employer correcting its practices;
- The Branch received a confidential complaint;
- The employer is a repeat non-complier or a chronic late complier;
- The regional manager or the Director requests a delegate to conduct an audit.

Some of the methods used to conduct an audit are:

- The delegate obtains the records and conducts the audit;
- The delegate involves other team members to assist;
- The delegate requires the employer to do a self-audit, which is reviewed by the delegate.

Recovery periods under an audit may vary at the discretion of the delegate, but consideration should be given to the specific circumstances and should not adversely affect complainants' entitlement under the Act.

Routine site visits

Routine sites visits may be conducted without a complaint being filed. They are educational in nature and are intended to provide employers with information about the requirements of the Act. Site visits may be followed up by enhanced education, including a follow-up letter, if it appears that an employer is not in compliance with the Act.

BRITISH COLUMBIA
The Best Place on Earth

POSITION DESCRIPTION

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Employment Standards Branch

Modified for Co-op term - "Acting" ESO

POSITION TITLE:	Employment Standards Officer Int. F/C Co-ops	POSITION NUMBER(S):	various
DIVISION: (e.g., Division, Region, Department)	Labour Division		
UNIT: (e.g., Branch, Area, District)	Employment Standards Branch	LOCATION:	various
APPROVED CLASSIFICATION	Applied Leadership	CLASS CODE	
SUPERVISOR'S TITLE:	Regional Manager	POSITION NUMBER	Various
SUPERVISOR'S CLASSIFICATION:	Business Leadership	PHONE NUMBER:	

PROGRAM

The Employment Standards Branch is responsible for ensuring awareness of and compliance with all requirements of the *Employment Standards Act* and Regulation (the Act) and provides front-line services for the ministry in administering and enforcing the provisions of the Act. This involves the interpretation, education, investigation, mediation and adjudication of complaints under the Act, as well as the enforcement of decisions and the conduct of appeals before the Employment Standards Tribunal. The Branch also provides education to the public to promote awareness of the Act, and services to the Labour Relations Board under the Labour Relations Code.

PURPOSE OF POSITION

The *Employment Standards Act* (the Act) establishes the duties and powers of an Employment Standards Officer (ESO). An ESO exercises delegated authority as the authorized representative of the Director of Employment Standards. Only the Director or their authorized representative can receive complaints and conduct mediations and investigations under the Act.

The primary matters addressed by an ESO are:
1. wage claims including payment of wages, overtime, statutory holidays and vacation pay;
2. termination of employment and compensation for length of service;
3. employee protection matters including child and youth employment, pregnancy and parental leave, farm labour, and domestics.
4. associates corporations and determines directors' liabilities.
5. undertakes collection of outstanding wages.

NATURE OF WORK AND POSITION LINKS

Employment Standards Officers perform their duties in an atmosphere frequently subject to emotional extremes and conflict. Employers and employees often personalize issues and commonly have different recollections of the same event. It is frequently necessary for an ESO to first confront "matters of principle" before attempting to achieve a practical and just resolution of the issues. An officer is empowered by statute to make findings of fact and arrange voluntary compliance of disputes. The ESO may use mediation in an attempt to obtain a settlement agreement between the parties, or may investigate a matter and render a determination. Officers are also responsible to file documents in court and land registries, identify and seize assets, associate corporations, determine directors' liabilities and undertake collection of outstanding wages.

For matters concerning pregnancy or employee protection, an ESO is empowered to make orders, including reinstatement or compensation. An officer is also responsible for establishing conditions of employment for children under 12.

ESOs exercise discretion, subject to the principles of natural justice and procedural fairness, to demand production of records and to enter and inspect premises. ESOs may exercise the powers of an Inquiry Commissioner under the Inquiry *Act* and may be required to represent the interests of the Director before the Employment Standards Tribunal.

Employment Standards Officers conduct their work with diverse groups in the employment sectors including proprietorships, major corporations, legal counsel, office workers, industrial workers, farm laborers, immigrant workers and employee and employer associations. Officers must also contend with an ever-changing labour environment. An ESO is continually involved in educating employers and employees regarding their rights and obligations under the legislation. In all program areas, the ESO deals with both public and private sectors, employer and employee groups, union representatives, legal counsel, and at all levels of institutions, organizations, ministries, corporate entities, and other regulatory bodies.

Employment Standards Officers are administratively accountable to a Regional Manager for the efficient and effective administration of services. Additional direction or support is available through the interpretation and application of branch policy and branch staff, such as Industrial Relations Officers and the branch Program Advisor.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Mediates and investigates complaints under the *Employment Standards Act*. Determines the handling of the complaint and conducts dispute resolution techniques to resolve issues. May monitor and enforce compliance for an employer group or sector (e.g., restaurants, the film industry).

2. Determines matters relating to compliance of the Act and mediates, and educates employers to obtain compliance and remedy cases and imposes monetary penalties where a contravention has been found.

3. Conducts audits of employers to determine compliance with the Act, which may involve one employee or several hundred employees. These audits assist the officer in making findings of fact. Subject to the principles of natural justice and procedural fairness, demands production of records and enters and inspects premises.

4. Issues written decisions on investigations when voluntary compliance is not possible, and undertakes collection action on outstanding wages to ensure compliance with ESA.

5. Exercises the powers of an Inquiry Commissioner under the *Inquiry Act*, including the right to summons witnesses and take evidence under oath in order to fully investigate complaints.

6. Prepares and presents cases that are appealed to the Employment Standards Tribunal, including preparing submissions on behalf of the Director, and conducting direct or cross-examinations of witnesses, in order to represent the Employment Standards Director and determinations made by her, and the policies and practices of the branch.

7. Promotes knowledge of the *Employment Standards Act* and related law through compliance initiatives and public education to ensure employees and employers are aware of legislative intent, their rights and obligations. Regularly informs complainants and employers on practical issues related to employment matters.

8. Assists Industrial Relations Officers, when requested, on assignments under the *Labour Relations Code*.

FINANCIAL RESPONSIBILITY

Budget dollars, both direct and indirect, and number of FTEs for which this position has responsibility:

- This position is not responsible for budgets nor supervision of staff.

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff		
Supervises staff through subordinate supervisors		

PROJECT /TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

Role		# of FTE's	Role		# of FTE's
Supervises students or volunteers	☐		Provides formal training to other staff	☐	
Lead project teams	☐		Assigns, monitors and examines the work of staff	☐	

SPECIAL REQUIREMENTS

TOOLS / EQUIPMENT

WORKING CONDITIONS

WORK EXAMPLES

COMMENTS

PREPARED BY

NAME:	DATE:	

EXCLUDED MANAGER AUTHORIZATION

I confirm that:

1. the accountabilities / deliverables were assigned to this position effective:.
2. the information in this position description reflects the actual work performed.
3. a copy has / will be provided to the incumbent(s).

NAME:	SIGNATURE:	DATE:

ORGANIZATION CHART

Executive Director, Strategic Leadership
Regional Manager, Business Leadership
Industrial Relations Officer, Applied Leadership (X positions)
Employment Standards Officer, Applied Leadership (Y positions)

STAFFING CRITERIA

Experience, Education and Training Requirements

Related university degree or post-secondary diploma or an equivalent combination of three years relevant experience, education and/or training in all of the following:

- Mediating disputes as an neutral third party and resolving complex issues between disputing individuals or groups;
- Composing analytical correspondence and/or reports using computerized systems;
- Conducting investigations, preparing investigative plans and conducting investigative interviews;
- Interpreting and applying legislation and/or policies;
- Developing and delivering presentations and facilitating group discussions addressing controversial issues.

Knowledge, Skills and Abilities Required at Job Start

Knowledge:

Business Unit Management

- Concepts, theories and principles of/and related to employment law, common law and natural justice.

Abilities:

Communication

- Communicate, by providing and obtaining information of a complex, technical or sensitive nature (e.g. determinations/decisions), both orally and in writing, effectively, clearly, logically, concisely, correctly and completely, in a timely manner, and at an appropriate level and format, while maintaining confidentiality.
- Present information of subject matter that is technical and/or controversial and/or does not meet others' expectations to potentially unreceptive, critical and/or hostile audiences, responding appropriately to on-the-spot questions without pre-scripted responses while maintaining credibility and integrity.
- Facilitate and/or lead discussion in a group setting aimed at increasing understanding, acceptance and compliance, learning and awareness.

Interpersonal Communication

- Establish and maintain effective working relationships, individually or as a member of a team, with a variety of internal and external individuals or groups at all levels of authority including individuals from diverse cultures to meet program objectives and contribute to a variety of initiatives.
- Deal effectively with emotionally charged individuals or groups at various levels within and outside the organization, remaining focussed on outcomes, and responding appropriately in order to: provide or obtain information including information they may not wish to hear; clarify or resolve issues; provide assistance or service; achieve co-operation; elicit assistance; or ensure compliance.

Organizational

- Organize and manage one's own diverse, fluctuating workload effectively, efficiently and independently in a variety of operational settings achieving results within acceptable time frames taking into consideration changing priorities, deadlines, volume, available resources and/or reporting relationships while sharing information and/or significant issues with colleagues and supervisors.

Research, Analysis, and Investigation

- Assess problems and identify urgent situations, refer to applicable legislation, regulations rules, case law, policy, procedures, and/or guidelines, identify options, determine, decide and implement appropriate action, and enforce compliance.
- Conduct investigations through researching, analyzing, verifying, and reconciling relevant business-related data and payroll information from a variety of sources to gather pertinent facts, determine issues in dispute, draw conclusions, determine appropriate courses of action and make accurate, effective and timely written decisions.

Information Systems/ Business Technology

- Use standard computer technology and applications such as word-processing, internet/Intranet and email (outlook) efficiently to access information and produce, edit and update a variety of correspondence and reports.

STAFFING CRITERIA CON'TD

Other

- Willingness to keep self-informed on trends and issues in employment law and related legislation.
- Ability to work outside the standard hours of work on occasion.
- Abililty to travel – frequency and distances will be determined by location of position.

Knowledge, Skills and Abilities Required by End of Six-Month Probation Period

Knowledge:

Business Unit Management

- Concepts, theories and principles of/and related to legislation applied in the position such as: the Employment Standards Act, the Interpretation Act, Bankruptcy and Insolvency legislation and others.
- BC Government-specific, ministry-specific, and branch-specific, policies, procedures, guidelines, systems, techniques, and methods related to: ensuring adherence to all requirements of the Employment Standards Act and Regulations.

Information Systems/ Business Technology

- Branch-specific computer applications; ability and willingness to learn Excel.

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POSITION DESCRIPTION

Ministry of Jobs, Tourism and Skills Training, and Minister Responsible for Labour
Employment Standards Branch

POSITION TITLE:	Industrial Relations Officer Co-op Stp	POSITION NUMBER(S):	Various
DIVISION: (e.g., Division, Region, Department)	Labour Division		
UNIT: (e.g., Branch, Area, District)	Employment Standards Branch	LOCATION:	Various
APPROVED CLASSIFICATION	Applied Leadership	CLASS CODE	
SUPERVISOR'S TITLE:	Regional Manager	POSITION NUMBER	Various
SUPERVISOR'S CLASSIFICATION:	Business Leadership	PHONE NUMBER:	

PROGRAM

The Employment Standards Branch is responsible for ensuring awareness of and compliance with all requirements of the *Employment Standards Act* and Regulation (the Act) and provides front-line services for the ministry in administering and enforcing the provisions of the Act. This involves the interpretation, education, investigation, mediation and adjudication of complaints under the Act, as well as the enforcement of decisions and the conduct of appeals before the Employment Standards Tribunal. The Branch also provides education to the public to promote awareness of the Act, and services to the Labour Relations Board under the Labour Relations Code.

PURPOSE OF POSITION

Industrial Relations Officers (IROs) serve as the senior officers in the Employment Standards Branch. IROs conduct investigations, mediate or adjudicate disputed claims between employees and employers, or their representatives, involving alleged contraventions of the Act. IROs make and write decisions consistent with legal requirements or precedent, and effect resolutions to matters in dispute within the framework of both administrative fairness and natural justice. IROs are skilled communicators who are responsible for improving awareness and knowledge of employment standards in the province. In addition, the position provides services to the Labour Relations Board in relation to representation votes.

NATURE OF WORK AND POSITION LINKS

As a delegate of the Director of Employment Standards, IROs have statutory responsibilities and quasi-judicial authority under the Act. IROs operate within the complex and at times confrontational sphere of employment standards disputes to find practical and equitable solutions to disputes between employers and employees. Applying a solid knowledge of employment standards legislation, policy and procedures, IROs make decisions consistent with legal requirements and effect resolutions to disputes within the framework of administrative fairness and natural justice. The work of IROs requires well-developed listening skills, analytical and critical thinking, sound judgement in making difficult decisions and an ability to work in a challenging and fast-paced environment.

The position operates out of a regional office. The IRO reports to a Regional Manager, who may or may not be on-site. In providing labour relations services, the IRO reports directly to the Labour Relations Board. In all program areas, the IRO deals with both public and private sectors, employer and employee groups, union and employer representatives, legal counsel, and at all levels of institutions, organizations, ministries, corporate entities, and other regulatory bodies.

The IRO must function autonomously, frequently under rigorous statute-imposed time constraints, and the

demands of competing parties.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Investigates, mediates, adjudicates, and administers and enforces the provisions of the *Employment Standards Act* in order to resolve complaints and provide effective implementation of branch mandates. May be assigned lead responsibility to educate and enforce compliance for an employment group or sector to ensure they meet requirements of the Act. If so, coordinates initiatives with other regulatory bodies, such as the Workers' Compensation Board and the Employment Insurance Commission, and meets with interest groups, stakeholders, and employer and employee groups to ensure all interests are represented. Proposes appropriate courses of action to achieve compliance and heightened awareness.

2. Provides labour relations services to the Labour Relations Board. As the local representative, conducts on-site investigations with employers and employee representatives, and conducts representation votes between the parties (for union membership certifications and de-certifications, or final offer votes) to ensure fair labour practices as specified by the *Labour Relations Code*.

3. Delivers education and awareness programs to employers, employees and the general public in order to create a better understanding of the rights and responsibilities of both employees and employers.

4. Provides leadership, training and mentorship to Employment Standards Officers and branch staff to assist in ensuring objectives of the branch are met. Acts on behalf of the Regional Managers in their absence.

5. Takes evidence under oath in order to fully investigate and/or adjudicate complaints.

FINANCIAL RESPONSIBILITY

Budget dollars, both direct and indirect, and number of FTEs for which this position has responsibility:

- This position is not responsible for budgets nor supervision of staff

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff	0	0
Supervises staff through subordinate supervisors	0	0

PROJECT /TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

Role		# of FTE's	Role		# of FTE's
Supervises students or volunteers	☐	0	Provides formal training to other staff	☒	
Lead project teams	☐	0	Assigns, monitors and examines the work of staff	☐	0

SPECIAL REQUIREMENTS

- Travel is a requirement.
- Work irregular hours, if required.
- Valid BC Driver's license required.

TOOLS / EQUIPMENT

WORKING CONDITIONS

WORK EXAMPLES

COMMENTS

PREPARED BY

NAME:	DATE:	

EXCLUDED MANAGER AUTHORIZATION

I confirm that:

1. The accountabilities / deliverables were assigned to this position effective:.
2. The information in this position description reflects the actual work performed.
3. A copy has / will be provided to the incumbent(s).

NAME:	SIGNATURE:	DATE:

ORGANIZATION CHART

Executive Director, Strategic Leadership
Regional Manager, Business Leadership
Industrial Relations Officer, Applied Leadership (X positions)
Employment Standards Officer, Applied Leadership (Y positions)

EDUCATION/EXPERIENCE

To be considered for this position your resume must clearly demonstrate that you have the following:

University degree in a related discipline such as Law, Labour Relations, Business Administration, Human Resources or Public Administration plus 3 years of related experience; **or**, an equivalent combination of relevant experience, education and training which must include some formal post-secondary level course work in a related field.

Experience in **all** of the following:

- Conducting investigations including preparing investigative plans.
- Conducting investigative interviews.
- Mediating disputes as a neutral third party or resolving complex issues between disputing parties.
- Managing and organizing a large and varied caseload and competing priorities.
- Interpreting and applying legislation and/or policies.
- Decision making and decision writing.
- Composing analytical correspondence/reports using computerized systems.

Experience conducting adjudication hearings and experience working with unions and/or employers to address labour relations issues is **preferred**.

Knowledge:

- Employment Standards legislation, policy and procedures;
- Labour relations;
- Employment law;
- Natural Justice / Administrative Fairness

Skills and/or abilities:

- using a high degree of judgement, initiative, discretion, tact and confidentiality to influence, persuade and negotiate with individuals and/or groups having diverse or competing interests to reach agreement or resolve conflict;
- ability to gather and evaluate large amounts of information, analyze and extract the facts, assess credibility towards making accurate and timely decisions consistent with legislative requirements;
- ability to investigate, mediate and adjudicate;
- ability to demonstrate strong interpersonal, verbal and written communication skills;
- ability to interpret and explain legislation and policy at a level appropriate to the audience;
- ability to design and facilitate public education sessions for stakeholders;
- ability to work independently and be an effective team member;
- ability to use standard computer software, such as Word, Outlook and/or Excel;

COMPETENCIES

Service Orientation - implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.

Results Orientation - is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

Team Work and Cooperation - is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

Analytical Thinking - is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation, and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.

Critical Thinking - is the skill and ability to identify, collect and weigh evidence and information and by means of an open-minded, rational approach and exploring different hypotheses, analyze and evaluate said evidence and information to support a reasonable conclusion or decision.

Decisive Insight - combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related. It translates into identifying underlying issues and making the best decisions at the most appropriate time. At higher levels, the parameters upon which to base the decision become increasingly complex and ambiguous and call upon novel ways to think through issues.

Problem Solving and Judgement - is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.

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POSITION DESCRIPTION

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Employment Standards Branch

POSITION TITLE:	Regional Manager, XX Region(s)	POSITION NUMBER(S):	Various
DIVISION: (e.g., Division, Region, Department)	Labour Division		
UNIT: (e.g., Branch, Area, District)	Employment Standards Branch	LOCATION:	Various
APPROVED CLASSIFICATION	Business Leadership	CLASS CODE	
SUPERVISOR'S TITLE:	Executive Director	POSITION NUMBER	6877
SUPERVISOR'S CLASSIFICATION:	Strategic Leadership	PHONE NUMBER:	250-387-3300

PROGRAM

The Employment Standards Branch is responsible for ensuring awareness of and compliance with all requirements of the *Employment Standards Act* and Regulation (the Act) and provides front-line services for the ministry in administering and enforcing the provisions of the Act. This involves the interpretation, education, investigation, mediation and adjudication of complaints under the Act, as well as the enforcement of decisions and the conduct of appeals before the Employment Standards Tribunal. The Branch also provides education to the public to promote awareness of the Act, and services to the Labour Relations Board under the Labour Relations Code.

PURPOSE OF POSITION

The Regional Manager, XX Region(s), provides leadership and direction to staff responsible for the service delivery operations of the employment standards program within a designated region or regions of the province.

The Regional Manager is responsible for functions within the region which are similar and consistent with those exercised by the Branch Executive Director for the whole province, ensuring Branch and ministry goals and objectives are achieved within established time frames, setting regional objectives, and ensuring they are carried out by regional staff in a manner that meets the requirements of the Branch and Ministry. The Regional Manager serves on the Branch management team to develop policy, program and legislative options and establish strategic plans and operational directions for the Branch as a whole.

NATURE OF WORK AND POSITION LINKS

The Regional Manager leads the delivery of Branch programs in his/her region(s) and ensures timely, balanced and consistent service in the prevention and resolution of employment disputes. The Regional Manager develops strategies to ensure compliance with legislation and develops action plans for program delivery within the region for which he/she is responsible. Problem-solving, negotiation and mediation skills are required as the position operates within the complex, diverse and sometimes confrontational environment related to labour relations and employment standards.

The Regional Manager works with the Executive Director and other Regional Managers to establish and meet the goals and objectives of the Branch, and provides staff with the tools, supports and guidance required for the provision of excellent service to Branch clients.

The position works with the employer community, employees, labour organizations, other stakeholders and the general public. The Regional Manager also liaises with senior staff of the Labour Relations Board to ensure operational consistency with their mandate and responsibilities and those of the Board.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Leads and directs all regional operations to deliver employment standards and other related programs and services in designated region(s) of the province to ensure consistent interpretation and application of legislation.

2. Leads and directs all regional operations to provide a high level of client service and ensure integration of activities in a manner which enhances Branch effectiveness in the region(s) and achieves the strategic and ongoing business goals of the Branch and ministry.

3. Makes and effectively communicates (often difficult) decisions which align with the needs of the regional team, with Branch/Ministry/government direction, and with personal, Branch and government ethics and values.

4. Works with staff to develop individual employee goals and objectives. Sets standards and performance criteria and guidelines that are consistent with those of the Branch as a whole, evaluates results and holds self and staff accountable for performance to these standards and criteria. Establishes processes and systems for managing performance, implementing improvements and ensuring service excellence.

5. Works collaboratively as part of the Branch management team to develop plans, policies, procedures and standards, and to make decisions in support of the delivery of consistent, high quality service to clients by engaged and supported staff.

6. Establishes and participates in (internal and/or external) committees and task forces required to achieve Branch or regional requirements. Represents the Branch / region(s) in corporate initiatives in such areas as human resources, information technology, workplace transformation, professional development and health and wellness.

7. Establishes and maintains effective working relationships and partnerships with community, industry, labour, other Ministry, and other government organizations and interest groups to facilitate the work of the Branch, including education, information-sharing and prevention initiatives.

8. Administers the regional office(s) by managing the regional budget(s), streamlining office procedures, and establishing training programs to improve employee knowledge, efficiency and effectiveness to meet operational requirements.

9. Develops and implements, in conjunction with Branch headquarters and other regions, the monitoring of programs to evaluate the quality of the services delivered by the Branch and the effectiveness of legislation, regulations and service delivery methods. Ensures all regional services provided meet expected service delivery and service quality standards, and acts as an advocate for change that will assist the Branch/Ministry in meeting its objectives.

FINANCIAL RESPONSIBILITY

Budget dollars, both direct and indirect.
Branch total: $XX million

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff	Varies by Region	
Supervises staff through subordinate supervisors	Varies by Region	

PROJECT /TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

Role		# of FTE's	Role		# of FTE's
Supervises students or volunteers	☐		Provides formal training to other staff	☐	
Lead project teams	☒		Assigns, monitors and examines the work of staff	☒	

SPECIAL REQUIREMENTS

TOOLS / EQUIPMENT

WORKING CONDITIONS

The Regional Manager must be based out of (one of the) offices in the Region(s), and must be willing and able to travel, within the region(s) and to other parts of the province.

WORK EXAMPLES

COMMENTS

PREPARED BY

NAME:	DATE:	

EXCLUDED MANAGER AUTHORIZATION

I confirm that:

1. the accountabilities / deliverables were assigned to this position effective:
2. the information in this position description reflects the actual work performed.
3. a copy has / will be provided to the incumbent(s).

NAME:	SIGNATURE:	DATE:

ORGANIZATION CHART

Executive Director, Strategic Leadership
Regional Manager, Business Leadership
Industrial Relations and Employment Standards Officers (X positions)
Team Lead (1 position)
Employment Standards Assistants and Field Office Clerks (Y positions)
Team Leader, Information Line (1 position, Northern Region only)
Information Line Agents (Z positions, Northern Region only)
Other Regional Managers
.
.
.

STAFFING CRITERIA

Education/experience:

Related university degree (law, labour relations, business administration, public administration or human resources) or post-secondary diploma, plus experience in each of the following:

- leading and engaging staff in a diverse environment (e.g. geographically dispersed and/or multi-disciplinary), preferably in a unionized, public sector environment
- managing the delivery of a program, initiative or service, including assessing needs and operational requirements, managing finances and operations, and evaluating and reporting of results to achieve business unit goals and objectives
- resolving complex issues between disputing individuals or groups

Applicants who do not meet the educational requirement may be considered if they have a minimum of 4 years leadership experience in a similar or related business leadership role and meet all of the experience qualifications listed above.

Knowledge:

- BC Public Service policies, procedures, guidelines related to labour relations, recruitment and selection, compensation, workplace health and safety and employee learning and development
- Government financial and administrative policy and procedures
- Knowledge of employment standards policy and procedures and/or employment law preferred.

Skills/abilities:

- Demonstrated ability to lead teams by setting goals and standards, by engaging and empowering staff and by modelling good teamwork.
- Demonstrated ability to develop and coach employees on performance, develop self-managing work teams, and build an organizational culture conducive to service excellence, productivity and job satisfaction
- Strong organizational and management skills, and demonstrated ability to make effective and timely decisions on a range of complex issues/activities simultaneously
- Ability to clearly articulate to staff the goals, roles and expectations that accurately reflect the Branch's/Ministry's/Government's goals, policies and strategies and support corporate direction and change
- Strong analytical, problem solving and dispute resolution skills
- High degree of judgement, initiative, discretion and tact
- Demonstrated ability to identify, clarify and assess issues and options, and to formulate innovative solutions
- Excellent interpersonal, verbal and written communication skills
- Demonstrated ability to pursue, develop and maintain partnerships with stakeholders, and to build and maintain effective working relationships with supervisors, colleagues and staff.

COMPETENCIES

- *Service Orientation* is understanding the service needs of a client/customer (internal or external) and actively focusing on anticipating, meeting and exceeding the needs in a timely and appropriate manner.

- *Results Orientation* is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

- *Teamwork and Co-Operation* is the ability to work co-operatively within diverse teams, work groups, across the organization and with the customer to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views. It implies a willingness to share information; support team decisions and take actions to recognize the efforts and contributions of others to the team.

- *Leadership* implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.

- *Innovation* indicates an effort to improve performance by doing or promoting new things, such as introducing a previously unknown or untried solution or procedure to the specific area or organization.

- *Managing Organizational Resources* is the ability to understand and effectively manage organizational resources (e.g., people, materials, assets, budgets). This is demonstrated through measurement, planning and control of resources to maximize results. It requires an evaluation of qualitative (e.g., client satisfaction) and quantitative (e.g., service costs) needs.

- *Relationship Building* means working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages. These people may include customers, clients, counterparts, colleagues, etc.

- *Empowerment* is the ability to share responsibility with individuals and groups so that they have a deep sense of commitment and ownership. People who practice empowerment participate and contribute at high levels, are creative and innovative, take sound risks, are willing to be held accountable and demonstrate leadership. They also foster teamwork among employees, across government and with colleagues, and, as appropriate, facilitate the effective use of teams.

- *Flexibility* is the ability and willingness to adapt to and work effectively within a variety of diverse situations, and with diverse individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue, adapting one's approach as situations change, and accepting changes within one's own job or organization.

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #168-296

April 12, 2011

Taylor Gjoa and John Bilodeau carrying on business as
Gjoa Vineyard

s22

Director of Employment Standards - and – Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 13 (the "Act")	1215 Poplar Grove Road Penticton B.C, V2A 8T6	December 31, 2010	First	$500.00

Total Administrative Penalty: **$500.00**

I order Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard to cease contravening Section 13 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can

Ministry of Labour, Citizens' Services and Open Government

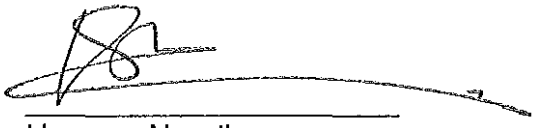
Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **May 20, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #168-296

Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard.

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: April 12, 2011

I. INTRODUCTION

On February 24, 2011, the Employment Standards Branch Agricultural Compliance Team (the "Team") discovered that Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard ("Gjoa Vineyard") may have contracted labour from Earlco Holdings Ltd. ("Earlco") while Earlco was not licensed under the Employment Standards Act (the "Act") to operate as a Farm Labour Contractor.

On February 24, 2011, the Team sent Gjoa Vineyard a letter requesting it to voluntarily disclose information regarding Farm Labour Contractors hired from July 30, 2009 to February 24, 2011. Gjoa Vineyard was given until March 4, 2011 to provide the requested information to the Employment Standards Branch (the "Branch").

II. ISSUES

Has Gjoa Vineyard contravened Section 13(3) of the Act by engaging the services of an unlicensed Farm Labour Contractor?

III. EVIDENCE FROM THE INVESTIGATION

On February 24, 2011 the Team discovered that Gjoa Vineyards may have contracted labour from Earlco during which time Earlco was not licensed under the Act to operate as a Farm Labour Contractor. On the same day, Gjoa Vineyard was contacted by a Delegate during which time John Bilodeau (Mr. "Bilodeau"), a representative of Gjoa Vineyard, confirmed Earlco was hired from January 2010 to December 2010 for contract labour.

After the conversation, a letter was sent to Gjoa Vineyard requesting it to voluntarily produce records of all hired Farm Labour Contractors for the period between July 30, 2009 to February 24, 2011. On March 3, 2011, Mr. Biolodeau faxed a contract to the Branch in which it was discovered Earlco was hired to provide the following services to Gjoa Vineyard from January 2010 to December 2010:

> All vineyard work required at Gjoa Vineyards 3.8 acre vineyard located at 1215 Poplar Grove road in Penticton B.C, and includes all labour and equipment to carry out the following vineyard management:
>
> 1) Regular vineyard inspections as well as quarterly reports on vineyard status.
> 2) Pruning (all aspects of pruning including preparation and mulching).
> 3) Tying to specific training system.
> 4) Up to 6 sprays; chemicals such as lime sulphur, mildew prevention and foliage nutrients are at the manager's cost.
> 5) Cost of soil sampling, fertilizer and spreading is at owner's expense and copies of all leaf and soil sampling to be provided to the owner.
> 6) De-suckering.
> 7) Shoot positioning & thinning.

8) Mowing and hedging.
9) Seasonal trellis repair and wire tightening (cost of trellis materials at owner's expense).
10) Weed both manual and mechanical within 1 meter of vines
11) Pest control (chemicals at owner's expense).
12) Netting/de-netting (netting material not included).
13) Winemaker liaison.
14) Assist in the grape sale to winery
15) Fruit sampling for brix analysis
16) Harvesting.
17) Vineyard winterization, irrigation system pressurized blowout.
18) Rodent control (cost of chemical at owner's expense).
19) Manual water management or regular inspection of automated system; includes start up of irrigation system in the spring.
20) Mowing septic field area.
21) Weed control on the outer perimeter.
22) Final vineyard inspection.

In addition, Mr. Bilodeau also provided the Branch with the following invoices for contract labour provided by Earlco in 2010:

Invoice Date	Invoice Number	Amount of Invoice
January 15, 2010	Tay1001	$2,100.00
July 15, 2010	Tay1012	$2,240.00
December 8, 2010	Tay1023	$4,164.40

Earlco was a licensed Farm Labour Contractor from July 23, 2008 to July 2009. Earlco's license expired on July 29, 2009 and was not renewed.

IV. Argument and Evidence of the Employer

On March 10, 2011, Gjoa Vineyard was sent a letter providing it an opportunity to respond to the allegation that it contravened Section 13(3) of the Act. Gjoa Vineyard was provided until March 21, 2011 to reply in writing and provide any supporting documents in response to the above.

On March 16, 2011 a response was received from Mr. Bilodeau on behalf of Gjoa Vineyard. In his response Mr. Bilodeau states that Gjoa Vineyard first signed a contract with Earlco in 2008 during which time Earlco was operating with a valid Farm Labour Contractor's license. Mr. Bilodeau then stated that it never occurred to Gjoa Vineyard to re-check Earlco's "paperwork" (license) every year, as they entered the contract with due diligence and in good faith.

In addition, Mr. Bilodeau also stated that as soon as he was made aware of the problem he cooperated with the Branch in resolving the matter. Mr. Bilodeau then goes on state that he is new to B.C labour laws and the farming sector, and requests the Delegate to

review the findings, consider the circumstances presented and reconsider the determination.

V. FINDS AND ANALYSIS

Section 13(3) of the Act states:

> A person must not engage the services of a farm labour contractor unless the farm labour contractor is licensed under this Act

In his response, Mr. Bilodeau stated that Earlco held a valid Farm Labour Contractor license when it was first hired to contract labour in 2008, and that it did not occur to him to re-check Earlco's paperwork (license) every year for which Earlco provided contract labour to Gjoa Vineyard. Mr. Bilodeau also stated that he was new to B.C labour laws and the farming sector, and requested the delegate to reconsider the determination. I find this response insufficient due to the following reasons:

1) The contract provided by Mr. Bilodeau indicates that Earlco was hired on January 28, 2010 to contract labour to Gjoa Vineyard for the period between January 2010 to December 2010. Branch records indicate that during this time Earlco was not licensed under the Act to operate as a Farm Labour Contractor. As an employer in British Columbia, it is Mr. Bilodeau's responsibility to ensure that any Farm Labour Contractors hired are licensed and permitted to operate under the Act. Furthermore, it was Mr. Bilodeau's responsibility to ensure that Earlco held a valid Farm Labour Contractor license when Gjoa Vineyard re-entered into a contract with Earlco on January 28, 2010.

2) In his response, Mr. Bilodeau also stated that he was unfamiliar with the Act and Regulation and was new to the farming sector. As an employer in British Columbia it is Mr. Bilodeau's responsibility to ensure that he familiarizes himself with all requirements of the Act and Regulation, one of which pertains to Section 13(3) of the Act. Furthermore, as Section 13(3) of the Act does not distinguish an employer based on how long the employer has been in business, Gjoa Vineyard is not exempt from the requirement that a producer must hire a licensed Farm Labour Contractor for contracted labour.

3) A list of all licensed Farm Labour Contractors is readily available on the Branch's website and can also be obtained from any Branch office. At any point, Ms. Bilodeau could have obtained this list and contacted available licensed Farm Labour Contractors for contract labour.

4) Section 13(3) of the Act states that a person must engage in the services of a Farm Labour Contractor unless the contractor is licensed under the Act. As Earlco was not a licensed Farm Labour Contractor when it was hired on January 28, 2010 for contract labour, Gjoa Vineyard is deemed to have hired an unlicensed Farm Labour Contractor.

For the purpose of applying a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. In this case, the contract provided by Gjoa Vineyard does not indicate a specific date that Earlco initiated or stopped work at Gjoa Vineyard. Instead the contract indicates the length of time for which work was to be provided. As in the contract it states that work was to end in December of 2010, I must assume December 31, 2010 as the last day that Earlco provide contract labour to Gjoa Vineyard. Therefore, December 31, 2010 is determined to be the date of contravention.

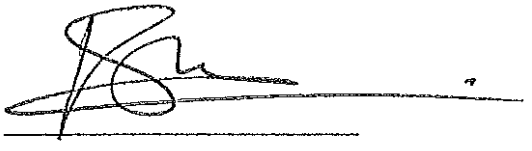
VI. CONCLUSION

I find Gjoa Vineyard has contravened Section 13 of the Employment Standards Act by engaging the services of an unlicensed Farm Labour Contractor.

VII. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found that Taylor Gjoa and John Bilodeau carrying on business as Gjoa Vineyard has contravened Section 13 of the *Employment Standards Act* I have imposed a $500.00 administrative penalty.



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #168-294

May 9, 2011

Hermitage Vineyards Ltd.
1010 Fleet Road
Penticton BC, V2A 8T7

Director of Employment Standards - and – Hermitage Vineyard Ltd.

I have determined that the **Employment Standards Act** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 13 (the "Act")	1010 Fleet Road Penticton B.C, V2A 8T7	December 31, 2010	First	$500.00

I order Hermitage Vineyards Ltd. to cease contravening Section 13 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Hermitage Vineyards Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

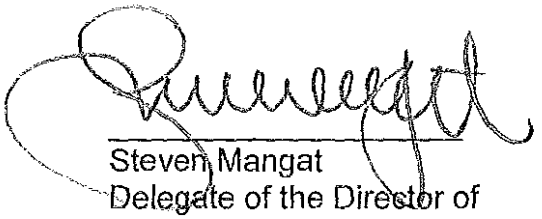
Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22

c/o: Registered and Records Office
510-609 Granville Street
PO Box 10326
Vancouver B.C, V7Y 1G5

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on June 16, 2011.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Reasons for the Determination

ER #168-294

Hermitage Vineyard Ltd.

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: May 9, 2011

I. INTRODUCTION & BACKGROUND

On February 24, 2011, the Employment Standards Branch Agricultural Compliance Team (the "Team") discovered that Hermitage Vineyards Ltd. ("Hermitage") may have contracted labour from Earlco Holdings Ltd. ("Earlco") while Earlco was not licensed under the Employment Standards Act (the "Act") to operate as a Farm Labour Contractor.

On April 1, 2011, the Team sent Hermitage a letter requesting it to voluntarily disclose information regarding Farm Labour Contractors hired from July 30, 2009 to February 25, 2011.Hermitage was given until April 8, 2011 to provide the requested information to the Employment Standards Branch (the "Branch").

Section 29(1) of the Employment Standards Regulation ("Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

Has Hermitage contravened Section 13(3) of the Act by engaging the services of an unlicensed Farm Labour Contractor?

III. EVIDENCE FROM THE INVESTIGATION

On February 24, 2011 the Team discovered that Hermitage may have contracted labour from Earlco during which time Earlco was not licensed under the Act to operate as a Farm Labour Contractor. On April 1, 2011, Hermitage was contacted by a Delegate during which time s22 a representative of Hermitage confirmed Earlco was hired to contract labour.

After the conversation, a letter was sent to Hermitage requesting it to voluntarily produce records of all hired Farm Labour Contractors for the period between July 30, 2009 to February 24, 2011. On April 6, 2011 s22 emailed invoices and a contract to the Branch in which it was discovered Earlco was hired to provide the following services to Hermitage from January 2010 to December 2010.

> All Vineyard work required at the owner's 10.1 acre vineyard located on Fleet Road in Penticton B.C, and includes all labour and equipment to carry out the following vineyard management:
>
> 1) Pruning (all aspects of pruning including preparation and mulching)
> 2) Tying to specific training system.
> 3) Up to 6 sprays; chemicals such as lime sulphur, mildew prevention and foliage nutrients are at the Managers Cost.
> 4) One botrytis spray on 3.5 acres.
> 5) Cost of soil sampling, fertilizer at the Owner's expense.
> 6) 1 fertilizer spreading.

7) De-suckering.
8) Shoot positioning & thinning.
9) Mowing and hedging.
10) Seasonal trellis repair and wire tightening (cost of trellis materials at owner's expense).
11) Weed control.
12) Pest control.
13) Netting/ de-netting (netting material not included).
14) Winemaker liaison.
15) Harvesting.
16) Vineyard winterization, irrigation system pressurized blowout.
17) Manual water management or regular inspection of automated system

In addition, s22 also provided the Branch with the following invoices for contract labour provided by Earlco in 2010.

Invoice Date	Invoice Number	Amount of Invoice
January 15, 2010	0105	$6,363.00
February 15, 2010	0106	$6,363.00
March 15, 2010	0107	$6,363.00
April 15, 2010	0108	$6,363.00
May 15, 2010	0109	$6,363.00
June 15, 2010	0110	$6,363.00
July 12, 2010	0124	$1,086.35
July 15, 2010	0111	$6,363.00
August 15, 2010	0112	$6,363.00
September 15, 2010	0113	$6,363.00
October 15, 2010	0114	$6,363.00

Earlco was a licensed Farm Labour Contractor from July 23, 2008 to July 2009. Earlco's license expired on July 29, 2009 and was not renewed.

IV. Argument and Evidence of the Employer

On April 13, 2011, Hermitage was sent a letter providing it an opportunity to respond to the allegation that it contravened Section 13(3) of the Act. The letter was sent to the Penticton location of Hermitage Vineyard as well as to the residential address of s22 s22 director of Hermitage, as listed on Hermitage's corporate registry summary. Hermitage was given until April 26, 2011 to reply in writing to the Branch.

To date the Branch has not received a response from Hermitage.

V. Findings and Analysis

Under Section 1 of the Act, a farm labour contractor is defined as:

> An employer whose employees work, for or under the control or direction of another person, in connection with the planting, cultivating or harvesting of an agricultural product;

Section 13(3) of the Act states:

> A person must not engage the services of a farm labour contractor unless the farm labour contractor is licensed under this Act

After careful review of all records provided, it is evident that Hermitage engaged the services of Earlco during which time Earlco was not licensed under the Act to operate as a Farm Labour Contractor.

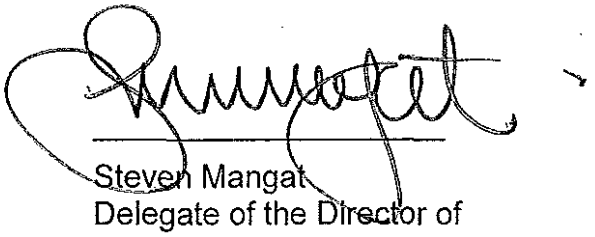
As an employer in British Columbia, it is Hermitage's responsibility to ensure that it is in compliance with all requirements of the Act and Regulation, one of which pertains to Section 13(3). In addition, a list of all licensed Farm Labour Contractors is readily available on the Branch's website and can be obtained from any Branch location. At any point, Hermitage could have obtained this list and contacted available licensed Farm Labour Contractors for contract labour.

As Earlco was not licensed under the Act to contract labour in 2010, I find that Hermitage has contravened Section 13(3) of the Act by engaging the services of an unlicensed Farm Labour Contractor.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. In this case, the contract obtained by the Team does not indicate the last day that Earlco provided contract labour to Hermitage. Instead the contract indicates the length of time for which work was to be provided. As in the contract it states that work was to end in December of 2010, I must assume December 31, 2010 as the last day that Earlco provided contract labour to Hermitage. Therefore, December 31, 2010 is determined to be the date of contravention.

I find that Hermitage has contravened Section 13(3) of the Employment Standards Act by engaging the services of an unlicensed Farm Labour Contractor.

As I have found that Hermitage Vineyards Ltd. has contravened Section 13 of the *Employment Standards Act* I have imposed a $500.00 administrative penalty



Steven Mangat
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #168-292

April 11, 2011

Gitta Pedersen carrying on business as
Poplar Grove Vineyard
1060 Poplar Grove Road
Penticton BC, V2A 8T6

Director of Employment Standards - and – Gitta Pederen carrying on business as Poplar Grove Vineyard

I have determined that the ***Employment Standards Act*** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 13 (the "Act")	1060 Poplar Grove Road Penticton B.C, V2A 8T6	December 31, 2010	First	$500.00
Total Administrative Penalty:				**$500.00**

I order Gitta Pedersen carrying on business as Poplar Grove Vineyard to cease contravening Section 13 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Gitta Pedersen to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **May 19, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #168-292

Gitta Pedersen carrying on business as Poplar Grove Vineyard

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: April 11, 2011

I. INTRODUCTION

On February 24, 2011, The Employment Standards Branch Agricultural Compliance Team (the "Team") discovered that Gitta Pedersen carrying on business as Poplar Grove Vineyard ("Poplar Grove") may have contracted labour form Earlco Holdings Ltd. ("Earlco") while Earlco was not licensed under the Employment Standards Act (the "Act") to operate as a Farm Labour Contractor.

On February 25, 2011, the Team sent Poplar Grove a request to voluntarily disclose information regarding Farm Labour Contractors it hired from July 30, 2009 to February 24, 2011. Poplar Grove was given until March 4, 2011 to provide the requested information to the Employment Standards Branch of the Ministry of Labour. The request for information was necessary to ensure Poplar Grove was in compliance with the Act and Employment Standards Regulation (the "Regulation").

II. ISSUES

Has Poplar Grove contravened section 13(3) of the Act by engaging in the services of an unlicensed Farm Labour Contractor?

III. EVIDENCE FROM THE INVESTIGATION

On February 24, 2011 the Team discovered that Poplar Grove may have contracted labour from Earlco, an unlicensed Farm Labour Contractor. On the same day Poplar Grove was contacted by a Delegate during which time Gitta Pedersen (Ms. "Pedersen"), a representative of Poplar Grove, confirmed that it hired Earlco for contracted labour from January 2010 to December 2010.

After the conversation with Ms. Pedersen, a letter was sent to Poplar Grove requesting it to voluntarily produce records of all hired Farm Labour Contractors for the period between July 30, 2009 to February 24, 2011. On February 28, 2011, Ms. Pedersen faxed a contract to the Branch in which it was discovered Earlco provided the following services to Poplar Grove from January 2010 to December 2010:

> All vineyard work required at Poplar Grove's 6 acre vineyard located on Poplar Grove road in Penticton B.C, and includes all labour and equipment to carry out the following vineyard management:
>
> 1) Pruning (all aspects of pruning including preparation and mulching).
> 2) Tying to specific training system.
> 3) Up to 6 sprays; chemicals such as lime sulphur, mildew prevention and foliage nutrients are at the manager's cost.
> 4) Cost of soil sampling, fertilizer and spreading is at owner's expense.
> 5) De-suckering.
> 6) Shoot positioning & thinning.
> 7) Mowing and hedging.

8) Seasonal trellis repair and wire tightening (cost of trellis materials at owner's expense).
9) weed/pest control (chemicals at owner's expense).
10) Netting/de-netting (netting material not included).
11) Winemaker liaison.
13) Harvesting.
14) Vineyard winterization, irrigation system pressurized blowout.
15) Rodent control (cost of chemical at owner's expense).
16) Manual water management or regular inspection of automated system.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On March 10, 2011, Poplar Grove was sent a letter providing it an opportunity to respond to the allegation that it contravened Section 13(3) of the Act. Poplar Grove was provided until March 21, 2011 to reply in writing and provide any supporting documents in response to the above.

On March 21, 2011 a response was received from Ms. Pedersen on behalf of Poplar Grove. In her response, Ms Pedersen states that when she was contacted by the Team in regards to Earlco she obliged and was cooperative in resolving the matter. Ms. Pedersen also stated that she may be "ignorant" on various requirements of the Act, and believes that along with her many others are unaware of the Act and Regulation.

From her response, I can only assume Poplar Grove hired Earlco on the basis that Ms. Pedersen was unaware that a Farm Labour Contractor had to be licensed under the Act.

V. FINDINGS AND ANALYSIS

Section 13(3) of the Act states:

> A person must not engage the services of a farm labour contractor unless the farm labour contractor is licensed under this Act

In her response Ms. Pedersen stated that when she was contacted by the Team in regards to Earlco, she was fully cooperative in resolving the matter. Ms. Pedersen also stated that she was unaware of the Act and believes that many other Farm Labour Contractors in the Okanagan are also unaware on the relevant requirements of the Act and Regulation. I find this response insufficient due to the following reasons:

1) Ms. Pedersen's response of being unaware on the relevant requirements of the Act and Regulation does not provide a reasonable justification for not complying with the law. It is Ms. Pedersen's responsibility to ensure that any Farm Labour Contractors that provide contract labour to Poplar Grove are licensed and permitted to operate under the Act.

2) A list of all licensed Farm Labour Contractors is readily available on the Branch's website and can also be obtained from any Branch office. At any point, Ms. Pedersen could have obtained this list and contacted available licensed Farm Labour Contractors for contract labour.

3) In her response Ms. Pedersen stated that she was unaware of the relevant requirements of the Act and Regulation. As an employer in British Columbia, it is Ms. Pedersen's responsibility to familiarize herself with all requirements of the Act and Regulation, one of which pertains to Section 13(3).

4) Contracts provided by Ms. Pedersen indicate Poplar Grove hired Earlco for contracted labour from January 2010 to December 2010 during which time Earlco was not licensed under the Act.

5) Section 13(3) of the Act states that a person must not engage in the services of a Farm Labour Contractor unless the contractor is licensed under the Act. As Earlco was not a licensed Farm Labour Contractor from January 2010 to December 2010, Poplar Grove is deemed to have hired an unlicensed Farm Labour Contractor.

For the purpose of applying a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. In this case, the contract provided by Poplar Grove does not indicate a specific date that Earlco initiated work on Poplar Grove. Instead the contract indicates the length of time for which work was to be provided. As in the contract it states work was to end in December of 2010, I must assume December 31, 2010 as the last day Earlco provided contract labour to Poplar Grove. Therefore, December 31, 2010 is determined to be the date of contravention.

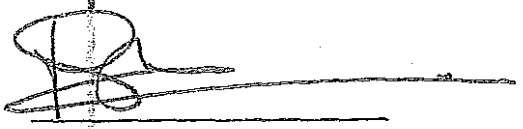
VI. CONCLUSION

I find Poplar Grove has contravened Section 13(3) of the Act by engaging in the services of an unlicensed Farm Labour Contractor.

VII. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found that Poplar Grove has contravened Section 13(3) of *Employment Standards Act* I have imposed $500.00 an administrative penalty



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 24, 2011

To:
Satnam Bhangal, Nachhattar Bhangal and
Surjit Bhangal carrying on business as
Bhangal Farms.
7173-124A Street
Surrey B.C, V3W 0P7

Based on Section 85 of the *Employment Standards Act* (Act),Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques and bank statements.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
March 10, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail ER # 168-247

May 17, 2011

Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal
carrying on business as Bhangal Farms
7173 124A Street
Surrey B.C, V3W 0P7

Director of Employment Standards - and – Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	7173 124A Street Surrey B.C, V3W 0P7	November 30, 2010	First	$500.00
Section 17 (the Act)	7173 124A Street Surrey B.C, V3W 0P7	November 25, 2010	First	$500.00
Section 13 (the Act)	7173 124A Street Surrey B.C, V3W 0P7	September 8, 2010	First	$500.00

Total Adminstrative Penalty: **$1500.00**

I order Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms to cease contravening Sections 28, 17 and 13 of the *Employment*

Standards Act and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms to pay **$1500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Satnam Bhangal
7173 124A Street
Surrey, BC V3W 0P7

Nachhattar Bhangal
7173 124A Street
Surrey, BC V3W 0P7

Surjit Bhangal
7173 124A Street
Surrey, BC V3W 0P7

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **June 24, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER # 168-247

Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: May 17, 2011

I. INTRODUCTION & BACKGROUND

On February 24, 2011 Satnam Bhangal, Nachhattar Bhangal and Surjit Bhangal carrying on business as Bhangal Farms ("Bhangal Farms") was served with a Demand to produce records pursuant to Section 85(1)(f) of the Employment Standards Act (the "Act). The Demand was the result of a previous audit on Shamsher Lidder carrying on business as L&B Farms ("L&B") which indicated that Bhangal Farms provided contract labour to L&B. The Demand for Records was also necessary to ensure that Bhangal Farms was in compliance with the Act and Employment Standards Regulation (the "Regulation"). Bhangal Farms was required to produce all payroll records, cancelled cheques, and bank statements to the Employment Standards Branch (the "Branch") of the Ministry of Labour by March 10, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

1. Has Bhangal Farms contravened Section 28 of the Act by failing to maintain a daily record of hours worked by each employee?

2. Has Bhangal Farms contravened Section 17(1) of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

3. Has Bhangal Farms contravened Section 13(1) of the Act by operating as a FLC when it was not licensed under the Act.

III. EVIDENCE FROM THE INVESTIGATION

On March 10, 2011 Bhangal Farms delivered payroll records, cancelled cheques and bank statements as required in its Demand for Payroll Records. The records have now been reviewed by a Delegate of the Director of Employment Standards. Each Provision of the Act and accompanying evidence is divided as follows:

Section 28 of the Act:

While reviewing records provided by Bhangal Farms, it appeared to indicate that payroll records were not maintained in accordance to Section 28 of the Act. One of the requirements under this Section requires an employer to keep a daily record of hours worked by its employees on each day, regardless of how they are paid. During the audit process, it was discovered that the record of hours worked by each employee was maintained on a monthly basis.

Section 17(1) of the Act

This Section of the Act states that employees are to be paid semi-monthly and within eight days after the end of each pay period. After reviewing the payroll records and

cancelled cheques provided by Bhangal Farms, it appeared that all employees were paid on a monthly basis from June 2010 to November 2010.

Section 13(1) of the Act

On November 3, 2010 L&B was served with a Demand to produce all payroll records, cancelled cheques, and bank statements to the Branch. While reviewing L&B's cancelled cheques, it was discovered Bhangal Farms recieved the following cheque for contract labour provided to L&B:

Cheque Date	Cheque #	Cheque Amount
September 8, 2010	s22	$8961.40

Furthermore, in a conversation with Mr. Bukhtiar Lidder, a representative of L&B, on January 21 2011, he confirmed that this cheque was for contract labour provided by Bhangal Farms.

IV. Argument and Evidence of the Employer

On February 3, 2011, Bhangal Farms was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing L&B's cancelled cheques. Bhangal Farms was provided until February 16, 2011 to reply in writing and provide any supporting documents in response to Section 13(1) of the Act.

- On February 9, 2011, the Branch made a telephone call to Nachhattar Bhangal, a representative and owner of Bhangal Farms. In the conversation, Nachhattar Bhangal stated that they did take workers to L&B but didn't know that a license was required for contracting labour. It was at this time that an extension was granted to Bhangal Farms until February 28, 2011 to provide the Branch with a written response to the allegations that were made.
- On February 22, 2011 a letter was received in response to Section 13(1) of the Act from Surjit Bhangal (Mr. "Bhangal"), a representative and owner of Bhangal Farms. Mr. Bhangal proclaimed that he helped out Shamsher Lidder (Mr. "Lidder") because his berries were ripe and going bad. He also stated that he had no contract with Mr. Lidder and had no knowledge that he needed to have a FLC License for helping him out.

On April 21, 2011, Bhangal Farms was sent another letter providing it with an opportunity to respond to the observations that were made in accordance to Sections 28 and 17 of the Act. This letter was sent as a result of an audit and Bhangal Farms was provided until May 2, 2011 to reply in writing and provide any supporting documents in response to the allegations.

- On May 2, 2011, Mr. Bhangal faxed in a written response to the Branch. In regard to Section 28, Mr. Bhangal stated that for 2011, all payroll records would be recorded and maintained in accordance to the Act. He also stated that for the upcoming year all employees would be paid on a semi-monthly basis.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> **(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;**
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
> (j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.
>
> (2) Payroll records must
> (a) be in English,
> (b) be kept at the employer's principal place of business in British Columbia, and
> (c) be retained by the employer for two years after the employment terminates.

Section 28 of the Act requires an employer to keep accurate and up to date records for all employees' hours and days worked regardless of how the employees are paid. The total number of hours worked each day were not maintained for each employee but rather recorded on a monthly basis. As such, Bhangal Farms failed to keep a daily record of hours worked by each employee and therefore is determined to have contravened section 28 of the Act. Mr. Bhangal acknowledges this in his written response and states that Bhangal Farms will maintain payroll records in accordance with what is set out in the legislation for the upcoming year.

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages

earned in the month, less the wages previously paid. Bhangal Farms has not met this condition, and therefore Section 17 applies in this case.

A review of the payroll records and cancelled cheques provided by Bhangal Farms indicate that all employees were not paid semi-monthly and within eight days after the end of each pay period as mandated by this section of the Act. In contrast, Bhangal Farms paid its employees on a monthly basis from June 2010 to November 2010 as represented by the records provided to the Branch. Bhangal Farms' pay period exceeded 16 calendar days and the payment of wages were not made at least twice a month as mandated by Section 17(1) of the Act. As such, Bhangal Farms failed to pay its employees semi-monthly and within eight days after the end of each pay period and therefore have contravened this section of the Act. In his written response, Mr. Bhangal acknowledges that for the upcoming year, all the employees will be paid on a semi-monthly basis.

Section 13(1) of the Act states:

> A person must not act as a farm labour contractor unless the person is licensed under this Act.

Section 13(1) of the Act requires a person not to act as an FLC unless they are licensed under the Act. While reviewing L&B's cancelled cheques, it was discovered that a payment was made for contracted labour to Mr. Bhangal for an amount of $8961.40 on September 8, 2010. Furthermore, in a conversation with Mr. Bukhtiar Lidder on January 21, 2011, he confirmed that Mr. Bhangal provided contract labour to L&B.

In a telephone conversation with Mr. Nachhattar Bhangal on February 9, 2011, he stated that Bhangal Farms did take workers to L&B but he wasn't aware that they needed a license in order to do this. In addition, on February 22, 2011, Mr. Bhangal stated in his written response that he helped out Mr. Lidder since his berries were ripe and going bad. Mr. Bhangal went on to say that he had no knowledge that he had to have a FLC license for contracting labour. I find these responses insufficient due to the following reasons:

- After careful review of L&B's records, it was discovered that Mr. Bhangal received a cheque for payment of contract labour from L&B. Mr. Nachhattar Bhangal acknowledged that they did take workers to L&B, but under the Act they were not permitted to do so.
- A Farm Labour Contractor ("FLC") is defined as anyone who provides labour to Producers in connection with the planting, cultivating, or harvesting of an agricultural product. Bhangal Farms has admitted to providing L&B contract labour for the harvesting of an agricultural product and therefore is determined to have acted as a FLC while they were not licensed under the Act. As such, Bhangal Farms has contravened section 13(1) for acting as a FLC when they were not licensed to do so under the Act.

For the purpose of imposing a penalty under section 29 of the Regulation, I must determine the date when the specified provisions of the Act were contravened. Section

28 was contravened on an ongoing basis, therefore November 30, 2010 is determined to be the date of contravention since it was the last day in which records were not maintained by Bhangal Farms. In regard to section 17(1) of the Act, which was contravened on an ongoing basis, the date of contravention is determined to be eight days from the last pay period for which wages owed to employees were not paid in a timely manner. The last pay period for which wages were not paid in accordance to Section 17(1) of the Act is determined to be November 16, 2010. As such, Bhangal Farms is required to pay all wages owed to its employees within 8 days of this date. Therefore, the date of contravention for section 17(1) is determined to be November 25, 2010. In regard to section 13(1) of the Act, the date of contravention is determined to be September 8, 2010, the date for which Mr. Bhangal received payment for contract labour provided to L&B.

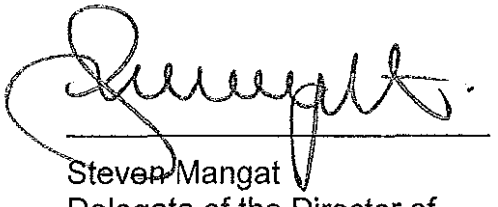
VI. CONCLUSION

I find Bhangal Farms has contravened section 28 of the Act by failing to maintain a daily record of hours worked by each employee.

I find Bhangal Farms has contravened section 17(1) of the Act by failing to pay employees all wages earned semi-monthly and within eight days after the end of each pay period.

I find Bhangal Farms has contravened section 13(1) of the Act by operating as a FLC when it was not licensed under the Act.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.



Steven Mangat
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 17, 2011

To:
Sukhminder Rai, Charan Rai and
Manjinder Rai carrying on business as
Surrey Farm
15454 Colebrook Road
Surrey B.C, V3S 0L2

Based on Section 85 of the *Employment Standards Act* (Act), RBI's Surrey Farms Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 28, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
305-2692 Clearbrook Road
Abbotsford B.C, V2T 2Y8

604-

FLC Payroll Audit Form/Checklist

Contractor Name: Sukhminder Cheema, manages lot called Sunny Farms

Address: 15454 Colebrook Road, V3S 0L2

Phone/Fax: 604-574-1340

Licence No.: — Bonded For: — Audit #: _____

Previous Determinations: —

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ N/A.
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☐ Telephone Number
   ☐ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily - pay period
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: Instead of daily hours, keep his for every pay period
   - deductions not shown but gross appropriate + shows deductions at end of year.

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

5.17: Person on payroll but no proof of payment - missing cheques for fifteen (15).

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

X ****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

People on site visit logs but not on payroll:

s22

Completed by Harmeet Nandra Date Feb. 1/11

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #167-823

April 29, 2011

Sukhminder Rai, Charan Rai, Manjinder Rai
carrying on business as Surrey Farms
15454 Colebrook Road
Surrey, BC V3S 0L2

Director of Employment Standards - and – Sukhminder Rai, Charan Rai, Manjinder Rai carrying on business as Surrey Farms.

I have determined that the ***Employment Standards Act*** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the "Act")	15454 Colebrook Road Surrey B.C, V3S 0L2	December 25, 2010	First	$500.00

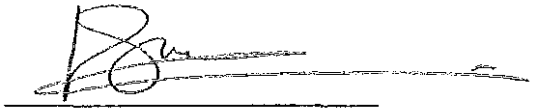
Total Administrative Penalty: **$500.00**

I order Sukhminder Rai, Charan Rai, Manjinder Rai carrying on business as Surrey Farms to cease contravening Section 28 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Sukhminder Rai, Charan Rai, Manjinder Rai carrying on business as Surrey Farms to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **June 6, 2011**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #167-823

Sukhminder Rai, Charan Rai and Manjinder Rai carrying on business as Surrey Farms

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: April 29, 2011

I. INTRODUCTION

On June 28, 2010 the Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at Sukhminder Rai, Charan Rai and Manjinder Rai carrying on business as Surrey Farms ("Surrey Farms"). The purpose of the site visit was to ensure Producers and Farm Labour Contractors ("FLC") were in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the worksite visit it was discovered employees of Surrey Farms were hand harvesting strawberries.

On January 17, 2011 Surrey Farms was served with a Demand for Payroll Records pursuant to Section 85(1)(f) of the Act. The Demand for Records was necessary to ensure Surrey Farms was in compliance with the Act and Regulation. Surrey Farms was required to produce payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") by January 28, 2011.

II. ISSUE

Has Surrey Farms contravened section 28 of the Act by failing to maintain payroll records for its employees?

III. EVIDENCE FROM THE INVESTIGATION

On June 28, 2010 the Team conducted a worksite visit at Surrey Farms. The purpose of the site visit was to ensure Surrey Farms was in compliance with the Act and Regulation. During the worksite visit employees were found to be hand harvesting strawberries. As part of the routine compliance visit the Team proceeded to interview employees on site, in total the Team interviewed 19 employees including the following individuals:

1)	s22	7)	s22
2)		8)	
3)		9)	
4)		10)	
5)		11)	
6)		12)	

The employees mentioned above were asked a series of questions relating to their employment, one of which asks employees to identify their employer. During the interview all employees mentioned above confirmed Surrey Farms as their employer.

On January 21, 2011 Surrey Farms delivered payroll records as requested. As part of the audit process, worksite visit records were cross referenced with records provided by Surrey Farms. While reviewing records provided by Surrey Farms it was discovered the employees mentioned above did not appear on Surrey Farms payroll. In addition, Surrey Farms payroll records 36 employees to be employed in the pay period that June

28, 2010 falls on. Out of these 36 employees, none of the above named individuals could be found on Surrey Farms payroll records.

Furthermore, pursuant to Section 28 of the Act Surrey Farms has failed to maintain a daily break down of hours worked by each employee on each day. A review of records provided by Surrey Farms indicates that hours worked by each employee were not recorded on a daily basis. Instead, Surrey Farms has provided payroll records with a sum of total hours worked by each employee in a pay period.

IV. Argument and Evidence of the Employer

On February 3, 2011, Surrey Farms was sent a letter providing it with an opportunity to respond to the observations made while reviewing the payroll records. Surrey Farms was provided until February 14, 2011 to reply in writing and provide any supporting documents in response to the above.

On March 11, 2011 a response was received from Manjinder Rai (Ms. "Rai"), a representative of Surrey Farms. In her response Ms. Rai stated that the employees mentioned above other than s22 and s22 s22 do not appear on Surrey Farms payroll as they are unaware about whom these employees are. Ms. Rai also stated that Surrey Farms did not employ the individuals mentioned above, other than s22 and s22 and argues that the interviewed employees may have provided the Team with incorrect information. In regards to employees s22 and s22 Ms. Rai stated that these employees were given casual wage cheques for work done at Surrey Farms.

In addition, Ms. Rai was contacted by a delegate on March 28, 2011 in regards to Surrey Farms failing to maintain a record of hours worked by each employee on each day. During the conversation Ms. Rai stated that she would provide the Branch with a daily break down of hours worked for each employee by April 4, 2011. On April 11, 2011 Ms. Rai faxed a letter to the Branch in which she stated that she was unable to locate records of daily hours worked by each employee. Furthermore, Ms. Rai stated that starting this year Surrey Farms will maintain proper written records for all its employees.

V. Findings and Analysis

Section 28(1) of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;

(f) the employee's gross and net wages for each pay period;
(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

In regards to the above interviewed employees missing from Surrey Farms payroll records, Ms. Rai stated that she had no knowledge about employing the individuals mentioned above other than s22 and s22 and that the interviewed employees may have provided the Team with incorrect information. This response is insufficient because the employee information gathered by the Team from the site visit and the subsequent review of payroll records support the finding that Surrey Farms has failed to maintain proper payroll records in accordance to Section 28 of the Act due to the following reasons:

1) Section 28 of the Act requires an employer to keep accurate and up to date records for all employees hours worked. During the worksite visit, the employees listed above stated Surrey Farms to be their employer. The Branch views the testimony of the interviewed employee as reliable and credible. As these individuals identified themselves to be employees of Surrey Farms they are required be listed on Surrey Farms payroll.

2) Section 1 of the Act defines an employee as:

   (a) a person, including a deceased person, receiving or entitled to wages for work performed for another,

   (b) a person an employer allows, directly or indirectly, to perform work normally performed by an employee.

   On the date of the site visit there was no FLC on site providing contract labour to Surrey Farms. As the individuals interviewed on site were performing work normally performed by an employee, these individuals are determined to be employees of Surrey Farms, and are required to be on Surrey Farms payroll pursuant to Section 28 of the Act.

3) The pay period in which the date of the site visit falls on records 36 individuals to be employed by Surrey Farms. Out of these 36 employees, none of the above mentioned individuals could be found on Surrey Farms payroll for the pay period ending July 10, 2011.

4) In her response, Ms. Rai stated that Surrey Farms employed s22 and s22 s22 on the date of the site visit and that their wages were paid via casual wage cheques. A review of records provided by Surrey Farms does not list employees s22 or s22 nor any of the other 10 interviewed employees on Surrey Farms payroll records. As per Section 28, all employees are required to be included on payroll records regardless if the employee is part time or full time.

In regards to Section 28(1)(d), Ms. Rai stated that she was unable to locate a record of daily hours worked by each employee. One of the requirements of Section 28 states that for each employee an employer must keep a record of hours worked each day regardless if the employee is paid on a hourly or other basis. A review of Surrey Farms payroll records indicates that Ms. Rai failed to maintain records in accordance with this particular requirement, and therefore is determine to have violated Section 28 of the Act on this basis as well.

For the purpose of imposing a penalty under Section 29 of the Regulation, I must determine the date when the specified provision of the Act was contravened. In this case Section 28 of the Act was contravened on an ongoing basis. Therefore, I will use the last pay period for which hours worked by employee s22 were not maintained on a daily basis. The last pay period for which Surrey Farms failed to maintain daily hours worked by s22 was on December 25, 2010. Therefore, December 25, 2010 is determined to be the date of contravention.

VI. Conclusion

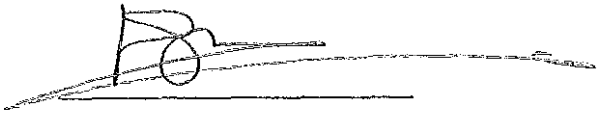
I find Surrey Farms has contravened Section 28 of the Act by failing to maintain payroll records for its employees.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

VII. Administrative Penalty

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found that Surrey Farms has contravened Section 28 of the Employment *Employment Standards Act* I have imposed a $500.00 administrative penalty.:



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

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Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 17, 2011

To:
Balbir Kaur Gill & Ranjeet Singh Gill
carrying on business as B & R Blueberry Farm
5220 256 Street
Aldergrove B.C, V4W 1J5

Based on Section 85 of the *Employment Standards Act* (Act), Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B & R Blueberry Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 31, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: B & R Blueberry Farm

Address: 5220 256 Street Aldergrove B.C. V4W 1J5

Phone/Fax: (604) 857-1774

Licence No.: N/A Bonded For: N/A Audit #: N/A

Previous Determinations: NONE

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of
   N/A employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period X
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

X 5. ☒ Employer pays at least semi-monthly (Sec. 17). X - VIOLATION
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided
   ☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****[✓] Site visit sheets cross-checked with Payroll Records

****[X] All employees on payroll records (Sec 28) X - VIOLATION

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

NOT on payroll when cross-checked with site visit sheets.

s22

s22

Completed by Steven. Mangat Date Jan. 26 / 11

**Remember to fill out Demand Log*

Section 17 - employees not paid bi-semi-monthly.

Section 28 - not all employees on payroll.

BRITISH COLUMBIA

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Determination

Sent by Registered Mail ER #167-824

March 4, 2011

Balbir Kaur Gill & Ranjeet Singh Gill
carrying on business as B&R Blueberry Farm
5220 256 Street
Aldergrove B.C, V4W 1J5

Director of Employment Standards - and – Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B&R Blueberry Farm

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	5220 256 Street Aldergrove B.C, V4W 1J5	August 12, 2010	First	$500.00
Section 17 (the Act)	5220 256 Street Aldergrove B.C, V4W 1J5	October 25, 2010	First	$500.00

Total Administrative Penalty: **$1000.00**

I order Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B&R Blueberry Farm to cease contravening Section 28, and 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B&R Blueberry Farm to pay **$1000.00.** Please send a certified cheque or money order payable to the

Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria B.C, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Balbir Kaur Gill
5220 256 Street
Aldergrove B.C, V4W 1J5

Ranjeet Singh Gill
5220 256 Street
Aldergrove B.C, V4W 1J5

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **April 11, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #167-824

Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B&R Blueberry Farm

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: March 4, 2011

I. INTRODUCTION AND BACKGROUND

On August 12, 2010 the Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at Balbir Kaur Gill & Ranjeet Singh Gill carrying on business as B&R Blueberry Farm ("B&R") located at 5220 256 Street, Aldergrove B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Producers are in compliance with all requirements of the Employment Standards Act (the "Act") and the Employment Standards Regulation (the "Regulation"). During the site visit, it was discovered employees of B&R were hand harvesting blueberries.

On January 17, 2011 B&R was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act. The Demand for Records was the result of the August 12, 2010 site visit, and was necessary to ensure B&R was in compliance with the Act and Regulation. B&R was required to produce all payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") of the Ministry of Labour by January 31, 2011. The records were received on January 24, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

1. Has B&R contravened Section 28 of the Act by failing to maintain payroll records for its employees?
2. Has B&R contravened Section 17(1) of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On January 24, 2011 B&R delivered cancelled cheques and bank statements as required in its Demand for Payroll Records. The records have now been reviewed by a Delegate of the Director of Employment Standards. Each provision of the Act and accompanying evidence is divided as follows:

Section 28 of the Act:

On August 12, 2010 the Team conducted a worksite visit at B&R. The purpose of the site visit was to ensure FLC's and Producers are in compliance with the Act and Regulation. During the worksite visit, it was discovered B&R had 14 employees on site hand harvesting blueberries. As a part of the audit process, site visit records were cross referenced with the payroll records provided by B&R. The following employees were interviewed by the Team, but could not be found on B&R's payroll:

1.)
2.)
3.) s22
4.)
5.)
6.)
7.) s22
8.)

The employees listed above are noted to be employed by B&R on the August 12, 2010 site visit, yet no record of hours or days worked for these particular employees could be found in B&R's payroll records.

Section 17(1) of the Act:

Section 17(1) of the Act states that employees are to be paid semi-monthly and within eight days after the end of each pay period. While reviewing the payroll records provided by B&R, it appeared that employees were paid as follows:

Pay Period End	Pays Paid
09-Jan-10	03-Feb-10
23-Jan-10	03-Feb-10
06-Feb-10	05-Mar-10
20-Feb-10	05-Mar-10
06-Mar-10	06-Apr-10
20-Mar-10	06-Apr-10
03-Apr-10	03-May-10
17-Apr-10	03-May-10
15-May-10	01-Jun-10
12-Jun-10	06-Jul-10
26-Jun-10	06-Jul-10
10-Jul-10	09-Aug-10
24-Jul-10	09-Aug-10
07-Aug-10	27-Aug-10
04-Sep-10	07-Oct-10
18-Sep-10	07-Oct-10
16-Oct-10	28-Oct-10

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On January 28, 2011, B&R was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing the company's records. B&R was provided until February 7, 2011 to reply in writing and provide any supporting documents in response to the above.

On February 2, 2011 the Branch received a telephone call from B&R's accountant, s22 . In the telephone conversation, s22 requested from the delegate the August 12, 2010 site visit interview sheets. The delegate followed the request by faxing s22 the requested documents on February 17, 2011, and gave B&R an extension of five days to provide the Branch with a written response to rely their position upon.

To date, no written response has been received from B&R or any explanation as to why B&R has failed to provide the Branch with a written response to the allegations addressed above.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
> (j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.
>
> (2) Payroll records must
> (a) be in English,
> (b) be kept at the employer's principal place of business in British Columbia, and
> (c) be retained by the employer for two years after the employment terminates.

Section 28 of the Act requires an employer to keep records for each employee consisting of the information mentioned above. The employee information gathered by the Team from the site visit, cross referenced with a subsequent review of the payroll records, support the finding that B&R failed to maintain proper payroll records for each employee in accordance with Section 28 of the Act. The employees mentioned above that were interviewed on the August 12, 2010 site visit could not be found on B&R's payroll records. As such, B&R has failed to maintain payroll records for the employees mentioned above, and therefore is determined to have contravened Section 28 of the Act.

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month, less the wages previously paid. B&R has not met this condition, and therefore Section 17 applies in this case.

A review of the payroll records and cancelled cheques provided by B&R indicate that **all** employees were not paid semi-monthly and within eight days after the end of the pay period as mandated by this section of the Act. The table below indicates the pay periods in which all employees were **not** paid in accordance with Section 17(1) of the Act.

Pay Period End	Date Should be Paid	Date Paid	Days late
09-Jan-10	17-Jan-10	03-Feb-10	17
23-Jan-10	31-Jan-10	03-Feb-10	3
06-Feb-10	14-Feb-10	05-Mar-10	19
20-Feb-10	28-Feb-10	05-Mar-10	5
06-Mar-10	14-Mar-10	06-Apr-10	23
20-Mar-10	28-Mar-10	06-Apr-10	9
03-Apr-10	11-Apr-10	03-May-10	22
17-Apr-10	25-Apr-10	03-May-10	8
15-May-10	23-May-10	01-Jun-10	9
12-Jun-10	20-Jun-10	06-Jul-10	16
26-Jun-10	04-Jul-10	06-Jul-10	2
10-Jul-10	18-Jul-10	09-Aug-10	22
24-Jul-10	01-Aug-10	09-Aug-10	19
07-Aug-10	15-Aug-10	27-Aug-10	12
04-Sep-10	12-Sep-10	07-Oct-10	25
18-Sep-10	26-Sep-10	07-Oct-10	11
16-Oct-10	24-Oct-10	28-Oct-10	4

As such, B&R has violated Section 17(1) of the Act by not paying all employees semi-monthly and within eight days after the end of each pay period.

For the purpose of imposing a penalty pursuant to Section 29(1), I must determine the date the specified provisions against the Act were contravened. In this case, Section 28 of the Act was contravened on August 12, 2010, the date for which the interviewed employees mentioned above do not appear on B&R's payroll records. In regard to Section 17(1) of the Act, which was contravened on an ongoing basis, the date of contravention is determined to be eight days from the last pay period for which wages owed to employees were not paid in a timely manner. The last pay period for which wages were not paid in accordance to Section 17(1) of the Act is determined to be October 16, 2010. As such, B&R is required to pay all wages owed to its employees

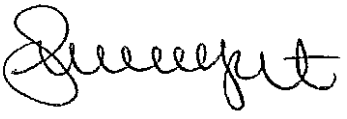
within 8 days of this date. Therefore, the date of contravention for Section 17(1) is determined to be October 25, 2010.

VI. Conclusion

I find B&R has contravened Section 28 of the Act by failing to maintain payroll records for each of its employees.

I find B&R has contravened Section 17(1) of the Act by failing to pay employees all wages earned semi-monthly and within eight days after the end of each pay period.

Pursuant to Section 79(a) and (b) of the Act, B&R is ordered to cease contravening Section 28 and 17(1) of the Act and to comply with all requirements of the Act and Regulation.



Steven Mangat
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 16, 2010
ER #:117-959

To:
Toor Labour Contracting Ltd.
133, 3030 Trethewey Street
Abbotsford B.C., V2T 4N2

Based on Section 85 of the *Employment Standards Act* (Act), Toor Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 12, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:

November 30, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Tocs Labour Contractors

Address: 133, 3030 Trethewey St. Abbotsford BC V2T 4N2

Phone/Fax: s22

Licence No.: 117-959 Bonded For: 64 Audit #:

Previous Determinations: 6(4)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: July 6th 2010 Demand Log not found, but employees all on payroll.

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [ ] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [x]

Comments: Advance Payments → takes off advance amount while from each pay check i.e. 1/2 rate to employee about this

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

_____

_____

_____

_____

_____

Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 9, 2010
ER #: 117-718

To:
KAMAL FARMING LTD.
13101 98 Avenue
Surrey, BC V3T 1V8

Based on Section 85 of the *Employment Standards Act* (Act), Kamal Farming Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 5, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 23, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
8111 144 Street
Surrey, BC V3W 5T3

FLC Payroll Audit Form/Checklist

Contractor Name: Bansal Farming Ltd

Address: 13101 98 Ave, Surrey BC, V3T 1V8

Phone/Fax: 604-572-2867

Licence No.: 117-718/11 Bonded For: 32 Audit #: Year 2010

Previous Determinations:	Date	Section	Penalty Amount/Warning
	Sep 4, 2008	5(4)	$500
	May 31, 2006	40.2	$500
	Mar 24, 2010	40.2R	$500

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☐ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☐ Telephone Number
- ☑ Address
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: ~~accountant~~ s22 at the end of December s22 has the bank statements and cheques.

LBR-2014-00005
Page 88

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

-no site visits for this employer.

Completed by Jasmeet K. Dhaliwal. Date December 2, 2010

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 4, 2010
ER #:121-462

To:
COLUMBIA LABOUR CONTRACTING LTD.
5297 264 Street
Langley, BC V4W 1K4

Based on Section 85 of the *Employment Standards Act* (Act), 0844840 B.C. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 1, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 15, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

FLC Payroll Audit Form/Checklist

Contractor Name: Columbia Labour Contracting Ltd.

Address: 5297-264 Street

Phone/Fax: s22

Licence No.: 121-462 Bonded For: 81 Audit #:

Previous Determinations: see back of this page.

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☐ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: - date employment commenced is found through the first entry of hours noted it is not explicitly stated
- wage rate not noted on payroll records, but is noted as $8.00 on daily logs

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

Previous Determinations:

Date	Section	Penalty Amount/Warning.
22-Aug-08	6.1	$500
25-Feb-04	13(1)	$500
28-Apr-04	6(4)	$500
11-Aug-10	6	$500
11-Aug-10	6.1	$2500
13-Apr-05	40	$500
25-Apr-05	6(4)	Warning Letter
02-Aug-05	6	$2500
07-Feb-07	17	$500

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4) n/a
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: - direct deposit issue, as many employees were paid by cheques for multiple periods.

not important → / TelPay payroll does not breakdown amounts into i.e. CPP, income tax, EI, vacation pay etc. only gives final totals

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Jaspreet Kaur Dhaduwal Date October 20, 2010

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Director of Employment Standards

Determination

Sent by Registered Mail

ER #: 121-462

November 30, 2010

Columbia Labour Contracting Ltd.
5297 - 264th Street
Langley, BC V4W 1K4

Director of Employment Standards - and – Columbia Labour Contracting Ltd.

I have determined that the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the "Act")	5297 - 264th Street Langley, BC V4W 1K4	First	June 15, 2010	$500.00

Total Administrative Penalty **$500.00**

Columbia Labour Contracting Ltd. is ordered to cease contravening Section 17 of the Act and to comply with all the requirements of the Act and Employment Standards Regulation (the "Regulation").

I order Columbia Labour Contracting Ltd. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$500.00** to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Ministry of Labour Employment Standards Branch
Mailing Address:
A207 20159 88 Avenue
Langley, BC V1M 0A4
Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Jaspreet Dhadwal.

Jaspreet Dhadwal
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc:

Registered and Records Office
Same as above

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **January 7, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 121-462

Columbia Labour Contracting Ltd.

- and -

Director
Employment Standards Branch

Delegate: Jaspreet Dhadwal
Delegate of the Director of Employment Standards

Date of Decision: November 30, 2010

I. Introduction and Background

Columbia Labour Contracting Ltd. ("Columbia") is a licensed farm labour contractor (FLC) under the Employment Standards Act (the "Act"). On January 9, 2008, Columbia was issued a FLC license permitting it to employ a maximum of 81 employees. The license expires on January 9, 2011.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, Columbia was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. One of the requirements mentioned in the study package relates to Section 17 of the Act.

On October 15, 2010, a Demand was issued for Records pursuant to section 85(1)(f) of the Act to Columbia. Columbia was required to deliver records to the Employment Standards Branch Office. This demand was necessary to ensure Columbia was in compliance with the Act and the Employment Standards Regulation (the "Regulation"). Columbia was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily log records required to be kept under Section 6(5) of the Regulation; including the volume or weight of the berry crop picked on each day by each worker. The Demand was issued so that the Branch could conduct a routine payroll review.

II. Issues

Has Columbia contravened Section 17 of the Act by failing to pay some employees at least semi-monthly and within 8 days after the end of the pay period?

III. Evidence from the Investigation

On October 18, 2010, Columbia delivered the payroll records, cancelled cheques, and daily logs as required. The records have now been reviewed by Jaspreet Dhadwal, Employment Standards Officer.

Examination of the Payroll Summary Report provided by Columbia shows that for 2010 there were many instances in which employees were paid later than 8 days after the end of the pay period. For example, s22 was paid on April 11, 2010 for the pay periods March1 to March 15 and March 16 to March 31st in the amount of $130.82 and $381.85 by direct deposit. The table below detail other instances where it seems payment was not made as per Section 17 of the Act.

Employee Name	Period Worked	End of Pay Period	Date of Direct Deposit
s22	Feb 26-March 31	March 31, 2010	April 11, 2010
	May 5-May 28	May 31, 2010	June 26, 2010
	May 30-June 4	June 15, 2010	June 26, 2010
	May 30-June 15	June 15, 2010	June 26, 2010
	May 30-June 4	June 15, 2010	June 26, 2010

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 1, 2010, I hand delivered a letter to Columbia providing the FLC with an opportunity to respond to the observations that were made in reviewing the payroll records regarding Section 17 of the Act. Columbia was provided until November 12, 2010 to reply in writing and provide any supporting documents in response to the above.

On November 16, 2010, Columbia faxed in a written response to the Branch. In regards to Section 17 of the Act Columbia's written response stated that the company did in fact pay it's employees on time via direct deposit. The response also states that later on the employees told Columbia that the bank account was wrong so the deposit did not go through so a replacement deposit was made later. Further, the response goes on to state that the company did not contravene Section 17 of the Act as incorrect information was provided by the employee.

V. FINDINGS AND ANALYSIS

The following table displays the employees in question, period worked, amount paid late, and the date of the direct deposit transaction:

Employee Name	Period Worked	End of Pay Period	Payment Due Date per Sec. 17	Date of Direct Deposit
s22	Feb 26-March 31	March 31, 2010	April 8, 2010	April 11, 2010
	May 5-May 28	May 31, 2010	June 8, 2010	June 26, 2010
	May 30-June 4	June 15, 2010	June 23, 2010	June 26, 2010
	May 30-June 15	June 15, 2010	June 23, 2010	June 26, 2010
	May 30-June 4	June 15, 2010	June 23, 2010	June 26, 2010

The table indicates that all of the employees in question were not paid as per Section 17 requirements of the Act. Under Section 17 of the Act, payday requirements are as follows:

Section 17-Paydays

17 (1) At least semimonthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

(2) Subsection (1) does not apply to

(a) overtime wages credited to an employee's time bank, or
(b) vacation pay.

With regard to the observation that Columbia did not pay all employees as per Section 17, Columbia responded in its letter by stating that the company did pay the employees in question via direct deposit. Further, Columbia responded it its written statement that the company did not contravene Section 17 of the Act, since incorrect information was provided by the employees.

Columbia's response is insufficient in showing it has not contravened Section 17 of the Act. Columbia has not denied that the employees were not paid all the wages earned within 8 days of the end of the pay period. Rather, Columbia has explained why the wages were not paid in accordance with Act. Columbia has stated that it was given incorrect banking information and this resulted in late payments. As an employer, Columbia is required to comply with all provisions of the Act and Regulation, by not paying employees all wages earned within 8 days of the end of the pay period Columbia has contravened Section 17 of the Act.

Furthermore, Columbia was issued a FLC license on January 9, 2008 and has therefore been through the FLC licensing process. During licensing Columbia was required to pass a written examination to satisfy the Director of its knowledge of the Act and Regulation. As a result Columbia was aware that an employer must pay wages at least semi-monthly and within 8 days after the end of the pay period as per Section 17 requirements of the Act.

I find that Columbia contravened Section 17 of the Act by failing to adhere to requirements regarding paydays.

Section 29(1) of the Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation. Accordingly I have applied penalties for the contraventions.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

Jaspreet Dhadwal.

Jaspreet Dhadwal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 8, 2010
ER #:139-884

To:
GDMK ENTERPRISES LTD.

s22

Based on Section 85 of the *Employment Standards Act* (Act), GDMK ENTERPRISES Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 8, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 22, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office

s22

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 12, 2011
ER #: 145-557

To:
Unique Labour Force Ltd.
7646- 120th Street
Surrey, BC V3W 3N1

Based on Section 85 of the *Employment Standards Act* (Act), Unique Labour Force Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 26, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Unique Labour Force Ltd.

Address: 7646 120 St Surrey BC V3W 3N1

Phone/Fax: s22

Licence No.: 145-557 Bonded For: 40<Feb10 60>Feb10 Audit #: 357118

Previous Determinations: Mar 26/08 (13A - $500)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name — Comments: Only information is included for few EEs.
   ☐ D.O.B. - for 5 EE
   ☑ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☐ Address - for few
   ☒ Date employment commenced
   ☐ Wage or piece rate provided - for few
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by ~~December 6, 2011~~ Gurpreet Sidhu Date Dec. 6, 2011

closed Feb. 20, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 22, 2010
ER #:149-579

To:
KA Labour Contractors Ltd

s22

Based on Section 85 of the *Employment Standards Act* (Act), KA Labour Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 19, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:

December 6, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Ica Lobas Contractors Ltd

Address: s22

Phone/Fax: s22

Licence No.: 120-875 Bonded For: 10 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☑ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☒ D.O.B. NO
- ☐ S.I.N. NO
- ☐ Occupation NO
- ☐ Telephone Number NO
- ☐ Address NO
- ☐ Date employment commenced NO
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: Exceeded bond rate on several occasions

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☑ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records None

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Human Nanding Date _____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER # 149-579

February 18, 2011

KA Labour Contractors Ltd.
#2, 15243– 91 Avenue
Surrey, BC V3R 8P8

Director of Employment Standards - and – KA Labour Contractors Ltd.

I have determined that the *Employment Standards Act* has been contravened.

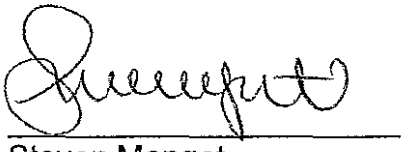
Contravention	Work Location	Occurrence (within 3 years)	Amount	Date of Contravention
Section 13 (the Act)	#2, 15243– 91 Avenue Surrey B.C, V3R 8P8	First	$500.00	December 6, 2010

KA Labour Contractors Ltd. is ordered to cease contravening Section 13 of the Employment Standards Act (the "Act") and to comply with all the requirements of the Act and Employment Standards Regulation (the "Regulation").

I order KA Labour Contractors to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc:

s22

s22

c/o: Registered and Records Office
Same as above

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the Employment Standards Tribunal by 4:30 pm on **March 28, 2011**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

3) That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 149-579

KA Labour Contractors Ltd.

- and -

Director of
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: February 18, 2011

I. INTRODUCTION AND BACKGROUND

KA Labour Contractors Ltd. ("KA") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). KA was issued a license on September 26, 2008 for a maximum of 40 employees. On June 1, 2009 this license was amended to increase the maximum number of bonded employees to 70. This license is set to expire on September 26, 2011.

In order to obtain a FLC license and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), KA was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. One of the requirements mentioned in the study package relates to Section 13(1) of the Act. Furthermore, during the licensing process, KA was taken through an interview checklist and educated on the Sections of the Act and Regulation relevant to FLCs. Section 13(1) was discussed during this process.

A FLC receives a license when a security has been posted with the Director of Employment Standards. The amount of the security determines the maximum number of employees the FLC can have working on any single day.

As a part of a routine compliance audit, on November 22, 2010, Ravi Sandhu, a delegate of the Director of Employment Standards, issued a Demand for Records pursuant to Section 85(1)(f) of the Act to KA. This Demand was necessary to ensure KA was in compliance with the Act and the Regulation. KA was required to produce payroll records, cancelled cheques, bank statements, direct deposit information and daily logs to the Employment Standards Branch (the "Branch") by December 6, 2010. The records were received by the Branch.

II. ISSUES

Has KA contravened Section 13(1) of the Act?

III. EVIDENCE FROM THE INVESTIGATION

A FLC license was issued to KA on September 26, 2008. As of June 1, 2009, KA's license was amended to allow it to employ a maximum of 70 employees in one day. A review of the records submitted by KA revealed the firm exceeded the maximum number of employees permitted to be employed on several different occasions. According to KA's records, these employees were working at Houweling Nurseries Ltd. during the dates on which KA exceeded its limit of 70 employees permitted to be employed on any given day The table below indicates the dates on which KA employed more than 70 individuals:

Date	Number of Employees Working
November 11, 2010	71
November 12, 2010	71
November 15, 2010	71
November 18, 2010	72
November 19, 2010	72
November 22, 2010	78
November 23, 2010	78
November 24, 2010	79
November 25, 2010	78
November 26, 2010	77
November 27, 2010	79
December 1, 2010	77
December 2, 2010	74
December 3, 2010	72
December 4, 2010	76
December 6, 2010	77

IV. Argument and Evidence of the Employer

On January 28, 2011, KA was sent a letter providing it with an opportunity to respond to the above observations that were made while reviewing the payroll records. KA was provided until February 7, 2011 to reply in writing and provide any supporting documents in response to the above.

On February 7, 2011, s22 representative and Director of KA, provided a written response to the Branch. The response stated that KA use to deposit money and renew their license every year, but due to changes in the Act they now had to renew their license every three years. s22 s22 could not understand the bonding requirements for a FLC and therefore believed that the number of bonded employees would automatically increase every year as long as the firm did not contravene a core requirement of the Act or Regulation. Furthermore, s22 stated that s22 will increase the number of bonded employees by 30 and requested the firm not be penalized for its misunderstanding.

V. Findings and Analysis

Section 13 of the Act requires the following:

> **13** (1) A person must not act as a farm labour contractor unless the person is licensed under this Act.

In s22 response, s22 stated that he previously deposited money to increase the number of bonded employees every year while renewing KA's license, but due to a change in the Act, KA could now only obtain a 3 year license. As such, s22 could only

increase the number of bonded employees every 3 years. s22 also stated that due to a misunderstanding in the bonding process, s22 believed that the number of bonded employees on KA's license would automatically increase every year as long as the firm did not contravene any core requirement of the Act or Regulation. I find this response insufficient due to the following reasons:

1. The Regulation does not state that a FLC is obliged to renew their license every three years, but instead states a FLC has the option to obtain a one year or three year license. s22 understanding that the Act has changed its licensing process for FLC's is insufficient as no such changes have occurred.

2. s22 acknowledges that he misunderstood the bonding process for FLCs. As such, s22 believed that if KA had no core contraventions of the Act or Regulation in the previous year, then the number of bonded employees on KA's license would automatically increase. This response is insufficient since a FLC must notify the delegate of the director if they wish to amend the number of bonded employees on their license, as KA did in June of 2009. As such, an amended license would be issued to the FLC displaying the amended number of bonded employees. In this case, KA failed to request an amended license and therefore the number of bonded employees remains at 70.

3. Section 13(1) of the Act states that in order for a person to act as a FLC, that person must be licensed under the Act to do so. In order to obtain a license, the person must post an appropriate security in accordance with Section 5 and Section 5.1 of the Regulation. KA has posted an amount for its security that allows it to employ a maximum of 70 employees on any given day. Consequently, KA's license is only valid for a maximum of 70 employees working on a single day. If more than 70 people are employed on a single day, the license is not valid for the employees exceeding 70. There were numerous times that KA employed more than 70 employees in a single day. As a result KA contracted labour while it was not licensed under the Act.

4. KA was aware of the requirements of the Act and Regulation, as it had been through the FLC licensing process. During the licensing process, KA passed a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. Additionally, KA was taken through an interview checklist to further ensure its understanding of the requirements under the Act and Regulation. Part of this interview checklist reminded the FLC that it cannot employ more workers than it's licensed to allow on any single day.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date Section 13(1) of the Act was contravened. KA exceeded the maximum number of employees allowable in a single day on various dates as portrayed by the table above. As such, I find KA contravened Section 13(1) of the Act on December 6, 2010 since it was the last day that KA exceeded the maximum number of bonded employees it was licensed to employ on a single day.

VI. CONCLUSION

I find KA has contravened Section 13(1) of the Act.

Pursuant to Section 79(a) and (b) of the Act, KA is ordered to cease contravening Section 13(1) of the Act and to comply with all requirements of the Act.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

Steven Mangat
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

September 27, 2010
ER #:159-690

To:
0844840 B.C. LTD.
13836 89A Avenue
Surrey, BC V3V 6K9

Based on Section 85 of the *Employment Standards Act* (Act), 0844840 B.C. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-September 24, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 7, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

BRITISH COLUMBIA

Director of Employment Standards

Determination

Sent by Registered Mail

ER #: 159-690

December 6, 2010

0844840 B.C. LTD.
13836 – 89A Avenue
Surrey, BC V3V 6K9

Director of Employment Standards - and – 0844840 B.C. LTD.

I have determined that the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the "Act")	13836 – 89A Avenue Surrey, BC V3V 6K9	First	September 4,2010	$500.00

Total Administrative Penalty **$500.00**

0844840 B.C. LTD. is ordered to cease Section 28 of the Act and to comply with all the requirements of the Act.

I order 0844840 B.C. LTD. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$500.00** to the

Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Jaspreet Dhadwal.

Jaspreet Dhadwal
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc: s22
13836 – 89A Avenue
Surrey, BC V3V 6K9

s22
13836 – 89A Avenue
Surrey, BC V3V 6K9

Registered and Records Office
Same as above

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **January 13, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and
(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 159-690

0844840 B.C. LTD.

- and -

Director
Employment Standards Branch

Delegate: Jaspreet Dhadwal
Delegate of the Director of Employment Standards

Date of Decision: December 6, 2010

I. Introduction and Background

0844840 B.C. LTD. ("0844840") is a licensed farm labour contractor (FLC) under the Employment Standards Act (the "Act"). On February 12, 2010, 0844840 was issued a FLC license permitting it to employ a maximum of 40 employees. The license expires on February 12, 2013.

On July 15, 2010, the Employment Standards Branch Agriculture Compliance Team (the "Team") conducted a work site visit at Lally Farms located at 3518 168th Street Surrey, BC. 0844840 had provided contract labour to Lally Farms for hand harvesting blueberries. During the work site visit the Team interviewed four of 0844840's employees: s22

On September 27, 2010, a Demand was issued for Records pursuant to Section 85(1)(f) of the Act to 0844840. 0844840 was required to deliver records to the Employment Standards Branch Office. This demand was necessary to ensure 0844840 was in compliance with the Act and the Employment Standards Regulation (the "Regulation"). 0844840 was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily log records required to be kept under Section 6(5) of the Regulation; including the volume or weight of the berry crop picked on each day by each worker.

II. Issues

Has 0844840 contravened Section 28 of the Act by failing to maintain payroll records for each employee?

III. Evidence from the Investigation

On October 7, 2010, 0844840 delivered the payroll records, cancelled cheques, and daily logs as required. The records have now been reviewed by Jaspreet Dhadwal, Employment Standards Officer.

A review of the payroll records provided indicates that the payroll records were not maintained in accordance with Section 28 of the Act. None of the four employees interviewed during the July 15, 2010 inspection at Lally Farms appear on the payroll.

Regarding the wages, the employer has voluntarily paid the wages for the employees in question to the Director of Employment Standards as a result of the payroll review.

IV. Argument and Evidence of the Employer

On October 15, 2010, 0844840 was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing the payroll records. 0844840 was provided until October 27, 2010 to reply in writing and provide any supporting documents in response to the above.

On October 27, 2010, 0844840 hand delivered a written response to the Branch. In regards to Section 28 of the Act, 0844840's written response stated that the four employees the Team interviewed at Lally Farms were hired via phone conversations the previous night. 0884840 stated in the written response that these individuals never provided any information about themselves such as a Social Insurance Number, date of birth, or address and therefore the company did not record the employees in the payroll. The response also stated that the phone number provided by the employees is no longer in service and the employees never returned their berry cards.

In a conversation between s22 director of 0844840, and myself on October 27, 2010, s22 informed me that the day of the Team site visit on July 15, 2010 was the first day that s22 s22 came to work for s22 company. s22 stated that s22 picked up s22 from a gas station in the morning, drove them to the farm where they worked, and then dropped the pair back off at the gas station four to five hours later. Further, s22 informed me that s22 and s22 only worked for s22 company for a few hours and left early as they phoned a friend to come and get them from the farm.

V. FINDINGS AND ANALYSIS

Under Section 28 of the Act:

Section 28 of the Act-Payroll Record Requirements
Section 28 of the Act states that:
For each employee, an employer must keep records of the following information:

(a)the employee's name, date of birth, occupation, telephone number and residential address;
(b)the date employment began;
(c)the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
(d)the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
(e)the benefits paid to the employee by the employer;
(f)the employee's gross and net wages for each pay period;
(g)each deduction made from the employee's wages and the reason for it;
(h)the dates of the statutory holidays taken by the employee and the amounts paid by the employer;

With regard to the observation that 0844840 failed to maintain accurate payroll records the company's written response affirms that the four workers were not recorded in the payroll records because the workers did not provide them with any of their information such as Social Insurance Number, date of birth, and address. In a conversation between s22 and myself, s22 confirmed that s22 had not recorded the

workers in the payroll as s22 could not get in contact with any of them. Regardless of the explanation offered, Section 28 of the Act clearly states that an employer must maintain payroll records for each employee. I find that 0844840 contravened Section 28 of the Act by failing to maintain payroll records for each employee.

Section 29(1) of the Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation. Accordingly I have applied penalties for the contraventions.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on July 15, 2010 as that is the day the Team interviewed employees of 0844840 and they were not recorded in the payroll. The penalty for contravening Section 28 of the Act is $500.00.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

Jaspreet Dhadwal

Jaspreet Dhadwal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 17, 2011

To:
Amrik & Surinder Nijjar carrying on
business as Nijjar Farm
8415 184 Street
Surrey B.C, V4N 3G3

Based on Section 85 of the *Employment Standards Act* (Act), Amrik & Surinder Nijjar carrying on business as Nijjar Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 31, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Producer
Contractor Name: Annie + Saunders Nyjer robt Nyjer farm

Address: 8415 18th St RR 13

Phone/Fax: s22

ER
Licence No.: 161-811 Bonded For: N/A Audit #:

Previous Determinations: S.46R – July 21/09 / S. 28 – Jan. 20/10

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

N/A

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☑ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☒ Employer pays at least semi-monthly (Sec. 17). (Violation)
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

- does not pay employees every 2 weeks
- pays in large sums on random dates

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: - Employer does not pay employees every 2 weeks and in the amount they should be paid every 2 weeks.
- Pays randomly in large sums at a time
- all wages paid but vacation of 3.17

****☑ Site visit sheets cross-checked with Payroll Records

****☒ All employees on payroll records (Sec 28) VIOLATION

****☐ You may want to try getting invoices from producers to see if they match payroll records. N/A

General Comments:

Following people were interviewed on day of site visit but do not appear to be on payroll:

5.28

s22

Completed by Steven. mangat. Date Feb. 18/11

Remember to fill out Demand Log

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 11, 2011

To:
RBI's Surrey Farm Ltd.
15454 Colebrook Road
Surrey B.C, V3S 0L2

Based on Section 85 of the *Employment Standards Act* (Act), RBI's Surrey Farms Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 24, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
305-2692 Clearbrook Road
Abbotsford B.C, V2T 2Y8

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 25, 2010
ER #:127-578

To:
Major Labour Contractor Ltd.
6619 124A Street
Surrey, BC V3W 3Y6

Based on Section 85 of the *Employment Standards Act* (Act), Major Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 22, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 4, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

FLC Payroll Audit Form/Checklist

Contractor Name: Major Labour Contractor Ltd.

Address: 6619 124A Street Surrey, BC V3W 3Y6.

Phone/Fax: (P) 604 - 507 - 7164 s22

Licence No.: 127-578/118 Bonded For: 100 Audit #: Year 2010

Previous Determinations: See next page

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name — Comments: - as/bb
   ☐ D.O.B.
   ☐ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☐ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [ ]

Comments: ~daily logs do not include start and finish time of employees. -Section 28

****☑ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Jaspreet K. Dhaliwal. Date November 11 2010

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 127-578

February 17, 2011

Major Labour Contractor Ltd.
6619 124A Street
Surrey, BC V3W 3Y6

Director of Employment Standards - and –Major Labour Contractor Ltd.

I have determined that the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the "Act")	6619 124A Street Surrey, BC V3W 3Y6	First	August 13, 2010	$500.00

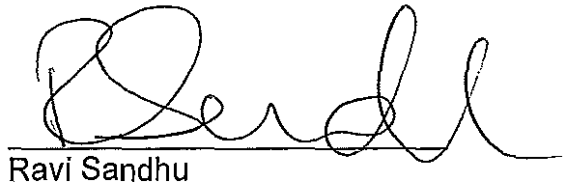
Total Administrative Penalty **$500.00**

Major Labour Contractor Ltd. is ordered to cease contravening Section 28 of the Act and to comply with all the requirements of the Act.

I order Major Labour Contractor Ltd. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of $500.00 to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ravi Sandhu
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc: s22
6619 124A Street
Surrey, BC V3W 3Y6

Co: Registered and Records Office
Same as above

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **March 28, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 127-578

Major Labour Contractor Ltd.

- and -

Director
Employment Standards Branch

Delegate: Ravi Sandhu
Delegate of the Director of Employment Standards

Date of Decision: February 17, 2011

I. INTRODUCTION AND BACKGROUND

Major Labour Contractor Ltd. ("Major") is a licensed farm labour contractor ("FLC") under the Employment Standards Act (the "Act"). Major was licensed in 2004 and the current license issued in 2008 permits the FLC it to employ a maximum of 100 employees. The license expires on September 3, 2011.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, Major was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act, Section 28 states that payroll records must be maintained for each employee.

On July 20, 2010, the Team conducted a work site visit at BBC Farm ("BBC") located at 8640 Ladner Truck Road, Delta B.C. Major had provided contract labour to BBC Farm. During the work site visit the Team interviewed Major's workers who were hand harvesting blueberries

On August 13, 2010, the Team conducted a work site visit at Amritpal Gill Farm ("Amritpal") located at 4966 176 Street, Surrey. Major had provided contract labour to Amritpal Gill Farm. During the work site visit the Team interviewed Major's workers who were hand harvesting blueberries.

On October 25, 2010, a Demand was issued for Records pursuant to Section 85(1)(f) of the Act to Major. Major was required to deliver records to the Employment Standards Branch (the "Branch").The demand was necessary to ensure that Major was in compliance with the Act and the Employment Standards Regulation (the "Regulation"). Major was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily log records required to kept under Section 6(5) of the Regulation; including the volume or weight of the berry crop picked on each day by each worker.

II. ISSUES

Has Major contravened Section 28 of the Act by failing to maintain payroll records for each employee?

III. EVIDENCE FROM THE INVESTIGATION

On November 4, 2010, Major delivered the payroll records, daily logs, direct deposit, and bank statements as required.

A review of the payroll records provided indicates that the payroll records were not maintained in accordance with Section 28 of the Act. The following employees were

interviewed by the Team at two different site visits, but do not appear on the company's payroll:

Date of Site Visit	Farm Name	Pay Period Ending	Employee Name
July 20, 2010	BBC Farm	July 31, 2010	s22
August 13, 2010	Amritpal Gill Farm	August 15, 2010	s22

At both of these work sites Major was the only employer present. There were no employees of any other farm labour contractors present nor was there any employees that were working directly for the farm.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 15, 2010, Major was hand-delivered a letter providing it with an opportunity to respond to the observations that were made in reviewing the payroll records. Major was provided until November 25, 2010 to reply in writing and provide any supporting documents in response to the above.

On December 2, 2010, a representative of Major, Harry S Bains (Mr. "Bains') of Dominon Law Group,faxed a written response to the Branch. In response to Section 28 of the Act, the representative stated the following:

1. s22 was not employed by Major and was not an individual who had come to BBC with Major.
2. s22 was not employed by Major and was not an individual who had come to Amritpal with Major.

The response states that Major has no knowledge of who these individuals are and questions the methods used by the Team to verify the identities of the individuals that were interviewed.

V. FINDINGS AND ANALYSIS

Under Section 28 of the Act:

Section 28 of the Act-Payroll Record Requirements
For each employee, an employer must keep records of the following information:

(a) the employee's name, date of birth, occupation, telephone number and residential address;
(b) the date employment began;
(c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;

(e) the benefits paid to the employee by the employer;
(f) the employee's gross and net wages for each pay period;
(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

With regard to the response that on the July 20, 2010 work site visit at BBC, s22 s22 was not employed by Major and was not an individual who had come to BBC Farm with Major. I find this response insufficient as Major was the only contractor present at the work site. Additionally s22 was one of the seventeen employees interviewed by the Team When interviewed, s22 clearly stated that s22 was employed by Major.

With regards to the response that on the August 13, 2010 work site visit at Amritpal Gill Farm, s22 was not employed by Major and was not an individual who had come to Amritpal with Major. I find this response insufficient as Major was the only contractor present at the work site. Also, when interviewed, s22 clearly stated that s22 was employed by Major.

In his response Major has questioned what verification method the Team uses to ensure that employees interviewed have given their correct names. From this response I can only infer that Major believes that the two individuals interviewed by the Team did not give their true name. However, Major has not provided any evidence to support this suggestion. They have not provided any evidence that these two individuals may be another two individuals who are included in the payroll. Furthermore, both of these employees clearly stated what their names were and who they worked for when interviewed. There is no incentive for these employees to provide false names and I have no reason to believe they did so. As such I find that Major has contravened Section 28 of the Act by failing to retain payroll records for all employees and I find that the contravention date is August 13, 2010.

Major was aware of the requirements of the Act and Employment Standards Regulation as it had been through the licensing process in prior years and tested on requirements of the Act. As one of the requirements of the Act, Section 28 states that an employer must keep records for each employee.

Section 29(1) of the Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation. Accordingly I have applied penalties for the contraventions.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that

other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.



Ravi Sandhu
Delegate of the Director
of Employment Standards

SUPREME COURT
OF BRITISH COLUMBIA

MAY 18 2011

NEW WESTMINSTER
REGISTRY

BRITISH COLUMBIA

142472

Determination

Sent by Registered Mail

ER # 161-811

April 8, 2011

Amrik & Surinder Nijjar
carrying on business as Nijjar Farm
8415 184 Street
Surrey, BC V4N 3G3

Director of Employment Standards - and – Amrik & Surinder Nijjar carrying on business as Nijjar Farm

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	8415 184 Street Surrey B.C, V4N 3G3	July 23, 2010	Second	$2500.00
Section 17 (the Act)	8415 184 Street Surrey B.C, V4N 3G3	October 3, 2010	First	$500.00
Total Administrative Penalty:				**$3000.00**

I order Amrik & Surinder Nijjar carrying on business as Nijjar Farm to cease contravening Sections 28 and 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Amrik & Surinder Nijjar carrying on business as Nijjar Farm to pay **$3000.00.** Please send a certified cheque or money order payable to the Director of Employment

Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 16, 2011.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER # 161-811

Amrik & Surinder Nijjar carrying on business as Nijjar Farm

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: April 8, 2011

I. INTRODUCTION & BACKGROUND

On July 23, 2010 the Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at Amrik & Surinder Nijjar carrying on business as Nijjar Farm ("Nijjar Farm") located at 8415 184 Street, Surrey B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Farm Producers are in compliance with all requirements of the Employment Standards Act (the "Act") and the Employment Standards Regulation (the "Regulation"). During the site visit, it was discovered employees of Nijjar Farm were hand harvesting blueberries.

On January 17, 2011 Nijjar Farm was served with a Demand to produce and deliver records pursuant to Section 85(1)(f) of the Act. The Demand for Records was the result of the July 23, 2010 site visit, and was necessary to ensure Nijjar Farm was in compliance with the Act and Regulation. Nijjar Farm was required to produce all payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") of the Ministry of Labour by January 31, 2011. The records have been received and reviewed by the Branch.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

1. Has Nijjar Farm contravened Section 28 of the Act by failing to maintain payroll records for each of its employees?
2. Has Nijjar Farm contravened Section 17(1) of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

Nijjar Farm delivered payroll records, cancelled cheques and bank statements as required in its Demand for Payroll Records. The records have now been reviewed by a Delegate of the Director of Employment Standards. Each provision of the Act and accompanying evidence is divided as follows:

Section 28 of the Act:

On July 23, 2010 the Team conducted a worksite visit at Nijjar Farm. The purpose of the site visit was to ensure FLC's and Producers are in compliance with the Act and Regulation. During the worksite visit, it was discovered Nijjar Farm had 17 employees on site hand harvesting blueberries. As a part of the audit process, site visit records were cross referenced with the payroll records provided by Nijjar Farm. The following employees were interviewed by the Team, but could not be found on Nijjar Farm's payroll:

1.
2. s22
3. s22

The employees listed above are noted to be employed by Nijjar Farm on the July 23, 2010 site visit, yet no record of hours or days worked for these particular employees could be found in Nijjar Farm's payroll records. These three individuals were observed hand harvesting blueberries at Nijjar Farm and all were interviewed by the Team and they all identified Nijjar Farm as their employer.

Section 17(1) of the Act:

Section 17(1) of the Act states that employees are to be paid semi-monthly and within eight days after the end of each pay period. While reviewing the payroll records provided by Nijjar Farm, it appeared that the following employees were paid as shown by the table:

s22	Pay Period Start	Pay Period End	Date Paid
	04-Jul-10	17-Jul-10	07-Aug-10
s22	Pay Period Start	Pay Period End	Date Paid
	06-Jun-10	19-Jun-10	07-Aug-10
	20-Jun-10	03-Jul-10	07-Aug-10
	04-Jul-10	17-Jul-10	20-Aug-10
	18-Jul-10	31-Jul-10	20-Aug-10
	01-Aug-10	14-Aug-10	05-Sep-10
	29-Aug-10	11-Sep-10	26-Sep-10
s22	Pay Period Start	Pay Period End	Date Paid
	06-Jun-10	19-Jun-10	15-Jul-10
	20-Jun-10	03-Jul-10	15-Jul-10
	04-Jul-10	17-Jul-10	20-Aug-10
	18-Jul-10	31-Jul-10	20-Aug-10
	01-Aug-10	14-Aug-10	05-Sep-10
	29-Aug-10	11-Sep-10	15-Oct-10
	12-Sep-10	25-Sep-10	15-Oct-10
s22	Pay Period Start	Pay Period End	Date Paid
	01-Aug-10	14-Aug-10	30-Aug-10
	29-Aug-10	11-Sep-10	26-Sep-10
s22	Pay Period Start	Pay Period End	Date Paid
	06-Jun-10	19-Jun-10	15-Jul-10
	20-Jun-10	03-Jul-10	15-Jul-10
	04-Jul-10	17-Jul-10	20-Aug-10
	18-Jul-10	31-Jul-10	20-Aug-10

	01-Aug-10	14-Aug-10	05-Sep-10
	29-Aug-10	11-Sep-10	26-Sep-10

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On February 23, 2011, Nijjar Farm was sent a letter providing it with an opportunity to respond to the observations that were made while reviewing the company's records. Accountant and representative of Nijjar Farm, s22 responded on behalf of the producer requesting the site visit interview sheets. Nijjar Farm was sent these documents and provided with an extension until March 31, 2011 to reply in writing to the Branch, along with any supporting documents in response to the above.

On March 30, 2011 the Branch received a written response from s22 on behalf of Nijjar Farm. In the response, she questions the accuracy of the Teams findings and states that the majority of the people who were interviewed on the site visit were matched with Nijjar Farm's payroll records.

s22 states that Nijjar Farm has no records of the person identified as s22 s22 since the company does not know who this is. Furthermore, s22 states that the act of being interviewed may have caused this person to be confused and misunderstand what the interviewer was asking. In regard to s22 and s22 , s22 states that they have no knowledge or records on file for who these people are. As such, s22 reasons this is why these individuals were not included in the payroll since they cannot offer any explanations as to the identities of these people. Lastly, s22 states that these pickers are casual and sporadic and that the farmer tries to make sure these people are picking less than seven days so that there is no payroll requirement for them.

In response to Section 17(1) of the Act, s22 concurs with the Branch's findings and states that employees have always been paid in this manner. In addition, s22 states that this was not mentioned in the previous years' audits and that the Branch should address this as a notification of error to be corrected for the future.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;

(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

In s22 written response on behalf of Nijjar Farm, s22 questions the accuracy of the Teams findings and states that the majority of the people on the interview sheets from the day of the site visit were on the payroll. s22 states that they have no record of the person identified as s22 and suggests the act of being interviewed may have caused this individual to be confused on what the interviewer was asking. As for s22 and s22 s22 states that Nijjar Farm has no records for both of these individuals since they have no knowledge of who these people are. As such, this is the reason they were not included in the firm's payroll. s22 goes on to say that these pickers are only on the farm as sporadic and casual workers. Subsequently, the farmer tries to make sure that these workers are picking less than seven days so that there is no payroll requirement for them. I find these responses insufficient due to the following reasons:

1.) On July 23, 2010 the Team conducted a worksite visit at Nijjar Farm. The purpose of the site visit was to ensure FLC's and Producers are in compliance with the Act and Regulation. During the worksite visit, it was discovered Nijjar Farm had 17 employees on site hand harvesting blueberries. There were no other Farm Labour Contractors on the day of the site visit and as a result, all the employees working at the farm were direct employees of Nijjar Farm. This was verified by each employee when the Team conducted the interviews of the workers on site.

2.) Section 28 of the Act requires employers to keep accurate and up to date records of **all** employees' hours of work regardless of how they are paid, what work they perform, or for **how long they are employed for**. As such, regardless if they are casual or sporadic workers, s22 s22 should have been on Nijjar Farm's payroll since they were Nijjar Farm's employees. The employee information gathered by the Team from the site visit, cross referenced with a subsequent review of the payroll records, support the finding that Nijjar Farm failed to maintain proper payroll records for each employee in accordance with Section 28 of the Act. The employees mentioned above that were interviewed on the July 23, 2010 site visit could not be found on Nijjar Farm's payroll records. As such, Nijjar Farm has failed to maintain payroll

records for the employees mentioned above, and therefore is determined to have contravened Section 28 of the Act.

Section 17 of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

In s22 written response on behalf of Nijjar Farm, s22 concurs with the allegations made against them in accordance to Section 17(1) of the Act but states that this was not mentioned in the Branch's audit on Nijjar Farm last year. s22 states that Nijjar Farm has always paid its employees in this manner and requests that the Branch address this as a notification of error to be corrected for the future. I find this response insufficient due to the following reasons:

1.) s22 concurs with the Branch's findings that Nijjar Farm did not pay their employees all wages earned semi-monthly and within eight days after the end of each pay period. As such, Nijjar Farm is in contravention of Section 17(1) of the Act.

2.) A review of the payroll records and cancelled cheques provided by Nijjar Farm indicate that the employees mentioned in the table above were not paid semi-monthly and within eight days after the end of the pay period as mandated by this section of the Act. As illustrated by the table above, these employees were paid late on several occasions ranging from a period of 4 to 41 days late.

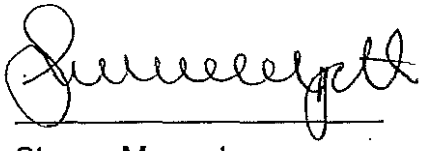
For the purpose of imposing a penalty pursuant to Section 29(1), I must determine the date the specified provisions against the Act were contravened. In this case, Section 28 of the Act was contravened on July 23, 2010, the date for which the interviewed employees mentioned above do not appear to be on Nijjar Farm's payroll records. This is the second contravention of this section of the Act within 3 years, so there will be an escalating penalty assessed.

In regard to Section 17(1) of the Act, which was contravened on an ongoing basis, the date of contravention is determined to be eight days from the last pay period for which wages owed to employees were not paid in a timely manner. The last pay period for which wages were not paid in accordance to Section 17(1) of the Act is determined to be September 25, 2010. As such, Nijjar Farm is required to pay all wages owed to its employees within 8 days after this date. Therefore, the date of contravention for Section 17(1) is determined to be October 3, 2010.

VI. Conclusion

I find Nijjar Farm has contravened Section 28 of the Act by failing to maintain payroll records for each of its employees.

I find Nijjar Farm has contravened Section 17(1) of the Act by failing to pay employees all wages earned semi-monthly and within eight days after the end of each pay period.



Steven Mangat
Delegate of the Director of
Employment Standards

142471

SUPREME COURT
OF BRITISH COLUMBIA
MAY 18 2012
NEW WESTMINSTER
REGISTRY

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #161-811

January 20, 2010

Amrik S. Nijjar & Surinder K. Nijjar
carrying on business as Nijjar Farms
8415, 184 Street
Surrey, BC V4N 3G3

Director of Employment Standards - and – Amrik S. Nijjar & Surinder K. Nijjar Carrying on business as Nijjar Farms.

I have determined that the Employment Standards Act (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Amount	Date of Contravention
Section 28 (the Act)	8415, 184 Street Surrey, BC V4N 3G3	First	$500.00	July 24, 2009
		Total	**$500.00**	

I order Amrik S. Nijjar & Surinder K. Nijjar carrying on business as Nijjar Farms to cease contravening Section 28 of the Act and to comply with all the requirements of the Act and the Regulation.

I order Amrik S. Nijjar & Surinder K. Nijjar carrying on business as Nijjar Farms to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Alan Nijjar

Alan Nijjar
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **March 1, 2010.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

Director of Employment Standards

Reasons for the Determination

ER #161-811

Amrik S. Nijjar & Surinder K. Nijjar
carrying on business as Nijjar Farms

- and -

Director
Employment Standards Branch

Delegate: Alan Nijjar
Delegate of the Director of Employment Standards

Date of Decision: January 20, 2010

I. INTRODUCTION & BACKGROUND

On July 24, 2009, the Employment Standards Branch's Agriculture Compliance Team (the "Team") conducted a worksite visit at Amrik S. Nijjar & Surinder K. Nijjar carrying on business as Nijjar Farms ("Nijjar"). During the worksite visit the Team interviewed Nijjar's workers. The purpose of this work site visit was to ensure compliance with the Employment Standards Act (the "Act") and the Employment Standards Regulation ("Regulation") with regard to producers, farm labour contractors and farm workers.

As a part of a routine compliance audit, on October 06, 2009, Ravi Sandhu, a delegate of the Director of Employment Standards, issued a Demand for Records pursuant to Section 85(1)(f) of the Act to Nijjar. This Demand was necessary to ensure Nijjar was in compliance with the Act and the Regulation. Nijjar was required to produce payroll records, cancelled cheques, bank statements, direct deposit information and daily logs to the Branch by October 20, 2009. The records were delivered as requested on October 26, 2009.

II. ISSUES

Has Nijjar contravened Section 28 of the Act by failing to maintain complete payroll records for each of its employees?

III. EVIDENCE FROM INVESTIGATION

The Team conducted a work site visit at Nijjar on July 24, 2009. Several of Nijjar's employees were interviewed by the Team and they identified Nijjar as their employer.

As a part of the audit process, work site visit records were cross referenced with the records provided by Nijjar. Upon cross referencing the records, it was discovered that several employees interviewed by the Team did not appear on Nijjar's payroll records. These employees are: s22

s22

Further, during the audit, it was discovered that several people received cheques from Nijjar but did not appear on its payroll records. These people are: s22

s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 19, 2009, Nijjar was sent a letter providing it with an opportunity to respond to the observations made while reviewing the payroll records. Nijjar was provided until November 30, 2009 to reply in writing and provide any supporting documents in response.

On December 29, 2009, s22 a representative for Nijjar, provided a response on behalf of Nijjar. s22 response provided individual explanations for each of the employees listed above. With regard to the employees who were interviewed but do not appear on the payroll records, the majority of the explanations provided state that the specified employee only worked a few days or was on site, but was not an actual worker.

With regard to the individuals who received cheques but were not on the payroll records, the majority of the explanations provided state that either the individual only worked a few days or the individual received a personal cheque for non employment related reasons.

V. FINDINGS AND ANALYSIS

28 For each employee [Emphasis added], an employer must keep records of the following information:

(a) the employee's name, date of birth, occupation, telephone number and residential address;
(b) the date employment began;
(c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
(e) the benefits paid to the employee by the employer;
(f) the employee's gross and net wages for each pay period;
(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

With regard to the employees who were interviewed by the Team but do not appear in Nijjar's payroll records, s22 response stated that many of the employees only worked a few days at Nijjar. Because of this, they do not appear in Nijjar's payroll records. The same argument was made for some of the employees who received cheques but did not appear on the payroll records. This response does not meet the requirements of Section 28 of the Act because it acknowledges that some of the employees listed above did indeed work for Nijjar and do not appear in the payroll records. Section 28 of the Act states that appropriate payroll records must be maintained for *each* employee. There is no differentiation between full time, part time or casual employees. As such, I find that Nijjar has contravened Section 28 of the Act by failing to maintain complete payroll records for each of its employees.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date Section 28 of the Act was contravened. The Team conducted the work site visit on July 24, 2009. It was during this work site visit that employees were interviewed who do not appear on Nijjar's payroll records. As this is the last known date for which an employee

who does not appear in the payroll records provided work, the date of contravention is July 24, 2009.

VI. CONCLUSION

I find Nijjar has contravened Section 28 of the Act by failing to maintain payroll records for each of its employees.

VII. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found you have contravened Section 28 of the Act. The administrative penalty imposed pursuant to Section 29 of Regulation, B.C. Reg 396/95, is as follows:

Contravention	Work Location	Occurrence (within 3 years)	Amount	Date of Contravention
Section 28 (the Act)	8415, 184 Street Surrey, BC V4N 3G3	First	$500.00	July 24, 2009
		Total	**$500.00**	

Alan Nijjar

Alan Nijjar
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Nijjar Farms

Address: 8415 184 St RR 13

Phone/Fax: s22 / s22 - Accountant)

ER Licence No.: 161-811 Bonded For: N/A Audit #: 357746

Previous Determinations:

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: No problems

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)
   ↳ No vacation paid to any EE's

4. ☑ Employer pays a minimum of ~~$8.00~~ 8.75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17). → wages for s22
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☒ Picking cards provided 18(4) – paid hourly
☒ Daily logs provided – producer
☑ Monthly payroll summaries of direct deposit → paid cheque + cash
↳ no cash receipts – (record of payment)

Wages Owed: Yes ☒ No ☐

Comments: s22 paid @ $10 per hour when payroll records indicate s22 should have been paid @ $12 per hour. Details written in OTR

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

OTR faxed to s22 on Mar 23/2012

Completed by Gurpreet Sidhu Date March 23 2012

*Remember to fill out Demand Log by April 18/12

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 27, 2010
ER #:166-716

To:
Joy and Bruce Wisbey carrying on
business as Wisbey Veggies.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Joy and Bruce Wisbey carrying on business as Wisbey Veggies is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 8, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Wisbey Farms (Jay & Bruce Wisbey coher

Address: _____

Phone/Fax: _____

Licence No.: _____ Bonded For: ____ Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☐ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily (logs)
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: No proof of Payroll - employees missing

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

   Not shown seperately but pays 4% above 8.32

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17). → Pay period bi weekly (but no payment proof
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided
   ☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

s22

Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 166-716

December 29, 2010

Joy and Bruce Wisbey carrying on business as
Wisbey Veggies
40326 No.3 Road
Abbotsford B.C, V3G 2R8

Director of Employment Standards - and –Joy and Bruce Wisbey carrying on business as Wisbey Veggies

I have determined that the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 46 (the "Regulation")	40326 No.3 Road Abbotsford B.C, V3G 2R8	First	November 8,2010	$500.00

Total Administrative Penalty **$500.00**

Joy and Bruce Wisbey carrying on business as Wisbey Veggies are ordered to cease contravening Section 46 of the Regulation and to comply with all the requirements of the Regulation.

I order Joy and Bruce Wisbey carrying on business as Wisbey Veggies to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$500.00** to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Harmen Nandha
Delegate of the Director
Employment Standards

Written reasons attached

Cc: Joy and Bruce Wisbey

s22

Co: Registered and Records Office
Same as above

Appeal Information:

Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **February 7, 2011**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER # 166-716

Joy and Bruce Wisbey carrying on business as Wisbey Veggies

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: December 29, 2010

I. Introduction and Background

On September 3, 2010 The Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at Joy and Bruce Wisbey carrying on business as Wisbey Veggies ("Wisbey") located at 40326 No.3 Road, Abbotsford B.C. The site visit was to ensure Farm Labour Contractors ("FLC") and Producers are in compliance with all requirements of the Employment Standards Act (the "Act") and the Employment Standards Regulation (the "Regulation"). During the visit the team proceeded to interview 11 employees out of which 8 claimed to be employees of Sidson. Sidson has not been issued a license to operate as a FLC by the Branch. Consequently if these employees were in fact employed by Sidson, Sidson would be operating as FLC without being licensed. This would be a contravention of the Act.

On October 28, 2010, Ravi Sandhu issued a Demand for Records pursuant to Section 85(1)(f) of the Act to Wisbey. The demand for records was the result of the September 3, 2010 site visit where Sidson may have been providing contract labour to Wisbey. This demand for records was necessary to affirm Sidson's claim that the employees interviewed during the site visit were employees of Wisbey and not Sidson. Wisbey was required to produce payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") on November 8, 2010.

II. Issues

Has Wisbey contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with records as outlined by Section 85(1)(f) of the Act when required?

III. Evidence from the Investigation

On September 3, 2010 the Team conducted a worksite visit at Wisbey. During the visit it was discovered several agricultural employees were hand harvesting potatoes. The team then proceeded to interview the employees on site where it was discovered Sidson may have been providing contract labour to Wisbey.

On October 8, 2010 in a telephone conversation between a representative of Sidson and myself, the representative informed me that the employees on site during the work site visit were in fact employees of Wisbey and not Sidson. A delegate also contacted Bruce Wisbey (Mr. "Wisbey") on the same day and Mr. Wisbey affirmed Sidson's response. To confirm this, a demand for records was issued to Wisbey on October 28, 2010 to validate that the employees interviewed during the worksite visit appear on Wisbey's payroll records.

The Demand for Record was sent via registered mail to the address indicated by Mr. Wisbey in a telephone conversation on October 8, 2010. Canada Post's tracking system confirms Joy Wisbey received the Demand for Payroll Records on November 2, 2011.

Furthermore, in a telephone conversation between a delegate and Mr. Wisbey, Mr. Wisbey was informed that a demand for records was issued to the company on October 28, 2010, and that company's records were required by our office no later than November 8, 2010. Mr. Wisbey acknowledged this demand for records and stated the company's accountant would deliver payroll records to the Branch as soon as possible.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

To date the Branch has not received payroll records as required in the Demand for Payroll Records. No explanation was provided by Wisbey as to why the company had failed to deliver the records.

V. FINDINGS AND ANALYSIS

A Demand for records was sent by registered mail to Wisbey on October 28, 2010. Wisbey was given until November 8, 2010 to provide the Branch with payroll records.

Section 122 of the Act states:

Service of Determinations and Demands

122 (1) A Determination or Demand that is required to be served on a person under this Act is deemed to have been served if
(a) served on the person, or
(b) **sent by registered mail to the person's last known address.**

Section 46 of the Regulation states:

Production of Records

46 (1) a person who is required under section 85(1)(f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

To date, the Branch has not received Wisbey's records or any explanation as to why the records were not produced. Wisbey has failed to provide payroll records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand for Payroll Records Wisbey was aware that that a monetary penalty would be issued pursuant to Section 29(1) of the Regulation if the records specified in the Demand were not provided.

In addition, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand for Records is issued to ensure employers are providing their employees with minimum standards of

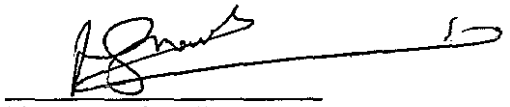
employment. Failure to deliver these records on time results in investigation delays, and may deny an employee's right to minimum standards of employment.

In this case, Wiseby's failure to provide the records demanded has delayed the Director of Employment Standards investigation as the records are needed to confirm Wisbey's claim that it was not using an unlicensed FLC.

If there are no disincentives against employers who fail to participate in an investigation, then such conduct may be repeated. The Director therefore issues a penalty in order to create a disincentive against employers who frustrate investigations through failure to provide records.

I find that Wisbey has contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with payroll records as and when required.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Regulation was contravened. In this case, Section 46 of the Regulation was contravened on November 8, 2010; the date records were to be delivered to the Director..



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 29, 2010
ER #:166-716

To:
Joy and Bruce Wisbey carrying on
business as Wisbey Veggies.
40326 NO.3 Road
Abbotsford B.C V3G 2R8

Based on Section 85 of the *Employment Standards Act* (Act), Joy and Bruce Wisbey carrying on business as Wisbey Veggies is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 12, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Joy and Bruce Wisbey

s22

BRITISH COLUMBIA

Director of Employment Standards

Determination

Sent by Registered Mail

ER #: 165-272

November 3, 2010

0885502 B.C Ltd.
6753 137 Street
Surrey, BC V3W 9C4

Director of Employment Standards - and – 0885502 B.C Ltd.

I have determined that the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 40.2 (Regulation)	6753 137 Street Surrey, BC V3W 9C4	First	September 8,2010	$500.00

Total Administrative Penalty **$500.00**

0885502 B.C Ltd. is ordered to cease contravening Section 40.2 of the Regulation and to comply with all the requirements of the Employment Standards Act (the "Act") and the "Regulation".

I order 0885502 B.C Ltd. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$500.00** to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Harmen Nandha
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc: s22
6753 137 Street
Surrey, BC V3W 9C4

C/o: Registered and Records Ofice
Same as above

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **December 13, 2010** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 165-872

0885502 B.C Ltd.

- and -

Director of
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: November 3, 2010

I. Introduction and Background

0885502 B.C. Ltd ("0885502") is a licensed farm labour contractor under the Employment Standards Act (the "Act"). 0885502 was issued a license on July 15, 2010 permitting it to employ 79 employees. The license expires on July 14, 2011.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, 0885502 was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. One of the requirements explained as part of the checklist, are Section 40.2 of the Regulation.

On September 27, 2010, Ravi Sandhu issued a Demand for Records pursuant to Section 85(1)(f) of the Act to 0885502. 0885502 was required to deliver records to the Employment Standards Branch (the "Branch") on October 7, 2010. This demand for records was necessary to ensure farm labour contractors are in compliance with the Act and the Regulation.

II. Issues

Has 0885502 contravened Section 40.2 of the Regulation by failing to ensure all its employees were paid by direct deposit?

III. Evidence from the Investigation

On October 7, 2010, 0885502 delivered payroll records, cancelled cheques and daily records as requested. The records have now been reviewed by Harmen Nandha, Employment Standards Officer.

While reviewing 0885502's records it was discovered all employees, up to the pay period ending September 8, 2010, were paid by cheque rather than receiving wages through direct deposit to the credit of their accounts in their respective savings institutions. In some cases these cheques were issued by 0885502 and in other cases they were issued by Ceridian, a payroll company on behalf of 0885502.

IV. Argument and Evidence of the Employer

On October 13, 2010, 0885502 was sent a letter providing it an opportunity to respond to the observation that its employees were not paid by direct deposit to the credit of the theirs account in a savings institution.

On October 22, 2010 a response was received from s22 in regard to the letter sent on October 13, 2010. In s22 response s22 states Ceridian, the payroll company in charge of 0885502's direct deposit, was taking an

exceedingly long time to set up the company's payroll account. To support s22 argument, s22 provided copies of emails between s22 and Ceridian. s22 s22 further states the company was forced to issue manual cheques during this delay because its employees needed to be paid

V. FINDINGS AND ANALYSIS

Section 40.2 of the Regulation requires farm labour contractors ("FLC") to pay all wages owed to farm workers by direct deposit to the credit of the their accounts in a savings institution. In her response s22 states Ceridian was taking an exceedingly long time to set up the company's payroll and direct deposit accounts. As a result the company was forced to issue manual cheques. I find this response insufficient because:

1) s22 provided copies of email conversations between a representative of Ceridian and s22 The conversations disclose that missing information in 0885502's application form was the reason as to why payroll and direct deposit accounts were not set up in time. The missing information that delayed direct deposit set up for 0885502 is as follows:
    a) Estimated Payroll amount per period
    b) Preferred funding method.
    c) Financial Institution information.

2) Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. Within that study package section 40.2 of the Regulation clearly states a FLC is required to pay their employees through direct deposit only.

3) During the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. As a result, 0885502 was made aware of the requirement for an FLC to pay all wages owed to farm workers by direct deposit.

I find 0885502 has contravened section 40.2 of the Regulation by failing to pay wages to farm workers employed by a FLC through direct deposit to the credit of the employee's account in a savings institution.

Section 29(1) of the Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Regulation was contravened. In this case, Section 40.2 of the Regulation was contravened on an ongoing basis, so I will use the most recent occurrence as the date of contravention. The last pay period for which employees received their wages by cheque rather than direct deposit was September 8, 2010. Therefore I find that 0885502 has contravened Section 40.2 of the Regulation by failing to pay its employees by direct deposit on September 8, 2010.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

September 27, 2010
ER #:165-872

To:
0885502 B.C. LTD.

s22

Based on Section 85 of the *Employment Standards Act* (Act), 0844840 B.C. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-September 24, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 7, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: 0885502 B.C. Ltd

Address: 6753 137 st Surrey B.C.

Phone/Fax: _____

Licence No.: 165 872 Bonded For: 79 Audit #: _____

Previous Determinations: None

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☐ D.O.B. not provided
- ☑ S.I.N.
- ☐ Occupation not provided
- ☐ Telephone Number not provided
- ☐ Address not provided
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: * Direct deposit not set up – Vacation pay for upto August 15 included in our wages

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☑ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

ONLY for payroll APPLIED after Aug. 15th 2010

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☑ Employer pays 80% of piece rate mid-month and balance at the end of the month (pays in full)

176.5

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: 1) Direct Deposit Not Set Up. (40.2)

2) Vacation pay upto Aug 15 included in minimum wage, after Aug 15 → shown seperately

3) Same # of employees on site every single day ; no fluctuations → daily records made up maybe?

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

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Completed by _____ Date_____

**Remember to fill out Demand Log*

FLC Payroll Audit Form/Checklist

Contractor Name: AM-PM Workface Ltd

Address: s22

Phone/Fax: s22

Licence No.: 165-859 Bonded For: 40 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   N/A ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month N/A

6. [X] Bank Statements provided
   [ ] Picking cards provided 18(4) c/A
   [✓] Daily logs provided
   [✓] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [✓]

Comments: _____

_____

_____

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_____

_____

****☐ Site visit sheets cross-checked with Payroll Records None

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records. None

General Comments:

_____

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Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 16, 2010
ER #:165-859

To:
AM-PM Workforce Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), AM-PM Workforce Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 12, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:

November 30, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #167-383

April 29, 2011

Harpreet Bains carrying on business as Harpreet Bains Farm

s22

Director of Employment Standards - and – Harpreet Bains carrying on business as Harpreet Bains Farm

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the "Act")	4386 168 Street Surrey B.C, V3S 0L2	October 26, 2010	First	$500.00
Section 28 (the "Act")	4386 168 Street Surrey B.C, V3S 0L2	August 13, 2010	First	$500.00

Total Administrative Penalty: **$1000.00**

I order Harpreet Bains carrying on business as Harpreet Bains Farm to cease contravening Section 17 and 28 of the Employment Standards Act and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Harpreet Bains carrying on business as Harpreet Bains Farm to pay **$1,000.00**. Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **June 6, 2011**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #167-383

Harpreet Bains carrying on business as Harpreet Bains Farm

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: April 29, 2011

I. INTRODUCTION

On August 13, 2010 The Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at the farm of Harpreet Bains carrying on business as Harpreet Bains Farm ("Bains Farm") located at 4386 168 Street, Surrey B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Producers were in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the site visit it was discovered employees were hand harvesting blueberries.

On November 29, 2010 Bains Farm was served with a Demand for Records pursuant to Section 85(1)f of the Act. The Demand for Records was the result of the August 13, 2010 site visit, and was necessary to ensure Bains Farm was in compliance with the Act and Regulation. Bains Farm was required to produce all payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") by December 12, 2010.

Section 29(1) of the Employment Standards Regulation ("Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Has Bains Farm contravened Section 28 of the Act by failing to maintain payroll records for its employees?

Has Bains Farm contravened Section 17(1) of the Act by failing to pay employees semi monthly and within 8 days after the end of the pay period?

III. EVIDENCE FROM THE INVESTIGATION

On August 13, 2010 the Team conducted a worksite visit at Bains Farm. The purpose of the visit was to ensure FLC's and Producers are incompliance with the Act and Regulation. During the worksite visit it was discovered Bains Farm had 24 employees on site hand harvesting blueberries. The team then proceeded to interview the following employees:

1)	s22	11)	s22
2)		12)	
3)		13)	
4)		14)	
5)		15)	
6)		16)	
7)		17)	
8)		18)	
9)		19)	
10)		20)	

21) s22 22) s22

On December 13, 2010 Bains Farm delivered payroll records, cancelled cheques and bank statements as required in its Demand for Records. The records have now been reviewed by a Delegate of the Director of Employment Standards and the following sections of the Act have been contravened:

Section 28-Payroll Requirements

A review of payroll records provided by Bains Farm indicates that payroll records were not maintained in accordance with Section 28 of the Act. The following employee was interviewed by the Team on the August 13, 2010 site visit, but does not appear on Bains Farm payroll records:

1) s22

Section 17-Payday Semi-monthly

Furthermore, the records provided by Bains Farm indicate that employees were not being paid on a semi monthly basis as illustrated in the table below:

Employee Name	Pay Period Start (2010)	Pay Period End (2010)	Date Paid (2010)
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	12-Aug	14-Aug	15-Sep
s22			
	14-Aug	21-Aug	14-Sep
s22			
	01-Jun	31-Oct	15-Nov
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	09-Jul	31-Jul	15-Aug

	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	22-Oct
s22			
	14-Aug	26-Aug	15-Sep
s22			
	01-Jul	31-Oct	15-Nov
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	14-Aug	23-Aug	14-Sep
s22			
	13-Aug	14-Aug	15-Sep
s22			
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	14-Aug	27-Aug	14-Sep
s22			
	13-Aug	14-Aug	15-Sep
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	01-Aug	14-Aug	15-Sep
	01-Sep	30-Sep	15-Oct-10
s22			
	13-Aug	14-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
	01-Oct	20-Oct	28-Oct
s22			

	13-Aug	14-Aug	15-Sep
s21			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	01-May	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
	01-Oct	31-Oct	15-Nov
s22			
	11-Jul	31-Jul	04-Aug
s22			
	21-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
s22			
	09-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	22-Oct
s22			
	13-Aug	14-Aug	15-Sep
s22			
	12-Aug	22-Sep	20-Aug
s22			
	01-Apr	30-Apr	15-Jul
	01-May	31-May	15-Jul
	01-Jun	30-Jun	15-Jul
	01-Jul	31-Jul	15-Aug
	01-Aug	31-Aug	15-Sep
	01-Sep	30-Sep	15-Oct
	01-Oct	31-Oct	15-Nov
s22			
	13-Aug	22-Sep	15-Sep

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On January 5, 2011, Bains Farm was sent a letter providing it an opportunity to respond to the observations that were made while reviewing the company's records. Bains Farm was provided until January 17, 2011 to reply in writing and provide any supporting documents in response to the above. As Harpreet Bains (Mr. "Bains"), owner of Bains Farm, was out of the country until March 21, 2011 an extension was provided until April 1, 2011 to respond to the above allegations.

On April 4, 2011, a written response was received from Mr. Bains. In regard to Section 28 of the Act, Mr. Bains provided the Branch with a cheque for employee s22 s22 dated for September 15, 2010 in the amount of $167.06 for work done at Bains Farm.

In regard to Section 17(1) of the Act, Mr. Bains stated that he was unaware of the requirement that wages were to be paid semi monthly. Mr. Bains then goes on state that he will comply with Section 17(1) starting this year and so on.

V. FINDINGS AND ANALYSIS

Section 28-Payroll Requirements

Section 28 of the Act states:

1) For each employee, an employer must keep records of the following information:

(a) the employee's name, date of birth, occupation, telephone number and residential address;
(b) the date employment began;
(c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
(e) the benefits paid to the employee by the employer;
(f) the employee's gross and net wages for each pay period;
(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must

(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

Furthermore, the Act defines an employee as

(a) a person, including a deceased person, receiving or entitled to wages for work performed for another,
(b) a person an employer allows, directly or indirectly, to perform work normally performed by an employee,
(c) a person being trained by an employer for the employer's business,
(d) a person on leave from an employer, and
(e) a person who has a right of recall;

In regard to employee s22 Mr. Bains provided a cheque dated for September 15, 2010 in the amount of $167.06 for work done at Bains Farm. This employee was not found on Bains Farm payroll records yet was paid by Mr. Bains for harvesting blueberries. Section 28 requires an employer to keep payroll records of all employees regardless if they are full time or part time. As such, s22 should have been included in Bains Farm payroll as s22 performed work that would be normally performed by an employee.

Section 17-Payday Semi-monthly

Section 17(1) of the Act states:

At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Section 1 of the Act defines pay period as:

"a period of up to 16 consecutive days of employment"

In his response Mr. Bains stated that he was unaware of the requirement that wages were to be paid semi-monthly, and that starting this year he will begin paying wages owed to employees semi-monthly. This response is insufficient as Mr. Bains's response of being unaware on the relevant requirements of the Act does not provide a reasonable justification for not complying with the law. As an employer in British Columbia, it is Mr. Bains's responsibility that he familiarizes himself with all requirements of the Act and Regulation, one of which pertains to Section 17(1).

Furthermore, Bains Farm is required to pay all wages owed to employees semi-monthly and within 8 days after the end of the pay period. Furthermore, Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month

less the wages advanced that month. Bains farm has not met this condition and therefore Section 17 applies in this case.

As per Section 17 of the Act employer must pay employees all wages earned each pay period based on the two following requirements.

- payment of wages must be made at least twice a month. A pay period can be no more than 16 calendar days and

- payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated.

After reviewing records provided by Bains Farm, it is evident that the employees listed in the table above were not paid wages earned in accordance to Section 17(1) of the Act. Payroll records provided by Bains Farm indicate that pay periods for the employees mentioned above exceeded 16 days.

For example, employee s22 was paid wages owed on a monthly basis. s22 first pay period started on July 9, 2010 and ended on July 31, 2010. Wages owed for this pay period amounted to a net of $1646.13, and were paid on August 15, 2010 via cheque s22 second pay period started August 1, 2010 and ended on August 31, 2010. Wages for this pay period amounted to a net of $2,153.41, and were paid on September 15, 2010 via cheque s22 third pay period started on September 1, 2010 and ended on September 30, 2010. Wages for this pay period amounted to a net of $2090.00, and were paid on October 15, 2010 via cheque s22

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation I must determine the date the specified provisions of the Act were contravened. In this case, Section 28 was contravened on August 13, 2010, the date of the site visit for which payroll records were not maintained for employees s22 s22 In regard to Section 17(1) of the Act, which was contravened on an ongoing basis, I will use the last pay period for employee s22 to determine the date of contravention. s22 last pay period started on October 1, 2010 and should have ended on October 17, 2010. As such latest any wages owed are to be paid within 8 days of the end of this date on October 25, 2010. Therefore the date of contravention for Section 17(1) of the Act is determined to be October 26, 2010.

VI. Conclusion

I find Bains Farm has contravened Section 28 of the Employment Standards Act by failing to maintain payroll records for its employees

I find Bains Farm has contravened Section 17(1) of the Employment Standards Act by failing to pay employees semi-monthly and within 8 days after the end of the pay period.

VII. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found that Harpreet Bains carrying on business as Bains Farm has contravened Section 28 and 17(1) *Employment Standards Act* I have imposed administrative penalties totalling $1000.00.



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 18, 2010
ER #:131-298

To:
M.G.B. ENT. LTD.
30594 Garnet Place
Abbotsford, BC V2T 1X1

Based on Section 85 of the *Employment Standards Act* (Act), M.G.B. ENT. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 28, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

FLC Payroll Audit Form/Checklist

Contractor Name: M.G.B. Ent. Ltd.

Address: 30594 Garnet Pl Abbotsford, BC Canada V2T 6G5

Phone/Fax: 604-825-4560

Licence No.: 131-298 Bonded For: 73 Audit #: year 2010

Previous Determinations: turn page over.

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☐ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☑ Daily logs provided (limited dates)
   ☑ Monthly payroll summaries of direct deposit (limited dates).

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records (Payroll Records for two site visits July 6, 2010 and July 8, 2010 burned)

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

- Section 28 - $2500
- payroll records requirements
- M.G.B.'s records burnt only provided a limited amount of records

Completed by Inspreet K. Dhaliwal Date November 04, 2010

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 131-298

December 20, 2010

M.G.B. ENT. LTD.
30594 Garnet Place
Abbotsford, BC V2T 6Y5

Director of Employment Standards - and – M.G.B. ENT. LTD.

I have determined that the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the "Act")	30594 Garnet Place Abbotsford, BC V2T 6Y5	Second	November 3, 2010	$2,500.00

Total Administrative Penalty **$2,500.00**

M.G.B. ENT. LTD. is ordered to cease contravening Section 28 of the Act and to comply with all the requirements of the Act and Employment Standards Regulation (the "Regulation").

I order M.G.B. ENT. LTD. to pay **$2,500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$2,500.00** to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Ministry of Labour Employment Standards Branch

Mailing Address:
A207 20159 88 Avenue
Langley, BC V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Jaspreet Dhadwal.

Jaspreet Dhadwal
Delegate of the Director
Employment Standards Branch

Written reasons attached

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **January 27, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 131-298

M.G.B. ENT. LTD.

- and -

Director
Employment Standards Branch

Delegate: Jaspreet Dhadwal
Delegate of the Director of Employment Standards

Date of Decision: December 20, 2010

I. Introduction and Background

M.G.B. ENT LTD. ("M.G.B.") is a licensed farm labour contractor under the Employment Standards Act (the "Act"). On March 11, 2009 M.G.B. was issued a farm labour contractor license permitting it to employ a maximum of 73 employees. The license expires on March 11, 2012.

M.G.B. has been a licensed farm labour contractor since 2005. As part of the farm labour contractor licensing process and pursuant to Section 5(2) of the Regulation, M.G.B. was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. As one of the requirements of the Act, Section 28 states that payroll records must be retained by the employer for 2 years after the employment terminates.

On October 18, 2010, Ravi Sandhu issued a Demand for Records pursuant to Section 85 of the Act to M.G.B. M.G.B. was required to deliver the records to the Employment Standards Branch office on or before October 28, 2010. This demand was necessary to further ensure farm labour contractors are in compliance with the Act and the Regulation.

II. Issues

Has M.G.B. contravened Section 28 of the Act by failing to retain employee records for 2 years after the employment terminates?

III. Evidence from the Investigation

On July 6, 2010, the Employment Standards Branch Agriculture Compliance Team (the the "Team") conducted a work site visit at Bergen Farms located at 1938 Peardonville Road Abbotsford, BC. The purpose of the work site visit was to ensure compliance with the Act and the *Employment Standards Regulation* (the "Regulation") with respect to farm labour contractors, producers, and farm workers. M.G.B.'s employees were harvesting raspberries on site and they were interviewed by the Team.

On July 8, 2010 the Team conducted another work site visit at Bergen Farms where M.G.B.'s employees were harvesting raspberries on site.

On October 28, 2010, the Director of M.G.B., s22 came to the Branch and informed Ravi Sandhu (Mr. Sandhu) that most of s22 payroll records for 2010 had been burned. Further s22 stated that the s22 did have some records and would bring them to the Branch at a later date.

On November 3, 2010, M.G.B.'s payroll records, bank statements, and daily logs for the time period of September 16, 2010 to October 15, 2010 were delivered to the Branch. The time period that the Branch had demanded from M.G.B. was from January 1, 2010

to October 15, 2010. The records that were provided have now been reviewed by Jaspreet Dhadwal, Employment Standards Officer.

IV. Argument and Evidence of the Employer

On October 28, 2010 s22 came in to the Branch and spoke with Ravi Sandhu ("Mr. Sandhu") regarding the demand for s22 payroll records. In a conversation between s22 s22 and Mr. Sandhu, s22 stated that s22 could not produce the records for the time period requested as they had been burnt by s22 s22 stated that the records had been mistakenly left in the trunk of s22 vehicle in a garbage bag and s22 s22 mistakenly thought the records were meant for disposal.

On November 25, 2010 a written response was received from s22 via fax. In s22 response s22 states that as s22 had previously discussed with Mr. Sandhu, the payroll record was mistakenly destroyed by s22 Further, s22 goes on to state that s22 does not have the records.

V. Findings and Analysis

Under Section 28 of the Act payroll record requirements are as follows:

Section 28 of the Act-Payroll Record Requirements

28 (1) For each employee, an employer must keep records of the following information:

(a) the employee's name, date of birth, occupation, telephone number and residential address;

(b) the date employment began;

(c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;

(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;

(e) the benefits paid to the employee by the employer;

(f) the employee's gross and net wages for each pay period;

(g) each deduction made from the employee's wages and the reason for it;

(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;

(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;

(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must

(a) be in English,

(b) be kept at the employer's principal place of business in British Columbia, and

(c) be retained by the employer for 2 years after the employment terminates.

Section 28 of the Act states that an employer must keep employee records for 2 years after the employment terminates. M.G.B. failed to keep their payroll records as per Section 28 requirements.

The site visits conducted by the Team are evidence that employees of M.G.B. were employed as early as July 6, 2010. M.G.B.'s payroll records do not record anything until September 16, 2010. M.G.B. has stated that the records for work performed prior to September 16, 2010 were destroyed. M.G.B. has acknowledged that it has not retained the payroll records required by Section 28 of the Act for 2 years. The explanation for why the records were not retained is irrelevant as the Act clearly states that records must be retained for 2 years.

M.G.B. was aware of the requirements of the Act and the Employment Standards Regulation (the "Regulation") as it had been through the licensing process in prior years and tested on requirements of the Act. As one of the requirements of the Act, Section 28 states that payroll records must be retained by the employer for 2 years after the employment terminates.

I find that M.G.B. has contravened Section 28 of the Act by failing to retain payroll records for 2 years after the employment terminates.

VI. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation, B.C. Reg 396/95, as amended, imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulations.

The Regulation stipulates escalating penalties for contraventions of the same Section of the Act or Regulation within a three year period. Since this is the second contravention of Section 28 within three years the penalty is escalated to $2,500.00. The penalty for contravening Section 28 of the Act is $2,500.00.

Section 29(3) of the Employment Standards Regulation, B.C. Reg 396/95 states if an employer dispatches an employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case

although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

Jaspreet Dhadwal.

Jaspreet Dhadwal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 4, 2010
ER #:093-692

To:
BEANT S BRAR O/A BRAR SUPER
LABOUR CONTRACTING.
3538 Galiano Drive
Abbotsford, BC V2T 5R6

Based on Section 85 of the *Employment Standards Act* (Act), 0844840 B.C. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 1, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 15, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 -- 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: ~~[redacted]~~ Beant S. Brar o/a Brar Super Labour contracting

Address: 35338 Gallano Drive, Abbotsford B.C

Phone/Fax: 604-850-5318

Licence No.: 693-693 Bonded For: 200 Audit #: _____

Previous Determinations: 6, 6, 6-1, 6-1

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑ bonded for 200 employees
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☐ Date employment commenced
   ☐ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4) none
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [ ]

Comments: * Log missing what time employees began work and what time ended

* - Employees present on more than one form on the same day
  ↳ hours don't seem too long for employees to shift worksites

5(4) * Logs not matching site visit log

6(4) * - Total hours worked missing → example July 22

28 * - payroll records missing for 2 employees! See excel file
  ↳ sec

3(4) * Site visit log July 22nd not matching

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

_____

_____

_____

_____

_____

Completed by _____ Date _____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 21, 2010
ER #:084-791

To:
Sidson Farms Ltd.
32965 King Road
Abbotsford B.C V2S 7Z8

Based on Section 85 of the *Employment Standards Act* (Act), Sidson Farms Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 1, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
#203-2359 Clearbrook Road
Abbotsford B.C, V2T 2X6

FLC Payroll Audit Form/Checklist

Producer / Unlicensed FLC.

Contractor Name: Sidson Farms Ltd.

Address: 32965 King Road, Abbotsford B.C.

Phone/Fax: s22

Licence No.: 084-791 Bonded For: — Audit #: _____

Previous Determinations: —

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ Produced
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☐ S.I.N. —
- ☐ Occupation —
- ☐ Telephone Number —
- ☑ Address —
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☐ Record of hours kept daily —
- ☐ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: Does not Pay Bi weekly
No vacation pay paid
Section 58, 17.

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58). No!!
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17). → every month.
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4) > Producer N/A
☐ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

↳ vacation Pay.

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

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Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #084-791

March 14, 2011

Sidson Farms Ltd.
32965 King Road
Abbotsford B.C, V2S 4N5

Director of Employment Standards - and – Sidson Farms Ltd.

I have determined that the ***Employment Standards Act*** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the "Act")	32965 King Road Abbotsford B.C, V2S 4N5	September 26, 2010	First	$500.00

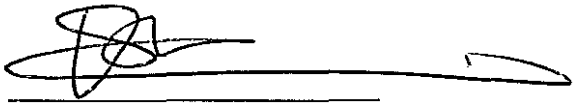
Total Administrative Penalty **$500.00**

I order Sidson Farms Ltd. to cease contravening Section 17 of the Employment *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Sidson Farms Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
32965 King Road
Abbotsford B.C, V2S 4N5

c/o Registered and Records Office
Same as above

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 11, 2011.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #084-791

Sidson Farms Ltd.

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: March 14, 2011

I. INTRODUCTION

On October 21, 2010 Sidson Farms Ltd. ("Sidson") was served with a Demand for Records pursuant to section 85(1)(f) of the Employment Standards Act (the "Act'). The Demand for Records was necessary to ensure Sidson was in compliance with the Employment Standards Act (the "Act') and Employment Standards Regulation (the "Regulation"). Sidson was required to produce payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") of the Ministry of Labour by November 1, 2010.

Section 29(1) of the Employment Standards Regulation (the "Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or Regulation.

II. ISSUES

Has Sidson contravened Section 17(1) by not paying wages owed to employees semi-monthly and within 8 days after the end of a pay period?

III. EVIDENCE FROM THE INVESTIGATION

On November 3, 2010 Sidson delivered payroll records, cancelled cheques and bank statements as required in its Demand for Records. The records have now been reviewed by a Delegate of the Director of Employment Standards.

The records provided by Sidson indicated that employees were not being paid on a semi monthly basis as illustrated in the table below:

Employee	Pay Period Start	Pay Period End	Days in Pay Period
s22	August 1, 2010	August 28, 2010	28
s22	September 1, 2010	September 29, 2010	29
s22	September 1, 2010	September 29, 2010	29
s22	August 1, 2010	August 29, 2010	29
s22	September 1, 2010	September 29, 2010	29

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On February 18, 2011 Sidson was sent a letter providing it an opportunity to respond to the observations that were made while reviewing the company's records. Sidson was

provided until February 28, 2011 to reply in writing and provide any supporting documents in response to the information in the table.

To date the Branch has not received a response from Sidson, nor was any explanation provided as to why Sidson had failed to pay employees semi-monthly.

V. FINDINGS AND ANALYSIS

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Section 1 of the Act defines pay period as:

> "a period of up to 16 consecutive days of employment"

Sidson is required to pay all wages owed to employees semi-monthly and within 8 days after the end of the pay-period. Furthermore, Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages advanced that month. Sidson has not met this condition and therefore Section 17 applies in this case.

As per Section 17 of the Act employers must pay employees all wages earned each pay period based on the two following requirements:

- payment of wages must be made at least twice a month. A pay period can be no more than 16 calendar days and
- payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated.

After reviewing records provided by Sidson, it is evident that the employees listed above were not paid wages earned in accordance to Section 17(1) of the Act. Payroll records provided by Sidson indicate pay periods for the employees mentioned above exceeded 16 days.

Furthermore, Sidson has not provided any response to the allegation of contravening Section 17(1) of the Act. Based on the evidence from the investigation, I find Sidson has contravened Section 17 of the Act by failing to pay all wages earned semi-monthly and within 8 days after the end of the pay period.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation I must determine the date the specified provision of the Act was contravened. In this case, Section 17(1) of the Act was contravened on an ongoing basis. Therefore, I will use the

last pay period for employee s22 to determine the date of contravention. s22 last pay period started on September 1, 2010 and should have ended on September 17, 2010. As such, latest any wages owed are to be paid within 8 days of the end of this date on September 25, 2010. Therefore, the date of contravention is determined to be September 26, 2010.

VI. CONCLUSION

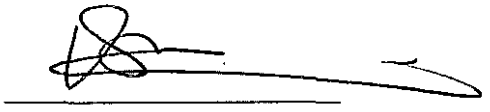
I find Sidson has contravened Section 17(1) of the Act by failing to pay employees all wages earned semi-monthly and within 8 days of the end of the pay period.

VII. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

As I have found that Sidson has contravened Section 17(1) of the *Employment Standards Act* I have imposed an administrative penalty as follows:

Contravention	Work Location	Occurrence (within 3 years)	Amount
Section 17 (the "Act")	32965 King Road Abbotsford B.C, V2S 4N5	First	$500.00



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 23, 2010
ER #:108-500

To:
Subedar Contractors Ltd
7331 124th Street
Surrey BC V3W 3X2

Based on Section 85 of the *Employment Standards Act* (Act),Subedar Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 19, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:

December 6, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Suvedar Contractors Ltd.

Address: 7331 124 Street Surrey, BC

Phone/Fax: s22

Licence No.: 108500/13 Bonded For: 30 Audit #: Year 2010

Previous Determinations:

Date	section	Penalty Amount / Warning
July 20, 2006	6	$500
June 4, 2005	6(f)	Warning Letter
May 4, 2007	6	$500
March 4, 2009	29	$500.

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☒ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Section 28. Missing employees on daily log/site visit from payroll.

Completed by Jospreet K. Dhaliwal Date December 15, 2010

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER # 108-500

March 16, 2011

Subedar Contractors Ltd.
7331 124 Street
Surrey B.C, V3W 3X2

Director of Employment Standards - and – Subedar Contractors Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	7331 124 Street Surrey B.C, V3W 3X2	August 5, 2010	First	$500.00

I order Subedar Contractors Ltd. to cease contravening Section 28 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Subedar Contractors Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria B.C, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
7331 124 Street
Surrey B.C, V3W 3X2

c/o: Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **April 25, 2011**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 108-500

Subedar Contractors Ltd.

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: March 16, 2011

I. INTRODUCTION & BACKGROUND

Subedar Contractors Ltd. ("Subedar") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). On July 14, 2010, Subedar was issued a FLC license permitting it to employ 30 employees. The license is set to expire on July 13, 2013.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, Subedar was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28 of the Act is one of the requirements explained as a part of the checklist.

On August 5, 2010, the Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a work site visit at Thiara Farms located at 8250 264th Street, Langley B.C. The purpose of the work site visit was to ensure FLC's are in compliance with all requirements of the Act and the Employment Standards Regulation (the "Regulation"). During the site visit, it was discovered that Subedar was providing contract labour to Thiara Farms and that employees of Subedar were hand harvesting blueberries.

On November 23, 2010 Subedar was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act. The Demand for records was the result of the August 5, 2010 site visit, and was necessary to ensure Subedar was in compliance with the Act and Regulation. Subedar was required to produce all payroll records, direct deposit information, bank statements, and daily logs to the Employment Standards Branch (the "Branch") of the Ministry of Labour by December 6, 2010. The records were received by the Branch.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

Has Subedar contravened Section 28 of the Act by failing to maintain payroll records for each of its employees?

III. EVIDENCE FROM THE INVESTIGATION

On December 6, 2010 Subedar delivered all payroll records, direct deposit information, bank statements, and daily logs as required in its Demand for Payroll Records. The records have now been reviewed by a Delegate of the Director of Employment Standards.

On August 5, 2010 the Team conducted a worksite visit at Thiara Farms. The purpose of the site visit was to ensure FLC's are in compliance with the Act and Regulation. During the worksite visit, it was discovered Subedar had 8 employees on site hand harvesting blueberries. All 8 employees were interviewed by the Team. As a part of the audit process, site visit records were cross referenced with the payroll records provided by Subedar. The following employees were interviewed by the Team, but could not be found on Subedar's payroll:

1. s22 2. s22

The employees listed above are noted to be employed by Subedar on the August 5, 2010 site visit, yet no records of hours or days worked for these particular employees could be found in Subedar's payroll records.

IV. Argument and Evidence of the Employer

Subedar was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Subedar was provided until March 8, 2011 to reply in writing and provide any supporting documents in response to the above.

On March 8, 2011, representative and director of Subedar, s22 s22 faxed in a written response to the Branch. In s22 response to Section 28 of the Act, s22 stated the following for the employees that were not found in Subedar's payroll:

1.) s22 had only worked for one day and had requested that s22 paycheque be included in s22 paycheque for pay period ending August 15, 2010.
2.) s22 had only worked for one day s22 s22

V. Findings and Analysis

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;

(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

In s22 written response, s22 stated that both s22 and s22 were only employed for one day. s22 stated that s22 paycheque was included in s22 for pay period ending August 15, 2010. In addition, s22 stated that s22 I find these responses insufficient due to the following reasons:

1.) Section 28 of the Act requires employers to keep accurate and up to date records of **all** employees' hours of work regardless of how they are paid, what work they perform or for how long they are employed for. As such, regardless if they only worked one day, both s22 should have been on Subedar's payroll since they were Subedar's employees.
2.) Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Within that study package, Section 28 of the Act clearly states a FLC must keep up to date and accurate records for **each** employee.
3.) As a part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, Subedar was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. During the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. One of the requirements explained as part of the checklist is section 28 of the Act.

The employee information gathered by the Team from the site visit, cross referenced with a subsequent review of the payroll records, support the finding that Subedar failed to maintain proper payroll records for each employee in accordance with Section 28 of the Act. The employees mentioned above that were interviewed on the August 5, 2010 site visit could not be found on Subedar's payroll records. As such, Subedar has failed to maintain payroll records for the employees mentioned above, and therefore is determined to have contravened Section 28 of the Act.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on August 5, 2010, the day of the site visit at Thiara Farms. On this

date, s22 were employed by Subedar, but they could not be found on the company's payroll records.

VI. CONCLUSION

I find Subedar has contravened Section 28 of the Act by failing to maintain payroll records for each of its employees.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

Steven Mangat
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 16, 2010
ER #:106-080

To:
Sangha Enterprises Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Sangha Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 12, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:

November 30, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 25, 2010
ER #:119-349

To:
Mohinder Multani coba K-P Labour
Contractors
13903 78A Ave.
Surrey, BC V3W 2Y4

Based on Section 85 of the *Employment Standards Act* (Act), Mohinder Multani coba K-P Labour Contractors is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 22, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 4, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
Same as above

FLC Payroll Audit Form/Checklist

Contractor Name: Mohinder Multani aka M-P Labour Contractors

Address: 13903 78A Avenue Surrey, BC V3W 2Y4

Phone/Fax: 604-722-3614

Licence No.: 119-349/11A Bonded For: 66 Audit #: Year 2010

Previous Determinations: See next page.

1. Exceeded Bond Number ? (Sec 13): Yes ☒ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number
   - supplied workers to other farm labour contractors.
2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☐ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: - daily logs do not include the following
- worksite location / farm names per day
- crop picked in each day by each worker.
- the volume or weight picked in each day by each worker.
- start and finish times.

lack consistency

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐ (to be determined).

Comments: - no cheques provided.

- first week worked pay period ending May 16, 20[illegible]

there are [illegible] people on daily logs missing from the Canadian payroll.

LBR-2014-00005
Page 250

****[✓] Site visit sheets cross-checked with Payroll Records

****[ ] All employees on payroll records (Sec 28) N/A.

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

- not all employees on site visit log are on payroll records
- Section 16 and 28.

Completed by Inspect K. Dhadwal. Date December 1, 2010.

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #119-349

January 20, 2011

Mohinder Multani carrying on business as
K-P Labour Contractors
13903 78A Avenue
Surrey, BC V3W 2Y4

Director of Employment Standards - and - Mohinder Multani carrying on business as K-P Labour Contractors

I have determined that the *Employment Standards Act* has been contravened. Pursuant to section 79 of the Act, I require Mohinder Multani carrying on business as K-P Labour Contractors to pay the following:

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	13903 78A Avenue Surrey, BC V3W 2Y4	August 31, 2010	First	$500.00

I order Mohinder Multani carrying on business as K-P Labour Contractors to cease contravening Section 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Mohinder Multani carrying on business as K-P Labour Contractors to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

Cc: Mohinder Multani
13903 78A Avenue
Surrey B.C, V3W 2Y4

Co: Registered and Records Office
Same as above

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on February 28, 2011.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER # 119-349

Mohinder Multani coba K-P Labour Contractors

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: January 20, 2011

I. INTRODUCTION AND BACKGROUND

Mohinder Multani carrying on business as K-P Labour Contractors ("K-P") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). On July 25, 2008, K-P was issued a FLC license permitting it to employ a maximum of 100 employees. The license expires on July 25, 2011.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, K-P was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. As one of the requirements of the Act, Section 17 states that an employer is to pay their employees at least semi-monthly and within 8 days after the end of the pay period.

On October 25, 2010, a Demand for Records was issued pursuant to Section 85(1)(f) of the Act to K-P. K-P was required to deliver records to the Employment Standards Branch Office. The demand was necessary to ensure K-P was in compliance with all requirements of the Act and the Employment Standards Regulation (the "Regulation"). K-P was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily log records to be kept under Section 6(5) of the Regulation; including the volume or weight of the berry crop picked on each day by each worker.

Section 29(1) of the Employment Standards Regulation ("Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

Has K-P contravened Section 17 of the Act by failing to pay employees within 8 days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On November 15, 2010 K-P delivered payroll records, bank statements and daily logs as requested. The records have now been reviewed by a Delegate of the Director of Employment Standards.

While reviewing K-P's records it was discovered that the following employees were employed by K-P from May 3, 2010 to May 16, 2010, but were not paid within 8 days after the end of the May 16, 2010 pay period. Instead these employees were paid on June 4, 2010:

1)
2) s22
3)

Furthermore, the following employees were also employed by K-P, but were not paid within 8 days after the end of the August 22, 2010 pay period. These employees were instead paid on September 5, 2010:

1)
2) s22
3)
4)
5) s22
6)

IV. Argument and Evidence of the Employer

On December 8, 2010, K-P was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing the payroll records. K-P was provided until December 20, 2010 to reply in writing and provide any supporting documents in response to the above.

On December 20, 2010 a response was received from Mohinder Multani (Mrs. Multani), a representative of K-P. In her response Mrs. Multani states that the employees s22 were unable to provide the necessary documentation needed for direct deposit setup, and therefore payment of wages was delayed until the next pay period. Mrs. Multani provided signatures of the employees mentioned above confirming that all outstanding wages have been paid to these employees, and that they were aware of the reason as to why their payment was delayed.

In response to employees s22 s22 Mrs. Multani states that these employees also did not provide the necessary bank account information in time for direct deposit setup, and therefore payment of wages was delayed until the next pay period. Mrs. Multani also provided signatures of these employees confirming that these individuals were aware as to why payment was delayed.

Furthermore in a meeting between Mrs. Multani and a delegate on January 7, 2010, Mrs. Multani informed the delegate that in order to comply with section 40.2 of the Regulation, which states a FLC must pay all wages via direct deposit, and to avoid an administrative penalty for contravening this section, she delayed payment until direct deposit was set up for the employees mentioned above.

V. Findings and Analysis

Section 17 of the Act states:

(1) At least semimonthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

In her response Mrs. Multani states that the employees mentioned above did not provide the necessary bank account information required to set up direct deposit, and therefore payment of wages was delayed until the next pay period. Mrs. Multani also provided signatures of employees confirming that they were aware as to why their payment was delayed, and that all outstanding wages have been paid. Furthermore, Mrs. Multani also stated that in order to avoid contravening section 40.2 of the Regulation, she delayed payment until direct deposit was setup for the employees in question.

I find this response insufficient due to the following reasons:

1) K-P was aware of the requirements of the Act and Regulation as it had been through the licensing process in prior years and tested on requirements of the Act. As one of the requirements of the Act, Section 17 states that an employer must pay employees all wages earned at least semi-monthly and within 8 days after the end of a pay period.

2) During the licensing process, applicants are taken through a checklist to educate them on the requirements of the Act and Regulation. As such, Mrs. Multani was informed during licensing that her company is to pay employees all wages earned semi-monthly and within 8 days after the end of each pay period.

3) Section 4 of the Act states that any party cannot waive the minimum standards of employment as set out in the Act. As such K-P cannot make an agreement with an employee to delay payment.

4) An employee is required to be paid all wages earned at least semi-monthly and within 8 days after the end of the pay period. Though K-P was attempting not to contravene section 40.2 of the Regulation by delaying payment until direct deposit was set up for the employees in question, the firm cannot contravene Section 17 of the Act in order to avoid contravening Section 40.2 of the Regulation. It is the employer's responsibility to comply with all requirements of the Act and Regulation. In this case, K-P could have waited to employ these individuals until they provided their bank account information for direct deposit of their wages.

I find K-P has contravened Section 17 of the Act by failing to pay wages earned within 8 days after the end of each pay period.

Section 29(1) of the Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation. Accordingly I have applied penalties for the contravention..

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, section 17 of the Act was contravened on August 31, 2010 the last pay period for which wages were not paid within a timely manner.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 11, 2011

To:
KNN Blueberry Farms Inc.
210, 12860 Clarke Pl
Richmond B.C, V6V 2H1

Based on Section 85 of the *Employment Standards Act* (Act), KNN Blueberry Farms Inc. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 24, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 3, 2010

To:
Shamsher Lidder o/a L & B Farms
3243 Sparrow Drive
Abbotsford B.C V2T 5N2

Based on Section 85 of the *Employment Standards Act* (Act), Shamsher Lidder o/a L & B Farms is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 15, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 21, 2010

To:
Shamsher Lidder carrying on business as
L & B Farms
3243 Sparrow Drive
Abbotsford B.C V2T 5N2

Based on Section 85 of the *Employment Standards Act* (Act), Shamsher Lidder o/a L & B Farms is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 15, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 5, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

Producer

~~ELC~~ Payroll Audit Form/Checklist

Produce
Contractor Name: Shannahan Cidder Coba L & B Farms

Address: 3343 Spruce Drive, Abbis. B.C.

Phone/Fax: —

Licence No.: — Bonded For: — Audit #: —

Previous Determinations: 46

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ N/A
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☐ Employee's Name
   ☐ D.O.B.
   ☐ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☐ Address
   ☐ Date employment commenced
   ☐ Wage or piece rate provided
   ☐ Record of hours kept daily
   ☐ Gross and net earnings for each pay period
   ☐ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: Not Supplied

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates) No payroll

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided
   ☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

- Section 28.

- Section 17

Completed by _____ Date_____

**Remember to fill out Demand Log*

SUPREME COURT
OF BRITISH COLUMBIA
FEB 03 2011
NEW WESTMINSTER
REGISTRY

140174
NEW WESTMINSTER

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 167-067

December 21, 2010

Shamsher Lidder carrying on business as
L & B Farms
3243 Sparrow Drive
Abbotsford B.C, V2T 5N2

Director of Employment Standards - and –Shamsher Lidder carrying on business as L & B Farms

I have determined that the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 46 (the "Regulation")	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	First	November 15, 2010	$500.00

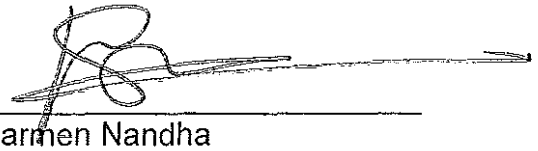
Total Administrative Penalty **$500.00**

Shamser Lidder carrying on business as L & B Farms is ordered to cease contravening Section 46 of the Regulation and to comply with all the requirements of the Regulation.

I order Shamsher Lidder carrying on business as L & B Farms to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of **$500.00** to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc: Shamsher Lidder
3243 Sparrow Drive
Abbotsford B.C, V2T 5N2

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **January 28, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

Director of Employment Standards

Reasons for the Determination

ER # 167-067

Shamsher Lidder carrying on business as L & B Farms

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: December 21, 2010

I. Introduction and Background

On July 22, 2010 The Employment Standards Branch Agriculture Compliance Team (the "Team") conducted a worksite visit at the farm of Shamsher Lidder carrying on business as L & B Farms ("L&B") located on 5140 Bates Road, Abbotsford B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Producers were in compliance with all requirements set by the Employment Standards Act (the "Act") and the Employment Standards Regulation (the "Regulation"). During the site visit it was discovered that employees of L&B were hand harvesting blueberries.

On November 3, 2010 Ravi Sandhu issued a Demand for Records pursuant to Section 85(1)f of the Act to L&B. This Demand for Records was the result of the July 22, 2010 site visit when it was found employees of L&B were hand harvesting blueberries. The Demand for Records was necessary to ensure L&B was in compliance with all requirements of the Act and Regulation. The firm was required to produce payroll records, cancelled cheques and monthly bank statements to the Employment Standards Branch (the "Branch") by 2:00 pm on November 15, 2010

II. Issues

Has L&B contravened Section 46 of the Regulation by not providing the Director of Employment Standards with records as outlined in Section 85(1) of the Act when required?

III. Evidence from the Investigation

On July 22, 2010 the Team conducted a worksite visit at L&B farms. During the site visit it was discovered employees of L&B were hand harvesting blueberries. The team then proceeded to interview the employees on site. As a follow up to the site visit and to ensure L&B was in compliance with all requirements of the Act and the Regulation, a Demand for Records was issued to L&B.

The Demand for Records was sent on November 3, 2010 via Canada Post's registered mailing service to the company's mailing address provided by the Shamsher Lidder (Mr. "Lidder") on the date of the site visit. Canada Posts tracking system confirms that Mr. Lidder received the Demand for Records on November 9, 2010.

IV. Argument and Evidence of the Employer

To date the branch has not received records as required of L&B in the Demand for Records. Several attempts were made to contact representatives of L&B but to date no explanation has been provided by L&B as to why the firm has failed to deliver the records.

V. Findings and Analysis

A Demand for Records was sent by registered mail to L&B on November 3, 2010. L&B was given until November 15, 2010 to provide the Branch with payroll records

Section 122 of the Act states:

> 122 (1) A Determination or Demand that is required to be served on a person under this Act is deemed to have been served if
>
> (a) served on the person, or
>
> (b) **sent by registered mail to the person's last known address**.

Section 46 of the Regulation states:

Production of Records

> 46 (1) a person who is required under section 85(1)(f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

To date, the Branch has not received L&B's records or any explanation as to why the records were not produced when required. L&B has failed to provide payroll records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand, L&B was aware that a monetary penalty would be issued pursuant to Section 29(1) of the Regulation if records specified in the demand were not provided.

Furthermore, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand for Records is occasionally issued to ensure employers are providing their employees with minimum standards of employment. Failure to deliver these records on time results in investigation delays, and may deny an employee's right to minimum standards of employment compensation.

In this case, L&B's failure to provide the records demanded has delayed the Director of Employment Standards investigation as the records are needed to ensure the firm is in compliance with all requirements of the Act and Regulation.

VI. CONCLUSION

I find that L&B has contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with payroll records as and when required.

For the purpose of imposing a penalty pursuant to Section 29. I must determine the date the specified contravention occurred. In this case, Section 46 of the Regulation was contravened on November 15, 2010, the date the Demand for Records was due.

Section 29(1) of the Employment Standards Regulation ("Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation. Accordingly I have applied an administrative penalty pursuant to the contravened section of the Regulation.



Harmen Nandha
Delegate of the Director
of Employment Standards

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BRITISH COLUMBIA

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...EW WESTMINSTER

Determination

Sent by Registered Mail

ER #167-067

February 14, 2011

Shamsher Lidder carrying on business as
L & B Farms
3243 Sparrow Drive
Abbotsford B.C, V2T 5N2

Director of Employment Standards - and – Shamsher Lidder carrying on business as L & B Farms

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	July 22, 2010	First	$500.00
Section 17 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	August 14, 2010	First	$500.00
Section 13 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	October 8, 2010	First	$500.00

Total Administrative Penalty: **$1500.00**

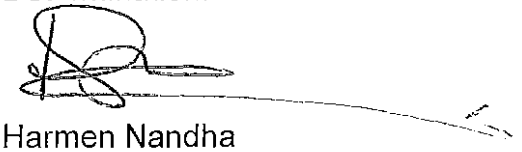
I order Shamsher Lidder carrying on business as L & B Farms to cease contravening Section 28, 17 and 13 of the of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Ministry of Labour Employment Standards Branch
Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4
Telephone: (604) 513-4635
Facsimile: (604) 513-4622

I order Shamsher Lidder carrying on business as L & B Farms to pay **$1500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Shamsher Lidder
3243 Sparrow Drive
Abbotsford B.C, V2T 5N2

s22
3243 Sparrow Drive
Abbotsford B.C, V2T 5N2

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on March 24, 2011.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #167-067

Shamsher Lidder carrying on business as L & B Farms

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: February 14, 2011

I. INTRODUCTION AND BACKGROUND

On July 22, 2010 the Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at Shamsher Lidder carrying on business as L & B Farms ("L&B") located at 5140 Bates Road, Abbotsford B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Producers are in compliance with all requirements of the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the site visit it was discovered employees of L&B were hand harvesting blueberries.

On November 3, 2010 L&B was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act. The Demand for Records was the result of the July 22, 2010 site visit, and was necessary to ensure L&B was in compliance with the Act and Regulation. L&B was required to produce all payroll records, cancelled cheques and bank statements to the Employment Standards Branch (the "Branch") of the Ministry of Labour by January 5, 2011

Section 29(1) of the Employment Standards Regulation ("Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has L&B contravened Section 28 of the Act by failing to maintain payroll records for its employees?
II. Has L&B contravened Section 17(1) of the Act by failing to pay employees semi-monthly and within eight days of the end of a pay period?
III. Has L&B contravened Section 13(3) of the Act by engaging in the services of an unlicensed FLC?

III. EVIDENCE FROM THE INVESTIGATION

On July 22, 2010 the Team conducted a worksite visit at L&B. The purpose of the site visit was to ensure FLC's and Producers are in compliance with the Act and Regulation. During the worksite visit, it was discovered L&B had 17 employees on site hand harvesting blueberries. The team then proceeded to interview the following employees:

1)
2)
3)
4)
5) s22
6)
7)
8)
9)
10)
11)
12)
13)
14) s22
15)
16)
17)

On January 5, 2011 L&B delivered cancelled cheques and bank statements as required in its Demand for Payroll Records. The records have now been reviewed by a Delegate of the Director of Employment Standards. Each provision of the Act and accompanying evidence is divided as follows:

Section 28 of the Act

While reviewing records provided by L&B it was discovered the company failed to maintain payroll records for the employees listed above as required by Section 28 of the Act. The employees listed above are noted to be employed by L&B on the July 22, 2010 site visit, yet no record of hours or days worked for these particular employees could be found in L&B's Demand for Payroll Records.

Section 17(1) of the Act:

L&B has not provided any payroll records for employees s22 s22 Therefore I cannot determine when the pay periods would have begun for these employees. I can only confirm from the records that the first day of work was the date of the site visit and thus the start of the pay period for these individuals. As per section 17(1) of the Act a pay period cannot exceed 16 days. Accordingly if July 22, 2010 was the start of the pay period then the end of the pay period would be on August 6, 2010. As such, the latest any wages owing for the pay period ending August 6, 2010 should have been paid by August 14, 2010

While reviewing cancelled cheques provided by L&B in its Demand for Payroll Records it was discovered employees s22 and s22 were not paid in accordance to Section 17 of the Act. Although these employees were interviewed during the site visit and have been noted to be employed by L&B since July 22, 2010, their wages were not paid semi-monthly and within 8 days of the end of a pay period as required by Section 17(1) of the Act. As indicated by the table below, the earliest that any wages were paid was on August 26, 2010:

Employee Name	Worksite Visit Date	Payment Date	Amount Paid/Method
s22	July 22, 2010	September 25, 2010	$447.00 (cheque)
s22	July 22, 2010	September 17, 2010	$3017.25 (cheque)
s22	July 22, 2010	September 8, 2010	$144.00 (cheque)
s22	July 22, 2010	August 26, 2010	$1107.80 (cheque)

Section 13(3) of the Act:

While reviewing L&B's cancelled cheques, it was discovered L&B provided payment to s22 in the amount of $8961.40 on October 8, 2010 for contracted labour. After careful review of all records on file it was discovered s22 s22 does not hold a valid FLC license with the Branch.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On January 11, 2011, L&B was sent a letter providing it an opportunity to respond to the observations that were made in reviewing the company's records. L&B was provided until January 21, 2011 to reply in writing and provide any supporting documents in response to the above.

On January 21, 2011 a meeting was held between s22 (representative of L&B), Mr.Shamsher Lidder (representative of L&B) and myself. During this meeting Mr. Shamsher Lidder provided a written and verbal response to the allegations addressed above:

1) In regard to Section 28 of the Act; not maintaining payroll records, Mr. Shamsher Lidder states that his company did not maintain payroll records as they recently bought the farm and were unaware as to how payroll records are required to be kept. Mr. Shamsher Lidder also stated that from now on his company will begin to maintain payroll records for all its employees.

2) In regard to Section 17(1) of the Act; failure to pay employees semi-monthly and within 8 days of the end of a pay period, Mr. Shamsher Lidder states that the cannery to which L&B's harvest was delivered to had not yet provided payment, and therefore wages were delayed until payment was received from the cannery.

3) In regards to Section 13(3) of the Act; hiring an unlicensed FLC, Mr. Shamsher Lidder states that due to a shortage of employees he enlisted the services of s22 s22 to provide contract labour to L&B.

V. FINDINGS AND ANALYSIS

I. Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
> (j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

In his response Mr. Shamsher Lidder states that L&B did not maintain payroll records for its employees as they recently bought the farm and were unaware as to how payroll records are required to be kept. I find this response insufficient due to the following reasons:

1) Section 28 of the Act requires an employer to keep accurate and up to date records for all employees' hours and days worked regardless if the employer is new to the industry. As Section 28 of the Act does not does not distinguish an employer based on how long the employer has been in business for, L&B is not exempt from maintaining payroll records on the basis that it is new to the agricultural industry.

2) On July 22, 2010 the Team conducted a worksite visit at L&B to ensure the Producer was in compliance with all requirements of the Act and Regulation. As such Mr. Shamsher Lidder was aware that he is to conform to the minimum requirements of the Act, one of which is to maintain payroll records for all employees. At anytime Mr. Shamsher Lidder could have contacted any Branch location for information relating to how payroll records are to be maintained or could have referred to the Branch's website for further information and education.

3) Mr. Shamsher Lidder's response merely provides an excuse as to why payroll records were not maintained. As an employer in B.C it is Mr. Shamsher Lidder's responsibility to familiarize himself with all requirements the Act and Employment Standards Regulation (the "Regulation").

II) Section 17(1) of the Act states:

At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

In his response Mr. Shamsher Lidder states that L&B had not yet received payment from the cannery to which L&B's harvest was delivered to, and therefore payment of wages was delayed until payment was received from the cannery. I find this response insufficient due to the following reasons:

1) Section 17 of the Act requires an employer to pay all wages earned semi-monthly and within 8 days of the end of a pay period. As July 22, 2010 (date of the site visit) is determined to be the start of the pay period then the end of the pay period would be 16 days after on August 6, 2010. As such L&B is required to pay all wages earned to employees s22

s22 within 8 days after the end of the pay period on August 14, 2010, regardless of when L&B receives payment for its harvest.

2) Section 40.1 of the Regulation excludes farm works who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month, less the wages previously paid. L&B has not met this condition, and therefore Section 17 applies in this case

3) Mr. Shamsher Lidder's acknowledges that his company failed to provide payment to its employees in accordance to Section 17 of the Act and accuses delay of payment from the cannery as to why wages were not paid on time. As such, L&B cannot delay payment of wages to its employees on the basis that a third party, in this case the cannery, was tardy in the forwarding of payment.

III) Section 13(3) of the Act states:

A person must not engage the services of a farm labour contractor unless the farm labour contractor is licensed under this Act

In regard to Section 13(3) of the Act, Mr. Shamsher Lidder states that due to a shortage of employees he enlisted the services of s22 to provide contract labour to L&B. This response is insufficient due to the following reasons:

1) After careful review of all records on file, it was discovered s22 does not hold a valid FLC license with the Branch permitting him to engage in the services of a FLC.

2) Section 13(3) of the Act states that a person must not engage in the services of a FLC unless the contractor is licensed under the Act. As s22 is not a licensed FLC, L&B is deemed to have hired an unlicensed FLC and is determined to be the employer of s22 employees.

3) A list of licensed FLC's is readily available on the Branch's website and can also be obtained from any Branch office. At any point, Mr. Shamsher Lidder could have obtained this list and contacted available FLC's for contracted labour.

For the purpose of imposing a penalty under Section 29 of the Regulation, I must determine the date when the specified provisions of the Act were contravened. Section 28 was contravened on July 22, 2010, the date of the site visit for which payroll records were not maintained for the interviewed employees. Section 17(1) of the Act was contravened on August 14, 2010, the date for which employees s22 s22 were not paid within a timely manner. Section 13(3) of the Act was contravened on October 8, 2010, the date on which Mr. Shamsher Lidder provided payment to s22 for contracted labour.

VI. CONCLUSION

I find L&B has contravened Section 28 of the Act by failing to maintain payroll records for its employees.

I find L&B has contravened Section 17(1) of the Act by failing to pay employees all wages earned semi-monthly and within eight days of the end of a pay period.

I find L&B has contravened Section 13(3) of the Act by engaging in the services of an unlicensed FLC.

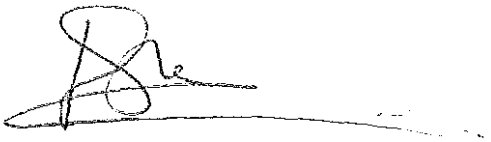
Pursuant to section 79(a) and (b) of the Act, L&B is ordered to cease contravening Section 28, 17(1) and 13(3) of the Act and to comply with all requirements of the Act and Regulation.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from.

As I have found that L&B has contravened Section 28, 17(1) and 13(3) of the *Employment Standards Act* I have imposed an administrative penalty as follows:

Contravention	**Work Location**	**Date of Contravention**	**Occurrence (within 3 years)**	**Amount**
Section 28 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	October 8, 2010	First	$500.00
Section 17 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	August 14, 2010	First	$500.00
Section 13 (the Act)	3243 Sparrow Drive Abbotsford B.C, V2T 5N2	January 5, 2011	First	$500.00



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 2, 2011

To:
KNN Blueberry Farms Inc.
210, 12860 Clarke Pl
Richmond B.C, V6V 2H1

Based on Section 85 of the *Employment Standards Act* (Act), KNN Blueberry Farms Inc. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
February 16, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 28, 2011

To:
KNN Blueberry Farms Inc.
210, 12860 Clarke Pl
Richmond B.C, V6V 2H1

Based on Section 85 of the *Employment Standards Act* (Act), KNN Blueberry Farms Inc. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques and bank statements.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
March 14, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: s22

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

March 24, 2011

To:
KNN Blueberry Farms Inc.
210, 12860 Clarke Pl
Richmond B.C, V6V 2H1

Based on Section 85 of the *Employment Standards Act* (Act), KNN Blueberry Farms Inc. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-December 31, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques and bank statements.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
April 7, 2011 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc:
s22

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 22, 2011
ER # 167-383

To:
Harpeet Bains carrying on business as
Harpreet Bains Farm
2818 168 Street
Surrey, BC V3S 9W8

Based on Section 85 of the *Employment Standards Act* (Act), Harpeet Bains Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011-October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.

2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 7, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

COPY

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #167-383

March 15, 2012

Harpreet Bains carrying on business as Harpreet Bains Farm
2818 168 Street
Surrey, BC V3S 9W8

Director of Employment Standards – and – Harpreet Bains carrying on business as Harpreet Bains Farm

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	2818 168 Street Surrey, BC V3S 0L2	August 12, 2011	Second	$2500.00
Total Administrative Penalty				**$2500.00**

I order Harpreet Bains Farm carrying on business as Harpreet Bains Farm to cease contravening Section 28 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Harpreet Bains Farm to pay **$2500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

COPY

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #167-383

March 15, 2012

Harpreet Bains carrying on business as Harpreet Bains Farm
2818 168 Street
Surrey, BC V3S 9W8

Director of Employment Standards – and – Harpreet Bains carrying on business as Harpreet Bains Farm

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	2818 168 Street Surrey, BC V3S 0L2	August 12, 2011	Second	$2500.00
Total Administrative Penalty				**$2500.00**

I order Harpreet Bains Farm carrying on business as Harpreet Bains Farm to cease contravening Section 28 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Harpreet Bains Farm to pay **$2500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 23, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #167-383

Harpreet Bains carrying on business as Harpreet Bains Farm

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: March 15, 2012

I. INTRODUCTION & BACKGROUND

On August 12, 2011 the Employment Standards Agricultural Compliance Team (the "Team") conducted a worksite visit at Harpreet Bains carrying on business as Harpreet Bains Farm ("Bains Farm") located at 4286 168 street, Surrey, BC. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC") and Producers are in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the site visit it was discovered that employees were hand harvesting blueberries.

On November 22, 2011 a Demand for payroll records pursuant to section 85(1)(f) of the *Employment Standards Act* (the Act) was issued to Bains Farm. The demand for records was the result of the August 12, 2011 site visit. Bains Farm was required to produce and deliver all payroll records and cancelled cheques to the Langley office of the Employment Standards Branch on or before December 7, 2011 at 4:30PM.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

Has Bains Farm contravened Section 28 of the Act by failing to maintain payroll records for its employees?

III. EVIDENCE FROM THE INVESTIGATION

On January 17, 2012, Bains Farm delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 28 of the Act – Payroll Records

During the site visit conducted at Bains Farm, the Team interviewed the employees that were on site. These interviews were cross referenced with payroll records provided by Bains Farm. The following employees were interviewed by the Team; however, they could not be found on the company's payroll: (1) s22 and (2) s22 At the site visit both these individuals were interviewed while they were hand harvesting blueberries alongside the rest of the employees. When interviewed, both individuals stated they worked directly for Bains Farm.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Bains Farm was sent a letter on January 23, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Bains Farm was provided until February 3, 2012 to reply in writing and provide any supporting documents in response to the above. However, due to Harpreet Bains being out of town, an extension was given to Bains Farm in order to arrange for a representative to provide a response on the behalf of Bains Farm.

On February 7, 2012, representative of Bains Farm, s22
came into the Langley Employment Standards Branch to provide a response.

In regards to Section 28 of the Act; not maintaining payroll records, s22 stated that the aforementioned names are not employees of Bains Farm. To add to this, s22 also stated that s22
an employee of Bains Farm, and that they harvested blueberries s22
s22

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

1.) For each employee, an employer must keep records of the following information:
(a) the employee's name, date of birth, occupation, telephone number and residential address;
(b) the date employment began;
(c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
(d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
(e) the benefits paid to the employee by the employer;
(f) the employee's gross and net wages for each pay period;
(g) each deduction made from the employee's wages and the reason for it;
(h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
(i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

2.) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for 2 years after the employment terminates.

Bains Farm has stated that s22 are not employees; if so, Section 28 of the Act would not apply.

Section 1 of the Act defines an employee and work as:

> "employee" includes
>
> (a) a person, including a deceased person, receiving or entitled to wages for work performed for another,
> (b) a person an employer allows, directly or indirectly, to perform work normally performed by an employee,
> (c) a person being trained by an employer for the employer's business;
>
> "work" means the labour or services an employee performs for an employer whether in the employee's residence or elsewhere.

Bains Farm's response does not deny that the aforementioned employees were harvesting berries, he simply explains that they are not employees of Bains Farm.

When s22 and s22 were interviewed by the Team, they stated they worked directly for Bains Farm. If they were s22 s22 they would have stated so when asked who they work for. At the time of the interview they were working alongside employees of Bains Farms performing the same duties, hand harvesting blueberries.

In applying the definition of employee and work as contained in the Act, s22 and s22 are employees of Bains Farm becuse they were "performing work normally performed by an employee". As such, Section 28 of the Act applies. Section 28 of the Act requires an employer to maintain accurate payroll records for each employee. Bains Farm did not maintain payroll records for each employee; therefore, I find Bains Farm has contravened Section 28 of the Act.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on August 12, 2011. Furthermore, Bains Farm has contravened Section 28 of the Act in the past as well. The previous date of contravention was August 12, 2010. As a result, the penalty amount has escalated to $2,500.

Gurbinder Gill
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 29, 2010

To:
Harpreet Bains coba Harpreet Bains Farm
2818 168 Street
Surrey B.C V3S 9W8

Based on Section 85 of the *Employment Standards Act* (Act), Harpreet Bains Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-November 26, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 13, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 22, 2011
ER #:170-823

To:
Fresh Harvest Farms Inc
390 Mt. Lehman Road
Abbotsford, BC V4X 2L4

Based on Section 85 of the *Employment Standards Act* (Act), Fresh Harvest Farms Inc is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011-October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 7, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Fresh Harvest Farms Inc

Address: _____

Phone/Fax: 604-864-4900 / s22 _____

Licence No.: N/A Bonded For: N/A Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☒ Employee's Name
   ☒ D.O.B.
   ☒ S.I.N.
   ☒ Occupation
   ☒ Telephone Number
   ☒ Address
   ☒ Date employment commenced
   ☒ Wage or piece rate provided
   ☒ Record of hours kept daily
   ☒ Gross and net earnings for each pay period
   ☒ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: Missing for certain employees

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☒ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☒ Bank Statements provided
☐ Picking cards provided 18(4)
☒ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☒ No ☐

Comments: outlined in OTR → faxed and mailed

****[X] Site visit sheets cross-checked with Payroll Records

****[ ] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Not all employees from site visit on payroll Ltr outlined in OTR

Completed by Gurbinder Gill Date April 4, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail ER #170-823

June 8, 2012

Fresh Harvest Farms Inc.
390 Mt. Lehman Road
Abbotsford, BC V4X 2L4

Director of Employment Standards – and – Fresh Harvest Farms Inc.

I have determined that the *Employment Standards Act* (the Act) has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	390 Mt. Lehman Road Abbotsford, BC V4X 2L4	July 19, 2011	First	$500.00
Section 17 (the Act)	390 Mt. Lehman Road Abbotsford, BC V4X 2L4	October 9, 2011	First	$500.00
Total Administrative Penalty				**$1,000.00**

I order Fresh Harvest Farms Inc. to cease contravening Sections 28 and 17 of the *Employment Standards Act* and to comply with all the requirements of the Act and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Fresh Harvest Farms Inc. to pay **$1,000.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 16, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #170-823

Fresh Harvest Farms Inc.

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: June 8, 2012

I. INTRODUCTION & BACKGROUND

On July 19, 2011 the Employment Standards Agricultural Compliance Team (the "Team") conducted a worksite visit at Fresh Harvest Farms Inc. ("Fresh Harvest") located at 390 Mt. Lehman Road, Abbotsford, BC. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC's") and Producers are in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the site visit it was discovered that employees were hand harvesting raspberries.

On November 22, 2011 a Demand for payroll records pursuant to section 85(1)(f) of the Employment Standards Act (the "Act") was issued to Fresh Harvest. The demand for records was the result of the July 19, 2011 site visit. Fresh Harvest was required to produce and deliver all payroll records and cancelled cheques to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before December 7, 2011 at 4:30PM.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has Fresh Harvest contravened Section 28 of the Act by failing to maintain payroll records for its employees?

II. Has Fresh Harvest contravened Section 17 of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On December 6, 2011 Fresh Harvest delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 28 of the Act – Payroll Records

Upon arriving at the site the Team interviewed Fresh Harvest's director s22 s22 who informed the Team of which FLC's were on site that day.

During the site visit conducted at Fresh Harvest, the Team interviewed the employees that were on site. These interviews were cross referenced with payroll records provided by Fresh Harvest. The following employees were interviewed by the Team; however, they could not be found on the company's payroll: s22 s22 s22 When interviewed, all of the aforementioned individuals stated they worked for Fresh Harvest.

Furthermore, during the site visit the following four individuals stated they worked for s22 A representative from Fresh Harvest, s22 stated that the four individuals who claimed they work for s22 worked directly for Fresh Harvest. s22 went on to explain further that s22 is a driver for Fresh Harvest, not a FLC. When the four individuals mentioned above were cross referenced with payroll records provided by Fresh Harvest, they could not be found on the company's payroll.

Section 17 of the Act – Pay days

The records submitted by Fresh Harvest indicate that certain employees may not have been paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the tables below.

Employee	Period ending	Cheque date
s22	2011-08-31	2011-09-27
s22	2011-08-31	2011-09-09
s22	2011-07-31	2011-08-16
	2011-09-30	2011-10-18
s22	2011-09-30	2011-10-12
s22	2011-07-31	2011-08-18
s22	2011-07-31	2011-08-18
s22	2011-01-31	2011-02-22
s22	2011-07-31	2011-08-18
s22	2011-09-30	2011-10-20
s22	2011-09-30	2011-10-20

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Fresh Harvest was sent a letter on April 4, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Fresh Harvest was provided until April 19, 2012 to reply in writing and provide any supporting documents in response to the above. An extension was granted to Fresh Harvest to provide a response by May 23, 2012.

On May 18, 2012, s22 came into the Branch along with s22 to discuss the site visit conducted on July 19, 2011. s22 insisted that s22 was unaware of who the individuals missing from the payroll records were. s22 needed more information about the workers before s22 could provide a response. s22 s22 were handed a copy of the letter sent out to Fresh Harvest on April 4, 2012 which contained a list of the individuals who were not on Fresh Harvest's payroll records.

On May 22, 2012 s22 faxed in a written response stating that Fresh Harvest has no payroll records for the following workers: s22

s22

s22 In this

response, s22 did not dispute the fact the aforementioned individuals are not employees of Fresh Harvest. For the following three employees, s22 did not provide a response as to whether or not Fresh Harvest has payroll records for them:

s22

With respect to Section 17 of the Act, s22 failed to provide a written response; however s22 did not dispute the correctness of the records.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

Fresh Harvest has stated that it has no payroll records for the following workers:

s22

s22

s22 although it acknowledges they were employees. For the following individuals, Fresh Harvest has failed to provide a response; however, has not stated that they are not employees of Fresh Harvest: s22

s22 If the aforementioned individuals are not employees of Fresh Harvest then Section 28 of the Act would not apply.

Fresh Harvest's response does not deny that the aforementioned employees were harvesting berries on July 19, 2011; it simply explains that they have no payroll records for them. In fact, Fresh Harvest's response confirms that the aforementioned individuals are workers. At the time of the site visit, s22 went on to confirm that the individuals who stated they work for s22 are in fact employees of Fresh Harvest.

It is the responsibility of the employer to have control and direction over the workplace including all persons performing work. During the site visit, the Team s22 confirmed over the phone that the individuals in question are employees of Fresh Harvest. The individuals in question were performing the exact same work as people who are recorded as employees in Fresh Harvest's records.

I find s22

s22

s22 are employees of Fresh Harvest because they were performing work normally performed by an employee. As such, Section 28 of the Act applies. Section 28 of the Act requires an employer to maintain accurate payroll records for each employee and does not distinguish between casual or regular employees. Fresh Harvest did not maintain payroll records for each employee; therefore, I find Fresh Harvest has contravened Section 28 of the Act.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on July 19, 2011.

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay wages to employees at least semi-monthly and within eight days after the end of the pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages previously paid. However, Fresh Harvest has not met this requirement and therefore Section 17 applies in this case.

According to the records provided, Fresh Harvest has failed to pay all wages to s22 s22 s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Payment Due Date	Cheque date	Late by (days)
s22	2011-08-31	2011-09-08	2011-09-27	19
s22	2011-08-31	2011-09-08	2011-09-09	1
s22	2011-07-31	2011-08-08	2011-08-16	8
	2011-09-30	2011-10-08	2011-10-18	10
s22	2011-09-30	2011-10-08	2011-10-12	4
s22	2011-07-31	2011-08-08	2011-08-18	10
s22	2011-07-31	2011-08-08	2011-08-18	10
s22	2011-01-31	2011-02-08	2011-02-22	14
s22	2011-07-31	2011-08-08	2011-08-18	10
s22	2011-09-30	2011-10-08	2011-10-20	12
s22	2011-09-30	2011-10-08	2011-10-20	12

As Fresh Harvest's payroll records clearly indicate that the aforementioned employees were paid late and s22 did not dispute the correctness of the records, I find Fresh Harvest has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on October 9, 2011, the day after the latest date wages should have been paid.

Gurbinder Gill
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 25, 2011
ER # 169-407

To:
0902821 BC Ltd.
7748 126A Street
Surrey BC V3W 4A9

Based on Section 85 of the *Employment Standards Act* (Act), 0902821 BC Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 8, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: 0902821 BC Ltd.

Address: 7748 126A Street Surrey, BC

Phone/Fax: s22 s22

Licence No.: 169-407 Bonded For: 30 Audit #:

Previous Determinations: None (New contractor)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☐ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.~~00~~ 75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☑ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☑ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: s22 always paid by Cheque

s22 paid $2100 cheque for Driving Van - no records kept

****☐ Site visit sheets cross-checked with Payroll Records N/A

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Parm Sandhu Date Nov 24 2011

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered mail

ER # 169-407

January 31, 2012

0902821 BC Ltd.
7748 126A Street
Surrey, BC V3W 4A9

Director of Employment Standards - and – 0902821 BC Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	7748 126A Street Surrey, BC V3W 4A9	August 31, 2011	First	$500.00

I order 0902821 BC Ltd. to cease contravening Section 28 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order 0902821 BC Ltd. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can

also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurpreet Sidhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
7748 126A Street
Surrey BC V3W 4A9
Canada

c/o: Registered and Records Office
Suite 284 - 7231 120 Street
Delta BC V4C 6P5
Canada

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on March 9, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #169-407

0902821 BC Ltd.

- and -

Director
Employment Standards Branch

Delegate: Gurpreet Sidhu
Delegate of the Director of Employment Standards

Date of Decision: January 31, 2012

I. INTRODUCTION & BACKGROUND

0902821 BC Ltd. ("0902821") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act ("the Act"). On June 27, 2011, 0902821 was issued a FLC license for 30 employees. The license is set to expire on June 26, 2012.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, 0902821's director s22 was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28 of the Act is one of the requirements explained as a part of the checklist.

On October 25, 2011 0902821 was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure 0902821 was in compliance with the Act and Regulation. 0902821 was required to produce all payroll records, direct deposit information, bank statements and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by November 8, 2011. The records were received by the Branch on November 7, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

Has 0902821 contravened Section 28 of the Act by failing to maintain payroll records for each of its employees?

III. EVIDENCE FROM THE INVESTIGATION

On November 7, 2011, 0902821 delivered payroll records, direct deposit information, bank statements and daily logs as required.

Upon review of the payroll records, a cheque for $2,100.00 dated September 7, 2011 payable to Kamaljit Sidhu was discovered. There was no corresponding payroll record for Ms. Sidhu.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

0902821 was sent a letter providing it with an opportunity to respond to the observations that were made in reviewing the payroll records. 0902821 was provided until December 5, 2011 to reply in writing and provide any supporting documents in response.

On December 2, 2011, representative and director of 0902821 s22 came into the Branch to provide s22 response and a document to support s22 position. s22 stated

s22 was hired as a contractor to drive 0902821's van to transport it's employees to worksites. s22 provided a document that was an agreement between s22 and s22 which states that s22 will drop off and pick up employees and 0902821 will pay s22 $2,100 without any deductions and that s22 will be responsible for all taxes. The document states that this contract was for August 2011.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> 1.) For each employee, an employer must keep records of the following information:
>
> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
> (j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.
>
> 2.) Payroll records must
>
> (a) be in English,
> (b) be kept at the employer's principal place of business in British Columbia, and
> (c) be retained by the employer for 2 years after the employment terminates.

0902821 has stated that s22 was hired as a contractor, if so s22 would not be considered an employee and Section 28 of the Act would not apply.

Section 1 of the Act defines an employee, employer, and work as:

> "employee" includes
>
> (a) a person, including a deceased person, receiving or entitled to wages for work performed for another,
> (b) a person an employer allows, directly or indirectly, to perform work normally performed by an employee,

(c) a person being trained by an employer for the employer's business,

"employer" includes a person

(a) who has or had control or direction of an employee;
(b) who is or was responsible, directly or indirectly, for the employment of an employee;

"work" means the labour or services an employee performs for an employer whether in the employee's residence or elsewhere.

In the agriculture industry it is common practice that FLC's transport their employees to the worksite. The employees are transported in the FLC's vehicle which is driven by an employee of the FLC. 0902821 retained s22 to perform a service for them and paid s22 for that service. The service was driving 0902821's van to transport it's employees to the worksite. This service is work that is normally performed by an employee. I find that s22 was an employee of 0902821, as such Section 28 of the Act applies.

Looking past the definition of employee, the Courts have developed a set of common law tests to examine when attempting to determine an employment relationship. These tests, examine the degree of direction and control exercised, the ownership of tools, the chance for profit or risk of loss, the degree to which the person is integrated into and become part of the business.

In this case, 090281 exercised control by telling s22 which employees to transport and where to transport them to. 090281 owned the tool, the van, used by s22 s22 wage was set at $2100.00 for the month, there was no chance for s22 to make more or less than that. As s22 only worked one month I doubt s22 had an opportunity to get integrated into and become part of the business, however, the position of van driver is an intrinsic part of 090281's business. The business provides contract labour. The labour is transported to the customer's worksite in 090281's van. If the labour is not transported there is no business, accordingly the person that is driving the van is a necessary and important part of the business.

In applying the definition of employee contained in the Act, together with an examination of these tests, I find that s22 was an employee of 0902821, as such Section 28 of the Act applies.

Section 28 of the Act requires employers to keep accurate and up to date records of all employees' hours of work regardless of how they are paid, what work they perform or for how long they are employed for. As such, regardless if s22 only worked for the month of August, s22 should have been on 0902821's payroll since s22 was 0902821's employee.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, 0902821's director s22 was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. During the licensing

process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. One of the requirements explained as part of the checklist is Section 28 of the Act. 0902821's director s22 acknowledged s22 understood the requirements under the interview checklist by signing the document and agreeing that all employees (including casual or part-time) must be included in payroll records.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date for which the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on August 31, 2011. According to the vehicle driving agreement between 0902821's director s22 was employed by 0902821 for the month of August 2011; however, s22 could not be found on the company's payroll records.

VI. CONCLUSION

I find 0902821 has contravened Section 28 of the Employment Standards Act by failing to keep proper payroll records.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

Gurpreet Sidhu
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 4, 2012
ER #: 114-118

To:
J.A.R Labour Contractors Ltd
1698 Greer Street
Abbotsford, BC V2S 8P6

Based on Section 85 of the *Employment Standards Act* (Act), J.A.R. Labour Contractors Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- November 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 18, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: J.A.R. Labeur Contractors

Address: 1698 Greer Street Abbotsford BC V2S 5B6

Phone/Fax: s22

Licence No.: 114-113/13 Bonded For: 40 Audit #: 356983

Previous Determinations:

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments:

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)
   ↳ vacation pay issue → see OTR

4. ☑ Employer pays a minimum of $8.75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☑ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [✓] Bank Statements provided
   [N] Picking cards provided 18(4)
   [ ] Daily logs provided
   [0] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [X]

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu Date March 16 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 18, 2011
ER #: 113-524

To:
Green Gold Labour Contractor Ltd.
3430 Bluejay Street
Abbotsford BC V2T 6P9

Based on Section 85 of the *Employment Standards Act* (Act), Green Gold Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 1, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 6, 2011
ER #:108-772

To:
Dhillon Labour Contractors Ltd.
3548 Promontory Court
Abbotsford, BC V2T 6S8

Based on Section 85 of the *Employment Standards Act* (Act), Dhillon Labour Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 20, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 18, 2011
ER #: 120-970

To:
PMK Dhaliwal Enterprises Limited

s22

Based on Section 85 of the *Employment Standards Act* (Act), PMK Dhaliwal Enterprises Limited is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 1, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: PMK Dhaliwal Ent. Ltd

Address: s22

Phone/Fax: s22

Licence No.: 120-970 Bonded For: Feb M-02 Audit #: 357135

Previous Determinations:

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☒ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: No hour kept daily for period - September 12 to September 30

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) Manjeep Bhd/Raj Bains 2001-8-03) / Kulwant Grewal $8.50 (Bains 2001-10-03)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☑ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☒

Comments: No additional comments

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

No comments

Completed by Gurpreet Sidhu Date Jan 24, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 18, 2011
ER #: 152-834

To:
0752871 B.C. LTD

s22

Based on Section 85 of the *Employment Standards Act* (Act), 0752871 B.C. LTD is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 2, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 25, 2011
ER #: 152-834

To:
0752871 B.C. LTD

s22

Based on Section 85 of the *Employment Standards Act* (Act), 0752871 B.C. LTD is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 8, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: 0752871 BC LTD.

Address: s22

Phone/Fax: s22 s22

Licence No.: 152-834. Bonded For: 80 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☐ Telephone Number
- ☐ Address
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: Need Phone #, Address, Date employment commenced
↳ Section 28.
↳ Not in Employee Summary

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[✓] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date June 4, 2012

**Remember to fill out Demand Log*

FLC Payroll Audit Form/Checklist

Contractor Name: Columbia Labour Contracting

Address: 5297 264th Street Langley, BC V4W 1K4

Phone/Fax: 604-857-3378

Licence No.: 121-462/12 Bonded For: 61 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [x] Picking cards provided 18(4)
   [ ] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [x] No [ ]

Comments: s22

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date April 12, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 29, 2011
ER # 121-462

To:
Columbia Labour Contracting Ltd.
5297 264 Street
Langley, BC V4W 1K4

Based on Section 85 of the *Employment Standards Act* (Act), Columbia Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 – October 31, 2011

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 13, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 8, 2010
ER #:139-884

To:
GDMK ENTERPRISES LTD.

s22

Based on Section 85 of the *Employment Standards Act* (Act), GDMK ENTERPRISES Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2010-October 8, 2010

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 22, 2010 at 2:00 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Cc: Registered & Records Office
12479 64 Avenue
Surrey B.C. V3W 1W8

Ministry of Labour Employment Standards Branch
Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4
Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: GDMK Enterprises Ltd.

Address: 12479 64 Avenue, Surrey, B.C. V3W 1W8

Phone/Fax: 604-501-9510

Licence No.: 139-384 Bonded For: 167 Audit #: _____

Previous Determinations: 6, 6.1R, 40.2, 8

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☐ D.O.B.
- ☐ S.I.N.
- ☐ Occupation
- ☐ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: - Logs missing which farm they were at.
- start and time missing
- Rates picked missing.

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

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6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐ Maybe

Comments: March 1 – March 15. employees listed on logs could not be found on payroll ; see attached excel for reference (missing employees in pink).

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

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_____

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_____

Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 15, 2011
ER # 161-811

To:
Amrik & Surinder Nijjar coba. Nijjar Farm

s22

Based on Section 85 of the *Employment Standards Act* (Act), Nijjar Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011-October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 29, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4604
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 18, 2011
ER #: 161-559

To:
Young Labour Contractor Ltd.
6429 141 A Street
Surrey, BC V3W 1R5

Based on Section 85 of the *Employment Standards Act* (Act), Young Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 1, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Young Labour Contractor Ltd.

Address: 6439 141A Street

Phone/Fax: s22

Licence No.: 161-559 Bonded For: 13 Audit #: 357136

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) $8.75 May 1 - Nov 1 2011

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [x]

Comments: ~~Cheque date always late on Payroll Register~~
- Pay date is fine

****☑ Site visit sheets cross-checked with Payroll Records - No EE's interviewed

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu Date December 8 2011

**Remember to fill out Demand Log*

Steve.S.mengat@gov.bc.ca

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

June 30, 2011

To:
John Guliker & Casey Guliker carrying on business as
Better Berries

s22

RECEIVED
JUL 20 2011
EMPLOYMENT STANDARDS BRANCH

Based on Section 85 of the *Employment Standards Act* (Act), John Guliker & Casey Guliker carrying on business as Better Berries is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011-June 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. Any and all cancelled cheques.

You are required to disclose, produce and deliver the records specified in this Demand on or before:
July 14, 2011 at 2:00 pm

at the office of the Ministry of Labour, Citizens' Services, and Open Government, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

ATTN.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4604
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 15, 2011
ER #: 165-833

To:
Gill Labour Contracting Ltd
14622 90 Ave
Surrey BC V3R 1A4

Based on Section 85 of the *Employment Standards Act* (Act), Gill Labour Contracting Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 29, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Gill Labour Contracting Ltd

Address: s22

Phone/Fax: 778-245-3356

Licence No.: 165-833/14 Bonded For: 46 Audit #: 357743

Previous Determinations: _____

46 EE after July 12
35 EE before " "

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: Jan pay period done by hand - Ceridian set up in Feb
*entire month of JAN one pay period

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ $8.75 per hour or piece rate minimum (after ~~November 1, 2001 (Sec.18(1)R)~~ May 1 2011

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month
   → cheques given for January

6. ☑ Bank Statements provided
☒ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☒

Comments: No direct deposit set up for month of JAN

****☑ Site visit sheets cross-checked with Payroll Records (No site visit sheets)

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu Date March 7 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

COPY

Determination

Sent by Registered Mail

ER #: 165-833

March 16, 2012

Gill Labour Contracting Ltd.
14622 90 Ave
Surrey BC V3R 1A4

Director of Employment Standards - and – Gill Labour Contracting Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	14622 90 Ave Surrey BC V3R 1A4	January 25, 2011	First	$500.00
Total Administrative Penalty				**$500.00**

I order Gill Labour Contracting Ltd to cease contravening Section 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Gill Labour Contracting Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

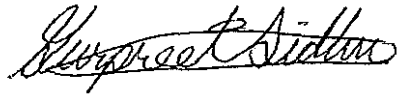
Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Gurpreet Sidhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
14622 90 Ave
Surrey BC V3R 1A4

c/o Registered and Records Office
Same As Above

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 23, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #: 165-833

Gill Labour Contracting Ltd

- and -

Director
Employment Standards Branch

Delegate: Gurpreet Sidhu
Delegate of the Director of Employment Standards

Date of Decision: March 16, 2012

I. INTRODUCTION & BACKGROUND

Gill Labour Contracting Ltd ("Gill") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Gill was issued a Farm Labour Contractor license on July 12, 2011 for up to 46 employees and this license is set to expire on July 11, 2014.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), Gill's director s22 was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of his knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 is one of the requirements explained as a part of the checklist.

On November 15, 2011 Gill was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure Gill was in compliance with the Act and Regulation. Gill was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by November 29, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

1. Has Gill contravened Section 17 of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On December 5, 2011, Gill delivered all payroll records, direct deposit information, bank statements, and daily logs as required in its Demand for Payroll Records.

Section 17(1) of the Act – Payday semi-monthly

The records provided by Gill indicate that employees were not being paid at least semi monthly and within 8 days after the end of the January pay period. There was only one pay period for the entire month of January, this pay period was longer than 16 days.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Gill was sent a letter on March 7, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Gill was provided

until March 19, 2012 to reply in writing and provide any supporting documents in response to the above.

On March 7, 2012, s22 came into the Branch to provide a written response to support Gill's position. In regards to Section 17(1) of the Act, s22 response confirms that Gill's pay period for the month of January was longer than 16 calendar days.

V. FINDINGS AND ANALYSIS

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Gill is required to pay all wages earned by employees in a pay period at least semi-monthly and within 8 days after the end of the pay-period. Furthermore, Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages advanced that month. Gill has not met this condition and therefore Section 17 applies in this case.

Section 1 of the Act defines a pay period as:

> "pay period" means a period of up to 16 consecutive days of employment.

An employer must ensure that employees are paid at least twice a month and within eight days after the end of the pay period. Payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated. It is the responsibility of Gill to ensure payment is received by employees on time. In January 2011 Gill did not pay it's employees semi-monthly. The entire month was considered one pay period. As per the Act the pay period should not have exceeded 16 days, and all wages should have been paid with 8 days of the end of the 16 day pay period. Gill has acknowledged that it did not pay wages in accordance with Section 17 of the Act. I find Gill has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on January 25, 2011.

Gurpreet Sidhu
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: AIB Enterprises Ltd.

Address: 11529 79A avenue Delta BC V4C-1V6

Phone/Fax: s22

Licence No.: 168-235 Bonded For: 25-Feb 24-July 13 50-July 13-> 25+50 Audit #: _____

Previous Determinations: Sept 15, 2011 - 6.1 + 6(1)(f)

1. Exceeded Bond Number ? (Sec 13): Yes ☑ No ☐ over 5 days in July
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name — Comments: _____
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ $8.75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☒ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

   - 3 late payments

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided — No Daily Logs Provided.
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: Sent OTR for Sections 13, 17, 28, + 6(4).

****☑ Site visit sheets cross-checked with Payroll Records

****☒ All employees on payroll records (Sec 28) No, various missing

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Parm Sandhu Date Dec 1, 2011.

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 1, 2011
ER # 168-235

To:
AIB Enterprises Ltd.
11529 79A Avenue
Delta BC V4C 1V6

Based on Section 85 of the *Employment Standards Act* (Act), AIB Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 – October 31, 2011

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 15, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 168-235

February 10, 2012

AIB Enterprises Ltd.
11529 79A Avenue
Delta, BC V4C 1V6

Director of Employment Standards - and - AIB Enterprises Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	11529 79A Avenue Delta, BC V4C 1V6	August 25, 2011	First	$500.00
Section 17 (the Act)	11529 79A Avenue Delta, BC V4C 1V6	August 10, 2011	First	$500.00
Section 13 (the Act)	11529 79A Avenue Delta, BC V4C 1V6	July 12, 2011	First	$500.00
Total Administrative Penalty				**$1500.00**

I order AIB Enterprises Ltd. to cease contravening Section 28, 17 and 13 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order AIB Enterprises Ltd to pay **$1,500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurpreet Sidhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
11529 79A Avenue
Delta, BC V4C 1V6

c/o Registered and Records Office
Same As Above

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on March 19, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #: 168-235

AIB Enterprises Ltd.

- and -

Director
Employment Standards Branch

Delegate: Gurpreet Sidhu
Delegate of the Director of Employment Standards

Date of Decision: February 10, 2012

I. INTRODUCTION & BACKGROUND

AIB Enterprises Ltd. ("AIB") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). AIB was issued a license on February 24, 2011 for up to 25 employees. This license was amended on July 13, 2011 for up to 50 employees and set to expire on February 23, 2012.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), AIB's director s22 was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of s22 knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28, 17 and 13 are three of the requirements explained as a part of the checklist.

A FLC receives a license when a security has been posted with the Director of Employment Standards. The amount of the security determines the maximum number of employees the FLC can have working on any single day.

In 2011, the Employment Standards Agricultural Compliance Team (the "Team") conducted work site visits to two farms where AIB had been providing contract labour: Bob Featherstone Farm in Richmond, BC on July 11, 2011 and Fresh Harvest Farms in Abbotsford, BC on July 19, 2011.

On November 1, 2011 AIB was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure AIB was in compliance with the Act and Regulation. AIB was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by November 17, 2011. The records were received by the Branch on November 17, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has AIB contravened Section 28 of the Act by failing to maintain payroll records for each employee?

II. Has AIB contravened Section 17 of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. Has AIB contravened Section 13 of the Act by exceeding their bond requirement under their FLC license?

III. EVIDENCE FROM THE INVESTIGATION

On November 17, 2011, AIB delivered all payroll records, direct deposit information, bank statements, and daily logs as required in its Demand for Payroll Records.

Section 28 of the Act-Payroll Record Requirements

During the site visits conducted at Bob Featherstone Farm and Fresh Harvest Farms, the Team interviewed AIB employees that were on site. These interviews were cross referenced with the payroll records provided by AIB. The following employees were interviewed by the Team and stated they work for AIB; however they could not be found on the company's payroll:

	July 7, 2011		July 19, 2011
1.	s22	1.	s22
2.	s22	2.	s22
3.	s22	3.	s22
4.	s22		
5.	s22		
6.	s22		

Section 17(1) of the Act– Payday semi-monthly

The records provided by AIB indicated that employees were not being paid within 8 days after the end of each pay period as illustrated in the table below:

Pay Period Ending	Date Paid
July 4, 2011	July 26, 2011
July 18, 2011	August 3, 2011
August 1, 2011	August 10, 2011

Section 13(1) of the Act - Farm Labour Contractor's must be Licensed

AIB was licensed for 25 employees on February 24, 2011. AIB amended their license from 25 employees to 50 employees on July 13, 2011. Upon review of the payroll records, it was discovered that AIB went over the limit of employees for which it was bonded for under their Farm Labour Contractor ("FLC") license on five occasions. Below is a table that outlines the days AIB employed more people than it was bonded for.

Date	Number of Employees Working	Exceeded Bond by
July 5, 2011	32	7
July 6, 2011	31	6
July 9, 2011	35	10
July 11, 2011	31	6
July 12, 2011	32	7

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

AIB was sent a letter on December 5, 2011 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. AIB was provided until December 15, 2011 to reply in writing and provide any supporting documents in response to the above.

On December 15, 2011, representative and director of AIB, s22 faxed in a written response to the Branch to support s22 position.

In regards to Section 28 of the Act; not maintaining payroll records, s22 stated that s22 was paid s22 wages by direct deposit and that s22 s22 were paid via cheque. s22 also provided the cheque numbers. s22 did not provided any explanation for why these employees were not recorded in the payroll records.

In regards to Section 17(1) of the Act, s22 stated that s22 had paid employees late due to the time it took to do the initial setup with the direct deposit system that is used to pay employees. s22 also stated that some employees had not provided him with bank account information on time and therefore payment was delayed.

In regards to Section 13(1) of the Act, s22 stated that s22 had decided to amend s22 license to increase the bonded employees. s22 arranged to increase the bond s22 had provided to the Branch but became busy in s22 and "in the meantime the number of employees increased from the limit of 25".

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> 1.) For each employee, an employer must keep records of the following information:
>
> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;

(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

2.) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for 2 years after the employment terminates.

The records that were kept by AIB are incomplete. Although s22 paid the aforementioned employees, s22 failed to keep up to date payroll records. s22 response does not deny that the mentioned employees were not recorded in the payroll, s22 simply explains how they were paid. Section 28 requires an employer to maintain a payroll record for each employee. AIB has not maintained payroll records for each employee. Consequently, I find AIB has contravened Section 28 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on August 25, 2011.

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

AIB is required to pay all wages owed to employees semi-monthly and within 8 days after the end of the pay-period. Furthermore, Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages advanced that month. AIB has not met this condition and therefore Section 17 applies in this case.

After reviewing records provided by AIB, it is evident that the employees were not paid wages earned in accordance to Section 17(1) of the Act. Payroll records provided by AIB indicate employees were not paid within 8 days after the end of the pay period as shown below.

Pay Period Ending	Date Paid	Number of Days Late
July 4, 2011	July 26, 2011	14
July 18, 2011	August 3, 2011	7
August 1, 2011	August 10, 2011	1

s22 response is that employees had been paid late due to the time that it took to set up the direct deposit system that is used to pay employees. s22 also stated that some employees had not provided bank information on time and therefore payroll was delayed. I find this response insufficient because it is AIB's responsibility to pay

employees on time. s22 is not denying that AIB paid it's employees late, rather s22 is providing an explanation for why the employees were not paid semi-monthly. I find AIB has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on August 10, 2011.

Section 13(1) of the Act states that in order for a person to act as a FLC, that person must be licensed under the Act to do so. In order to obtain a license, the person must post an appropriate security in accordance with Section 5 and Section 5.1 of the Regulation. Up to July 13, 2011 AIB had posted an amount for its security that allowed it to employ a maximum of 25 employees on any given day. Consequently, AIB's license was only valid for a maximum of 25 employees working on a single day. If more than 25 people were employed on a single day, the license was not valid for the employees exceeding 25. There were several times that AIB employed more than 25 employees in a single day. As a result, AIB contracted labour while it was not licensed under the Act.

AIB's response is that it was planning on increasing the number of employees it was bonded for but got busy doing other things and in the meantime employed more employees than it was bonded for. Again, s22 is not denying that AIB has contravened the Act but rather providing an explanation for doing so.

Prior to July 13, 2011 AIB was licensed for 25 employees only. AIB exceeded the number of employees that it was bonded for on it's FLC license on five separate occasions. I find AIB has contravened Section 13(1) of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 13(1) of the Act was contravened on July 12, 2011.



Gurpreet Sidhu
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 12, 2011
ER # 156-568

To:
Earlco Holdings Ltd.
1493 Todd Road
Penticton, BC V2A 8T6

Based on Section 85 of the *Employment Standards Act* (Act), Earlco Holdings Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 26, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
101, 10475 138 Street
Surrey, B.C. V3T 4K4

Telephone: (604) 586-4251
Facsimile: (604) 586-4249

FLC Payroll Audit Form/Checklist

Contractor Name: Earlco Holdings

Address: 1493 Todd Rd.

Phone/Fax: _ s22

Licence No.: 156-568 Bonded For: ___ Audit #: ___

March 15-June 30 = 15 EE June 30 → = 23 EE

Previous Determinations: March 10, 2011 → 13(1) $500

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☐ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☐ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: - Some wage rates aren't clearly written.
- Couldn't find SIN numbers

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)
   - shown on daily log/payroll
   - Sage Lavirce → paid salary vac pay not shown separate
4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) → May 1 → 8.75
5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [x] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit
   missing period

Wages Owed: Yes [ ] No [x]

Comments: Some missing Direct Deposit Information - several employees paid by cheque (see attached notes)

****☒ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Parm Sandhu Date Oct 31, 2011

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #156-568

March 10, 2011

Earlco Holdings Ltd.
1493 Podd Road
Penticton B.C, V2A 8T6

Director of Employment Standards - and – Earlco Holdings Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 13 (the Act)	1493 Podd Road Penticton B.C, V2A 8T6	February 24, 2011	First	$500.00
Total Administrative Penalty				**$500.00**

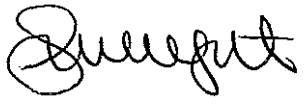
I order Earlco Holdings Ltd. to cease contravening Section 13 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order Earlco Holdings Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

Ministry of Labour Employment Standards Branch
Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4
Telephone: (604) 513-4635
Facsimile: (604) 513-4622

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
1493 Podd Road
Penticton B.C, V2A 8T6

s22

s22
1493 Podd Road
Penticton B.C, V2A 8T6

s22
1493 Podd Road
Penticton B.C, V2A 8T6

s22

c/o: Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **April 18, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 156-568

Earlco Holdings Ltd.

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: March 10, 2011

I. INTRODUCTION

Earlco Holdings Ltd. ("Earlco") was a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Earlco was issued a license on July 23, 2008 permitting it to employ 15 employees. The license expired on July 29, 2009.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), Earlco was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. One of the requirements mentioned in the study package relates to Section 13(1) of the Act.

On February 24, 2011, The Employment Standards Branch ("Branch") received an allegation from an ananoymous source that Earlco had been operating as a farm labour contractor without holding a valid license. In response to this allegation the Branch's Agricultural Compliance Team (the "Team") initiated an investigation. The purpose of this investigation was to ensure Earlco was in compliance with the Act and Regulations.

II. ISSUES

Has Earlco contravened Section 13(1) of the Act by operating as a FLC when it was not licensed under the Act?

III. EVIDENCE FROM THE INVESTIGATION

Earlco was contacted by the Branch to inform it of the allegation that it had been operating as a farm labour contractor without being licensed. In conversations with s22 representative and Director of Earlco, s22 confirmed that Earlco had indeed been operating as a farm labour contractor continuously since 2008.

Earlco was asked to provide a list of Farm Producers that it provided contract labour to from July 29, 2009 to present. The information was received by the Branch on February 28, 2011. Additionally, contracts and invoices were obtained from the July 29, 2009 to February 24, 2011 period in which Earlco provided contract labour to Producers while it was not licensed under the Act. These contracts and invoices show that Earlco had provided several producers contract labour in the July 29, 2009 to February 24, 2011 period.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Earlco was sent a letter providing it with an opportunity to respond to the observation that it operated as a FLC while it was not licensed under the Act. Earlco was provided until March 10, 2011 to reply in writing and provide any supporting documents in response to the observation.

On March 1, 2011, s22 representative and Director of Earlco, provided a written response to the Branch. The response stated that Earlco concurred with the observations that were made and confirmed that the company unknowingly allowed its FLC license to lapse and as a result contravened Section 13(1) of the Act. Furthermore, s22 apologized for the error on behalf of Earlco and requested the company be permitted to rectify the situation through appropriate remedial action.

V. FINDINGS AND ANALYSIS

Section 13 of the Act requires the following:

> **13** (1) A person must not act as a farm labour contractor unless the person is licensed under this Act.

In his response, s22 agreed that Earlco's FLC license had lapsed and that it provided contract labour to Farm Producers when it was not licensed under the Act. As such, I find Earlco has contravened Section 13(1) of the Act for the following reasons:

1. Earlco's response acknowledges that its FLC license lapsed and that it violated Section 13(1) of the Act. During the period that Earlco was not licensed under the Act, it provided contract labour to Farm Producers. Invoices and contracts obtained from Earlco indicate that the firm acted as an unlicensed FLC during this period.

2. Earlco was aware of the requirements of the Act and Regulation, as it had been through the FLC licensing process. During the licensing process, Earlco passed a written examination in order to satisfy the Director of its knowledge of the Act and Regulation. Additionally, Earlco was taken through an interview checklist to further ensure its understanding of the requirements under the Act and Regulation.

3. It is the responsibility of the FLC to renew its license prior to the expiration date listed on its FLC license. In Earlco's case, the company failed to renew its license when it expired on July 29, 2009, yet it still continued to contract labour to Farm Producers. As such, Earlco continued to operate as an FLC while it was not licensed under the Act

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date Section 13(1) of the Act was contravened. Earlco failed to renew their license on July 29, 2009 yet it still contracted labour to Farm Producers. Therefore, I find Earlco contravened Section 13(1) of the Act on February 24, 2011 since it was the last known day that Earlco provided contract labour when it was not licensed under the Act.

VI. CONCLUSION

I find Earlco has contravened Section 13(1) of the *Employment Standards Act* by operating as a FLC when it was not licensed under the Act.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

Steven Mangat
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 18, 2011
ER #: 128-204

To:
H&M Sangha Enterprises Ltd.
12633 68 Avenue
Surrey BC V3W 2E3

Based on Section 85 of the *Employment Standards Act* (Act), H&M Sangha Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 1, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: H + M Sangha Enterprises Ltd.

Address: 12633 68 ave Surrey BC V3W 2E3

Phone/Fax: 778-999-4370

Licence No.: 128-204 Bonded For: 50 Audit #: _____

Previous Determinations: Sept 1, 2005 - Sec. 6(4) $500 Sec 9+6 Warning Letters

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☐ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) 8.75 after May

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☑ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☑ Picking cards provided 18(4)
   ☑ Daily logs provided & same as payroll
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28) s22

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by _____ Date_____

**Remember to fill out Demand Log*

FLC Payroll Audit Form/Checklist

Contractor Name: Harpreet Bains Coloc Harpreet Bains Farm

Address: s22

Phone/Fax: s22

Licence No.: Producer Bonded For: — Audit #: —

Previous Determinations: Producer

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ N/A
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: See reverse →

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58). Not shown separately
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17). X does not - pay monthly
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided N/A
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: - 1) Pays monthly, sometimes after three months

s22 instead of biweekly

- missing paycheques for many employees (all are highlighted

****☐ Site visit sheets cross-checked with Payroll Records N/A

****☐ All employees on payroll records (Sec 28) N/A

****☐ You may want to try getting invoices from producers to see if they match payroll records. N/A

General Comments:

_____

_____

_____

_____

_____

_____

_____

_____

Completed by _____ Date_____

**Remember to fill out Demand Log*

FLC Payroll Audit Form/Checklist

Contractor Name: Sacoya Contractor Ltd.

Address: 3203 E 22nd Avenue Vancouver, BC V5M 2Y9

Phone/Fax: s22

Licence No.: 069-562 Bonded For: 80 Audit #: 357119

Previous Determinations: Dec 14/2010 (28A - $500)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name — Comments: _____
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☑ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) $8.75 per hour May 2011 - November 2011
   Reason submitted by ER

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☑ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☒ No ☐

Comments: Written reasons submitted by ER attached

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu Date November 1, 2011

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 12, 2011
ER #: 069-562

To:
Saroya Contracting Ltd.
3202 E. 22nd Street
Surrey, BC V5M 2Y9

Based on Section 85 of the *Employment Standards Act* (Act), Saroya Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 20, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 069-562

December 14, 2010

Saroya Contracting Ltd.
3202 East 22 Avenue.
Vancouver, BC V5M 2Y9

Director of Employment Standards - and –Saroya Contracting Ltd.

I have determined that the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the "Act")	3202 East 22 Avenue Vancouver, BC V5M 2Y9	First	July 6, 2010	$500.00

Total Administrative Penalty **$500.00**

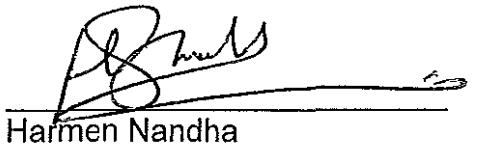
Saroya Contracting Ltd. is ordered to cease contravening Section 28 of the Act and to comply with all the requirements of the Act.

I order Saroya Contracting Ltd. to pay **$500.00**. Please send a certified cheque or money order payable to the Director of Employment Standards in the amount of

$500.00 to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and Officers of companies can also be required to pay wages owed to employees and the total administrative penalty amount. If payment is not received within 38 days of a Determination, additional interest will accrue. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director
Employment Standards Branch

Written reasons attached

Cc: s22
3202 East 22 Avenue.
Vancouver, BC V5M 2Y9

Co: Registered and Records Office
Same as above

Appeal Information:
Should you wish to appeal this Determination to the Employment Standards Tribunal, your appeal must be delivered to the Tribunal by 4:30 pm on **January 21, 2011** Information on the Tribunal and how to appeal a Determination can be found at the Tribunal's website: www.bcest.bc.ca or by contacting the Employment Standards Tribunal at (604) 775-3512. The Tribunal is separate and independent from the Employment Standards Branch.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 069-562

Saroya Contracting Ltd.

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: December 14, 2010

I. Introduction and Background

Saroya Contracting Ltd. ("Saroya") is a licensed farm labour contractor ("FLC") under the Employment Standards Act (the "Act"). Saroya was issued a licence on February 2, 2009. The license is set to expire February 2, 2012.

As part of the FLC licensing process and pursuant to Section 5(2) of the Regulation, Saroya was required to pass a written examination in order to satisfy the Director of its knowledge of the Act and the Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. One of the requirements explained as part of the checklist, is section 28 of the Act.

On July 6, 2010 The Employment Standards Branch Agricultural Compliance Team (the "Team") conducted a worksite visit at South Alder Farms Ltd. ("Alder") located at 878 Echo Road, Abbotsford B.C. During the visit it was discovered Saroya was providing contract labour to Alder. The purpose of the site visit was to ensure FLCs are in compliance with all requirements of the Act and the Regulation.

On November 2, 2010, a Demand for Records was issued pursuant to Section 85(1)(f) of the Act to Saroya. Saroya was required to deliver records to the Employment Standards Branch (the "Branch") by November 12, 2010. This demand for records was necessary to ensure farm labour contractors are in compliance with the Act and the Regulation. Saroya was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily log records required to be kept under Section 6(5) of the Regulation; including volume or weight of the crop picked on each day by each worker.

II. Issues

Has Saroya contravened Section 28 of the Act by failing to maintain payroll records for each employee?

III. Evidence from the Investigation

On, July 6, 2010 the team conducted a worksite visit at Alder. The purpose of this site visit was to ensure FLC's are in compliance with all requirements of the Act and Regulation. During the site visit it was discovered Saroya had 56 employees on site, out of which 22 were interviewed. On the date of the site visit, Saroya presented for inspection a daily log which was photographed by a delegate. The daily log presented for inspection by Saroya lists employee s22 to be employed at Alder on July 6, 2010. Daily logs are required to be kept by FLCs, and show the names of employees on site on a given day.

On November 2, 2010, a Demand for Records was issued to Saroya to ensure the firm was maintaining payroll records in accordance with all requirements of the Act and Regulation. On November 9, 2010, Saroya delivered payroll records, cancelled cheques and daily log records as requested. The records have now been reviewed by a delegate of the Director of Employment Standards. A thorough review of Saroya's daily log records along with site visit records revealed s22 to be employed by Saroya on July 6, 2010, but is not listed on the firm's payroll records.

Further inspection of Saroya's payroll revealed that s22 was paid by cheque s22 on July 19, 2010 in the amount of sixty five dollars for work done at Alder on July 6, 2010.

IV. Argument and Evidence of the Employer

On November 22, 2010, Saroya was hand delivered a letter providing it with an opportunity to respond to the observation that s22 was missing from the company's payroll record. Saroya was provided until December 2, 2010 to reply in writing and provide any supporting documents in response to the above.

At this time, in a meeting between s22 and I, s22 hand delivered a written response in regard to the observation that the employee s22 was missing from the company's payroll records. In s22 response s22 stated that s22 was employed for one day only on July 6, 2010 where s22 harvested crops at Alder. s22 stated that s22 forgot to include s22 to the payroll and that s22 exclusion was simply a mistake.

V. Findings and Analysis

Section 28 of the Act requires an employer to keep records for each employee with the following information:

> (a) the employee's name, date of birth, occupation, telephone number and residential address;
> (b) the date employment began;
> (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
> (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
> (e) the benefits paid to the employee by the employer;
> (f) the employee's gross and net wages for each pay period;
> (g) each deduction made from the employee's wages and the reason for it;
> (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
> (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;

(j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.

(2) Payroll records must
(a) be in English,
(b) be kept at the employer's principal place of business in British Columbia, and
(c) be retained by the employer for two years after the employment terminates.

In s22 written response, s22 stated that s22 was employed for one day only and s22 was not included in the company's payroll records by mistake. s22 also provided cancelled cheque s22 in the amount of sixty five dollars to prove that s22 s22 was paid and in a timely manner. I find this response insufficient due to the following:

1) Section 28 of the Act requires employers to keep accurate and up to date records of all employees' hours of work regardless of how they are paid, what work they perform or for how long they are employed for.

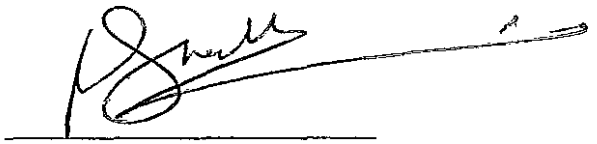
2) Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and the Regulation. Within that study package Section 28 of the Act clearly states a FLC must keep up to date and accurate records for each employee.

3) During the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Pursuant to this requirement, Saroya was made aware that the company is to keep records for all employees regardless of how long they are employed for.

I find that Saroya has contravened Section 28 of the Act by failing to maintain payroll records for each employee.

For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on July 6, 2010. On this date s22 was employed by Saroya, but could not be found on the company's payroll records.

Section 29(3) of the Regulation, B.C. Reg 396/95 states if an employer dispatches a employee from one location to another worksite, a contravention that occurs at that other worksite is considered to be a contravention at the location from which the employee was dispatched. Accordingly, in this case although the employee was working at a different location when the contravention occurred, for the purposes of Section 29(1) of the Regulation the contravention is considered to have occurred at the location the employee was dispatched from



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 25, 2011
ER # 051-922

To:
Incan Enterprises Ltd.
3665 264th Street
Aldergrove BC V4W 2X3

Based on Section 85 of the *Employment Standards Act* (Act), Incan Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 8, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Incan Enterprises Ltd

Address: s22

Phone/Fax: s22

Licence No.: 051-922 Bonded For: 20 Audit #: 357342

Previous Determinations: Sect 13 - July 5 2005

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☐ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ $8.75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

   4 late payments

6. [√] Bank Statements provided
   [√] Picking cards provided 13(4)
   [√] Daily logs provided
   [√] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [X]

Comments: _____

_____

_____

_____

_____

_____

_____

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[✓] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu Date March. 2 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

COPY

Determination

Sent by Registered Mail

ER #: 051-922

March 14, 2012

Incan Enterprises Ltd.
3504 Galiano Drive
Abbotsford BC V2T 5R5

Director of Employment Standards - and - Incan Enterprises Ltd.

I have determined that the *Employment Standards Act* has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	3504 Galiano Drive Abbotsford BC V2T 5R5	September 20, 2011	First	$500.00
Total Administrative Penalty				**$500.00**

I order Incan Enterprises Ltd. to cease contravening Section 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Incan Enterprises Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurpreet Sidhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
3504 Galiano Drive
Abbotsford BC V2T 5R5

c/o Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 23, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #: 051-922

Incan Enterprises Ltd.

- and -

Director
Employment Standards Branch

Delegate: Gurpreet Sidhu
Delegate of the Director of Employment Standards

Date of Decision: March 14, 2012

I. INTRODUCTION & BACKGROUND

Incan Enterprises Ltd. ("Incan") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Incan was issued a Farm Labour Contractor license on April 20, 2011 for up to 20 employees and this license is set to expire on April 19, 2014.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), Incan's director, s22 s22 , was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of s22 knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 is one of the requirements explained as a part of the checklist.

On October 25, 2011 Incan was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure Incan was in compliance with the Act and Regulation. Incan was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements, and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by November 8, 2011.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has Incan contravened Section 17 of the Act by failing to pay employees semi-monthly and within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On November 9, 2011, Incan delivered all payroll records, direct deposit information, bank statements, and daily logs as required in its Demand for Payroll Records.

Section 17(1) of the Act – Payday semi-monthly

The records provided by Incan indicate that employees were not being paid within 8 days after the end of each pay period as illustrated in the table below:

Pay Period Ending	Date Paid
2011-01-01	2011-01-18
2011-01-15	2011-01-24
2011-02-26	2011-03-07
2011-03-26	2011-04-04
2011-05-07	2011-05-17

2011-05-21	2011-05-30
2011-06-04	2011-06-13
2011-07-30	2011-08-08
2011-08-13	2011-08-22
2011-09-10	2011-09-20

IV. Argument and Evidence of the Employer

Incan was sent a letter on February 21, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Incan was provided until March 5, 2012 to reply in writing and provide any supporting documents in response to the above.

On March 6, 2012, s22 came into the Branch to provide a written response to support Incan's position. In regards to Section 17(1) of the Act, s22 stated s22 agrees that employees were paid late and the payment dates outlined in the opportunity to respond letter were correct.

V. Findings and Analysis

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

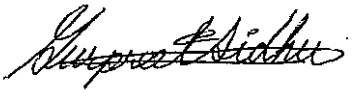
Incan is required to pay all wages earned by employees in a pay period at least semi-monthly and within 8 days after the end of the pay-period. Furthermore, Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages advanced that month. Incan has not met this condition and therefore Section 17 applies in this case.

After reviewing records provided by Incan, it is evident that the employees were not paid wages earned in accordance to Section 17(1) of the Act. Payroll records provided by Incan indicate employees were not paid within 8 days after the end of the pay period as shown below.

Pay Period End	Payment Date	Late By (# of Days)
2011-01-01	2011-01-18	9
2011-01-15	2011-01-24	1
2011-02-26	2011-03-07	1
2011-03-26	2011-04-04	1
2011-05-07	2011-05-17	2
2011-05-21	2011-05-30	1

2011-06-04	2011-06-13	1
2011-07-30	2011-08-08	1
2011-08-13	2011-08-22	1
2011-09-10	2011-09-20	2

Incan's response confirms that employees were paid late. Payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated. It is the responsibility of Incan to ensure payment is received by employees on time. I find Incan has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on September 20, 2011.



Gurpreet Sidhu
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 29, 2011
ER # 015-393

To:
G & B Contractors Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), G & B Contracotrs Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 – October 31, 2011

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 13, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: G&B Contractors Ltd.

Address: s22

Phone/Fax: s22

Licence No.: 015-393114 Bonded For: 35 Audit #: 358171

Previous Determinations: 2004-01-06 Section 28, 2004-11-26 Section 28

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☑ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☑ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

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_____

_____

_____

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date Fe March 6, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

To:
Samra Bros Blueberry

s22

November 15, 2011
ER #:161-899

Based on Section 85 of the *Employment Standards Act* (Act), Samra Bros Blueberry is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011-October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.

2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 29, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207, 20159 – 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4604
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Samra Bros Blueberry Farm Ltd

Address: s22

Phone/Fax: s22

Licence No.: N/A Bonded For: N/A Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name — Comments: _____
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☑ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

Comments: - Vacation pay payable = 1,903.20
- Site visit people not on payroll
- No track of daily hours for some employees
- Didn't pay some people and paid some people late (not within 8 days)

****☑ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date March 19, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #161-899

June 4, 2012

Samra Bros Blueberry Farms Ltd.

s22

Director of Employment Standards – and – Samra Bros Blueberry Farms Ltd

I have determined that the Employment Standards Act and the Employment Standards Regulation has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 28 (the Act)	5193 176 Street Surrey, BC V3S 0L5	July 29, 2011	First	$500.00
Section 17 (the Act)	5193 176 Street Surrey, BC V3S 0L5	September 24, 2011	First	$500.00
Total Administrative Penalty				**$1,000.00**

I order Samra Bros Blueberry Farms Ltd. to cease contravening Section 28 and 17 of the Employment Standards Act and to comply with all the requirements of the Employment Standards Act and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

I order Samra Bros Blueberry Farms to pay **$1,000.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

cc:

s22

c/o Records Office

s22

c/o Registered Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on July 12, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #161-899

Samra Bros Blueberry Farms Ltd.

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: June 4, 2012

I. INTRODUCTION & BACKGROUND

On July 29, 2011 the Employment Standards Agricultural Compliance Team (the "Team") conducted a worksite visit at Samra Bros Blueberry Farms Ltd. ("Samra") located at 5193 176 Street, Surrey, B.C. The purpose of the site visit was to ensure Farm Labour Contractors ("FLC's") and Producers are in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). During the site visit it was discovered that employees were hand harvesting blueberries.

On November 15, 2011 a Demand for payroll records pursuant to section 85(1)(f) of the Employment Standards Act (the "Act") was issued to Samra. The demand for records was a follow-up to the July 29, 2011 site visit. Samra was required to produce and deliver all payroll records and cancelled cheques to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before November 29, 2011 at 4:30PM.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has Samra contravened Section 28 of the Act by failing to maintain payroll records for its employees?

II. Has Samra contravened Section 17 of the Act by failing to pay employees within eight days after the end of each pay period?

III. EVIDENCE FROM THE INVESTIGATION

On December 26, 2011 Samra delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 28 of the Act – Payroll Records

Upon arriving at the site on July 29, the Team interviewed Samra's on site supervisor who informed the Team that all individuals harvesting berries at the farm were employees of Samra and that there were not any FLC's on site that day. During the site visit conducted at Samra, the Team interviewed the employees that were on site. These interviews were cross referenced with payroll records provided by Samra. The following employees were interviewed by the Team; however, they could not be found on the company's payroll: s22 s22 When interviewed, all of the aforementioned individuals identified Samra as their employer.

Section 17 of the Act – Pay days

The records submitted by Samra indicate that certain employees other than the above-named employees may not have been paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period ending	Cheque date
s22	31-08-11	20-09-11
s22	15-08-11	20-09-11
	31-08-11	20-09-11
s22	31-08-11	20-09-11
s22	15-09-11	25-09-11
s22	31-08-11	20-09-11
s22	15-08-11	20-09-11
	31-08-11	20-09-11
	15-09-11	25-09-11

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Samra was sent a letter on March 20, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Samra was provided until April 3, 2012 to reply in writing and provide any supporting documents in response to the above. An extension was granted to Samra to provide a response by April 12, 2012. On April 11, 2012 s22 director of Samra, came into the Branch to provide a written response to the observations made.

In regards to Section 28 of the Act, not maintaining payroll records, s22 stated that s22 s22 who the Team identified as not being listed on the payroll records are not employees of Samra but subcontracted through Unique Labour Force Ltd. ("Unique"), a FLC.

Unique's records were reviewed to determine if they had in fact provided labour to Samra on July 29, 2011. Unique's records showed that it did not provide labour to Samra on this day. Samra's bank statements indicate that it paid Unique for services in the month of May but not in July.

Furthermore, upon relaying this information to s22 stated that the neighbouring farm owner and Samra occasionally share labour. s22 added to this by saying due to a poor recollection of events, the employees in questions could be the employees of the neighbouring farm owner.

With respect to Section 17 of the Act, s22 failed to provide a written response; however, s22 did not deny the fact that employees listed in the above chart were paid late.

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

Samra has stated that s22 s22 are not its employees and therefore Section 28 of the Act would not apply.

Samra's response does not deny that the aforementioned employees were harvesting berries, it simply explains that they are not employees of Samra. At first Samra stated that the individuals were employees of Unique. This is not the case as evidenced by several reasons. Firstly, Samra's onsite supervisor informed the Team that there were not any FLC's onsite the day of the site visit. Secondly, Unique's records confirm they did not provide any labour to Samra on the day in question. Lastly, Samra's records show that it only paid Unique for labour contracting services in May 2011, and it is reasonable to assume Samra was not paying in advance for labour that may be needed in July 2011.

When s22 was informed that the employees could not be Unique's, s22 stated they could be the neighbour's employees as they "share labour". The Act defines an employee as any person an employer allows, directly or indirectly, to perform work normally done by an employee. The employer is expected to have control and direction over the workplace including all persons performing work. The individuals in question were performing the exact same work as people who are recorded as employees in Samra's records. When the employees were interviewed by the Team, each and every one of them stated they worked directly for Samra. The onsite supervisor did not make any mention of any employees working for anyone other than Samra. There is no evidence to support s22 statement that the individuals were employed by someone other than Samra.

I find s22 s22 are employees of Samra because they were performing work normally performed by an employee at Samra's farm. As such, Section 28 of the Act applies. Section 28 of the Act requires an employer to maintain accurate payroll records for each employee and does not distinguish between casual or regular employees. Samra did not maintain payroll records for each employee; therefore, I find Samra has contravened Section 28 of the Act.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on July 29, 2012.

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay wages to employees at least semi-monthly and within eight days after the end of the pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages previously paid. However, Samra has not met this requirement and therefore Section 17 applies in this case.

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period. According to the records provided, Samra has failed to pay all wages to s22 s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Payment Due Date	Cheque date	Late by (days)
s22	31-08-11	08-09-11	20-09-11	12
s22	15-08-11	23-08-11	20-09-11	28
	31-08-11	08-09-11	20-09-11	12
s22	31-08-11	08-09-11	20-09-11	12
s22	15-09-11	23-09-11	25-09-11	2
s22	31-08-11	08-09-11	20-09-11	12
s22	15-08-11	23-08-11	20-09-11	28
	31-08-11	08-09-11	20-09-11	12
	15-09-11	23-09-11	25-09-11	2

As Samra's payroll records clearly indicate that the aforementioned employees were paid late and s22 did not dispute the correctness of the records, I find Samra has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on September 24, 2011, the day after the latest date wages should have been paid.

Gurbinder Gill
Delegate of the Director
of Employment Standards

FILE COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 22, 2011
ER #: 166-663

To:
Jhutty Farming & Contracting Ltd
9308 134th Street
Surrey BC V3V 5S2

Based on Section 85 of the *Employment Standards Act* (Act), Jhutty Farming & Contracting Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 7, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Jhutty Farming & Contracting Ltd

Address: 9308 134th Street, Surrey BC V3V5S2

Phone/Fax: s22 / s22

Licence No.: 116-663/14 Bonded For: 87 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☑ Picking cards provided 18(4)
☑ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☒ No ☐

Comments: - Section 17 (paid late)
- Section 17 (not full wages)
- Section 58 (vacation pay)
- Regulation 40.2 (direct deposit)

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[✓] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date March 23, 2012

Remember to fill out Demand Log

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 4, 2012
ER #: 152-776

To:
Harsun Contracting Ltd
6025 148 Street
Surrey, BC V3S 3O2

Based on Section 85 of the *Employment Standards Act* (Act), Harsun Contracting Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- November 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 18, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Harsun Contracting Ltd

Address: _____

Phone/Fax: _____

Licence No.: _____ Bonded For: ____ Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☐ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☐ Gross and net earnings for each pay period
- ☐ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided
   ☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

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_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

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_____

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Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #152-776

July 26, 2012

Harsun Contracting Ltd.
6025 148 Street
Surrey, BC
V3S 3C2

Director of Employment Standards – and – Harsun Contracting Ltd.

I have determined that the Employment Standards Act has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	6025 148 Street Surrey, BC V3S 3C2	November 9, 2011	First	$500.00

Total Administrative Penalty **$500.00**

I order Harsun Contracting Ltd. to cease contravening Section 17 of the Employment Standards Act and to comply with all the requirements of the Employment Standards Act.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in Section 29(1) of the Regulation.

I order Harsun Contracting Ltd. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Listed Director
s22
6025 148 Street,
Surrey, BC V3S 3C2

Registered and Records Office
s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on September 4, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #152-776

Harsun Contracting Ltd.

- and -

Director
Employment Standards Branch

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: July 26, 2012

I. INTRODUCTION & BACKGROUND

Harsun Contracting Ltd. ("Harsun") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Harsun was issued a Farm Labour Contractor Licence on February 27, 2009 for up to 32 workers. This licence was amended on June 28, 2012 for up to 48 workers and amended on March 3, 2011 for a change of address; this licence expired on February 26, 2012. Harsun renewed their licence on March 5, 2012 for up to 96 employees and this license is set to expire on March 4, 2015.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of her knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act is one of the requirements explained as a part of the checklist. Harsun's director s22 has successfully completed the examination and fulfilled the requirements.

On January 4, 2012 a Demand for payroll records pursuant to section 85(1)(f) of the Act to ensure Harsun was in compliance with the Act and Regulation. Harsun was required to produce and deliver all payroll records and cancelled cheques for the time period from January 1, 2011 to November 30, 2011 to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before January 18, 2012 at 4:30PM.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has Harsun contravened Section 17 of the Act by failing to pay employees within 8 days after the end of a pay period?

III. EVIDENCE FROM THE INVESTIGATION

On January 18, 2012 Harsun delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 17 of the Act – Pay days

The records submitted by Harsun indicate that s22

s22

s22 may not have been paid

semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period ending	Cheque date
s22	2011-07-31	2011-08-17
	2011-09-15	2011-09-30
	2011-03-31	2011-04-15
	2011-06-15	2011-06-30
	2011-08-15	2011-08-31
	2011-08-31	2011-09-16
	2011-07-31	2011-08-17
	2011-09-30	2011-10-17
	2011-05-31	2011-06-16
	2011-06-15	2011-06-30
	2011-05-31	2011-06-16
	2011-06-30	2011-07-15
	2011-10-15	2011-10-31
	2011-08-15	2011-08-31
	2011-04-15	2011-04-29
	2011-09-15	2011-10-04
	2011-09-30	2011-10-17
	2011-08-31	20111-09-16
	2011-07-31	2011-08-17
	2011-10-15	2011-10-31

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Harsun was sent a letter on June 6, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Harsun was provided until June 18, 2012 to reply in writing and provide any supporting documents in response to the above. On June 20, 2012 s22 came into the Branch to discuss the Section 17 issue. s22 was asked if s22 had evidence that Harsun paid employees within the appropriate time period and s22 responded that s22 did not have any proof. s22 stated that the dates on the wage statements provided by ADP (Harsun's payroll services provider) correctly reflect the dates that employees were paid on. s22 s22 did not dispute the correctness of the records and s22 did not deny the fact that employees listed in the above chart were paid late. Moreover, after reviewing the observations, s22 requested an extension to further review the payroll records. An extension was granted to Harsun to provide a written response by June 27, 2012.

On June 27, 2012 s22 faxed in a written response. In this response, s22 stated that the reason the ten aforementioned employees were paid late was because Harsun follows a calendar provided by ADP.

V. FINDINGS AND ANALYSIS

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from Section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages previously paid. However, Harsun has not met this requirement and therefore Section 17 applies in this case.

According to the records provided, Harsun has failed to pay all wages to s22

s22

s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Payment Due Date	Cheque date	Late by (days)
s22	2011-07-31	2011-08-08	2011-08-17	9
	2011-09-15	2011-09-23	2011-09-30	7
	2011-03-31	2011-04-08	2011-04-15	7
	2011-06-15	2011-06-23	2011-06-30	7
	2011-08-15	2011-08-23	2011-08-31	8
	2011-08-31	2011-09-08	2011-09-16	8
	2011-07-31	2011-08-08	2011-08-17	9
	2011-09-30	2011-10-08	2011-10-17	9
	2011-05-31	2011-06-08	2011-06-16	8
	2011-06-15	2011-06-23	2011-06-30	7
	2011-05-31	2011-06-08	2011-06-16	8
	2011-06-30	2011-07-08	2011-07-15	7
	2011-10-15	2011-10-23	2011-10-31	8
	2011-08-15	2011-08-23	2011-08-31	8
	2011-04-15	2011-04-23	2011-04-29	6
	2011-09-15	2011-09-23	2011-10-04	11
	2011-09-30	2011-10-08	2011-10-17	9
	2011-08-31	2011-09-08	20111-09-16	8
	2011-07-31	2011-08-08	2011-08-17	9
	2011-10-15	2011-10-23	2011-10-31	8

Harsun's payroll records clearly indicate that the aforementioned employees were paid late. In s22 response, s22 stated that s22 pays employees based on ADP's calendar. However, regardless of payroll provider, all employers in the province of British Columbia are required to comply with the Act. Section 17 of the Act clearly states that a pay period can be no longer than 16 calendar days and that payment of wages must be made at least twice a month. In addition, Section 17 of the Act states that payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated.

I find Harsun has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on November 9, 2011, the day after the latest date wages should have been paid.

Yours truly,



Kiran Hundal
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Anand Enterprises Ltd.

Address: 35006 Vye Road., V2S 7P7, Abbotsford BC

Phone/Fax: (604)-852-0052 Fax: s22

Licence No.: 107-570/12. Bonded For: 150 Audit #: _____

Previous Determinations: Section 6.1

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☐ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☑ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

_____

_____

_____

_____

_____

Completed by _____ Date _____

**Remember to fill out Demand Log*

started May 7

Employment Standards Branch
Province of British Columbia

- Owes Wages
  - s22
  - $133.12 - 2011-03-15

- Owes Wages
  - s22
  - $31.20 - 2011-08-15

- CUPE:
  - s22
  - $208 - 2011-06-30

Employment Standards Branch
Province of British Columbia

Section 17 & 28.10.2.

- No bank deposit form for: Sept 16-30.
- Missing Employee Summary for s22 - 2011-02-28
  - not in direct deposit, but work 9.5 hrs in dail log
  - ~~Owes wages: $468 → 2011-05-15~~
- Owes wages:
  - s22
  - → $1 606.3
  - 2011-10-31
- CUPE s22
  - 183.04 - 2011-09-15
  - 91.52 - 2011-10-31

www.labour.gov.bc.ca/esb Information Line: 1-800-663-3316

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 22, 2011
ER #: 107-570

To:
Anand Enterprises Ltd
35006 Vye Road
Abbotsford BC V2S 7P7

Based on Section 85 of the *Employment Standards Act* (Act), Anand Enterprises Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 7, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #107-570

July 26, 2012

Anand Enterprises Ltd.
35006 Vye Road,
Abbotsford, BC V2S 7P7

Director of Employment Standards – and – Anand Enterprises Ltd.

I have determined that the Employment Standards Act has been contravened. Accordingly, s22 s22 are entitled to wages and interest. Pursuant to section 79 of the Act, I require Anand Enterprises Ltd. to pay the following:

Wages (section 17 of the Act)	$523.60
Annual Vacation Pay (section 58 of the Act)	$20.94
Accrued interest required under section 88 of the Act	$16.57
A. Wages payable to employees	**$561.11**

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	35006 Vye Road, Abbotsford, BC V2S 7P7	October 23, 2011	First	$500.00
Section 28 (the Act)	29904 Downes Road Abbotsford, BC V4X 1Z8	Dec. 7, 2011	First	$500.00

B.	**Total Administrative Penalty**	**$1000.00**
C.	**Total amount payable**	**$1561.11**

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

I order Anand Enterprises Ltd. to cease contravening Section 17 and 28 of the Employment Standards Act and to comply with all the requirements of the Employment Standards Act.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Anand Enterprises Ltd. to pay **$1561.11** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Listed Director
s22
35006 Vye Road,
Abbotsford, BC V2S 7P7

Registered and Records Office
35006 Vye Road,
Abbotsford, BC V2S 7P7

s22
at their home addresses.

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on September 4, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #107-570

Anand Enterprises Ltd.

- and -

Director
Employment Standards Branch

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: July 26, 2012

I. INTRODUCTION & BACKGROUND

Anand Enterprises Ltd. ("Anand") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Anand was issued a licence on October 13, 2010 for up to 150 employees which expired on October 13, 2011. Anand renewed this license on October 13, 2011 for up to 150 employees and this licence is set to expire on October 12, 2012.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Sections 17 and 28 of the Act are two of the requirements explained as a part of the checklist. Anand's director, s22 wrote the written exam and fulfilled the requirements on behalf of Anand.

On July 14, 2011 the Employment Standards Agricultural Compliance Team (the "Team") conducted a worksite visit at Windset Farms ("Windset") located at 29904 Downes Road, Abbotsford, B.C. The purpose of the site visit was to ensure FLC's and Producers were in compliance with the Act and Regulation. During the site visit it was discovered that employees were performing work in the Windset greenhouse.

On November 22, 2011 a Demand for payroll records pursuant to section 85(1)(f) of the Act was issued to Anand. The demand for records was a follow-up to the July 14, 2011 site visit. Anand was required to produce and deliver all payroll records and cancelled cheques for the time period from January 1, 2011 to October 31, 2011 to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before December 7, 2011 at 4:30PM.

To protect the employees' privacy, the body of the determination will only contain general information relevant to all of the employees. Information and calculations specific to individual employees will be set out on separate summary sheets. Each employee will receive his or her own summary sheet. The employer will receive all of the summary sheets.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

1. Has Anand contravened Section 17 of the Act by failing to pay employees full wages within eight days after the end of each pay period?

II. Has Anand contravened Section 28 of the Act by failing to maintain payroll records for each employee?

III. EVIDENCE FROM THE INVESTIGATION

On December 7, 2011 Anand delivered payroll records and cancelled cheques as required in its Demand for payroll records.

Section 17(1) of the Act– Payday semi-monthly

The records provided by Anand indicate that employees may not have been paid in accordance with Section 17(1) of the Act for various pay periods. For several employees, the hours worked do not correspond with the wages paid. This is illustrated in the table below.

Employee	Period ending	Hours worked	Hours Paid
s22	2011-08-15	111.75	109.15
	2011-02-28	9.5	0
	2011-10-31	98	90
	2011-03-15	61.5	45.3
	2011-06-30	80	60

Section 28 of the Act – Payroll Records

During the site visit conducted at Windset, the Team interviewed the employees that were on site. These interviews were cross referenced with payroll records provided by Anand s22 was interviewed by the Team during the site visit, and stated s22 worked for Anand, however s22 could not be found on the company's payroll.

Windset was contacted on May 10, 2012 via telephone, to confirm the presence of Anand's employee, s22 at Windset on the day of the site visit. During this phone conversation with s22 a representative from Windset, proof was requested of s22 presence at Windset. The representative stated s22 would fax the records on the same day.

No fax was received; so Windset was contacted again on May 25, 2012 to provide the records. A phone conversation with s22 a representative from Windset, revealed that the majority of the workers at Windset are employees of FLC's that have been subcontracted through their FLC, Dynamic Work Force Ltd. ("Dynamic").

I telephoned s22 manager of Dynamic on May 28, 2012. s22 confirmed this information and advised that Dynamic keeps records on site at Windset of all workers and the FLC each worker is employed by. On May 29, 2012, s22 faxed a letter to the Branch which included a record of the dates and hours s22 worked at Windset in July, the month requested. The fax contained a daily log for two pay periods.

It shows that Dynamic is a main contractor that sub-contracts work to Anand and that s22 is employed by Anand. This information is displayed in the table below.

Employee	Period	Hours worked
s22	June 26, 2011 – July 9, 2011	94
	July 10, 2011 – July 23, 2011	73

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Anand was sent a letter on May 11, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Anand was provided until May 22, 2012 to reply in writing and provide any supporting documents in response to the above. On May 16, 2012, s22 came into the Branch to provide a written response to the observations made and s22 verbally explained s22 response as well.

In regards to Section 17 of the Act, failing to pay employees all wages earned in each pay period, s22 written response stated that s22 and s22 were paid their outstanding wages in the subsequent pay periods. s22 s22 also stated that the daily logs for s22 mistakenly had 24 and 20 extra hours, respectively. s22 said that s22 and s22 s22 did not work these hours and as a result, Anand has not paid these mistakenly added hours to date. When asked why the daily logs showed those hours as being worked if they weren't, s22 stated that the daily logs created are not an accurate reflection of the actual hours worked . s22 explained that there may be mistakes in the daily logs and sometimes the daily logs are not checked. As a result hours are not updated and do not reflect actual hours worked by employees; therefore, there are mistakes in the daily logs. s22 mentioned that in some cases if employees are shorted hours, they are paid outstanding wages in the following period.

On June 1, 2012 s22 faxed a written response; the information is displayed in the table below.

Employee	Hours owed	Paid in period ending
s22	2.5	2011-08-31
	9.5	2011-03-15
	16.5	2011-03-31

However, the payroll records do not support s22 claim that the hours were paid in the following pay period as they only show payment of regular wages from the current pay period and do not show payment of outstanding hours. s22 was granted an extension until June 4, 2012 to provide evidence of which period the employees were paid outstanding wages; however, s22 failed to respond.

During a telephone conversation, s22 does not know who s22 is and that Anand has never supplied labour to Windset. At this time, s22 was informed of s22 response and told that s22 had sent records and s22

s22 daily logs as proof that Dynamic sub-contracts Anand to perform work at Windset and that s22 had worked. However, to date s22 has still failed to provide s22 own records for s22

V. FINDINGS AND ANALYSIS

Section 28 of the Act – Payroll records

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

Anand has stated that s22 does not know who s22 is.

Windset conducts large scale operations that require a relatively large supply of labour. Dynamic is the main contractor but because Dynamic does not have enough of their own employees to carry out all of the work it sometimes sub-contracts to other FLC's to complete the work. In doing so, s22 keeps records of all workers on site at Windset and the FLC each individual is employed by.

On May 29, 2012, s22 faxed a copy of those records for s22 for the periods in question; the records s22 faxed indicate that Dynamic is the main contractor that sub-contracts work to Anand and that Anand employs s22 The information in the records are displayed in the table below.

Employee	Work Location	Period	Hours worked
s22	Windset 29904 Downes Road, Abbotsford, B.C.	June 26, 2011 – July 9, 2011	94
		July 10, 2011 – July 23, 2011	73

From the table above, it is clear that s22 was at Windset during July 2011 performing work and this daily log clearly shows that on the day of the site visit, July 14, 2011, s22 worked for eight hours. This is confirmed by the evidence collected by the Team at the site visit where s22 stated s22 worked for Anand. As such, Anand is required to keep payroll records for s22

s22 stated that s22 did not supply labour to Windset and does not receive work from Dynamic. Given the detail of the records provided by Dynamic, and that they corroborate the information given to the Team by s22 I find this evidence persuasive and prefer it to s22 assertion which is not supported by evidence.

I find that Anand was the employer of s22 on July 14, 2011 and that Anand has contravened Section 28 of the Act by not keeping payroll records for s22

For the purpose of imposing a penalty, I must determine the date the specified provision of the Act was contravened. In this case, Section 28 of the Act was contravened on December 7, 2011, the day the demand was due.

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay wages to employees at least semi-monthly and within eight days after the end of the pay period.

Section 6 of the Regulation requires farm labour contractors to maintain daily logs. Among other things, the daily logs must record the hours worked by each worker on each day. Anand maintained these logs as required and submitted them in response to the Demand for Payroll Records. According to the records provided, Anand has failed to pay full wages to s22 and s22 This is detailed below.

Employee	Period ending	Hours worked	Hours Paid	Hours outstanding
s22	2011-08-15	111.75	109.15	2.6
	2011-02-28	9.5	0	9.5
	2011-10-31	98	90	8
	2011-03-15	61.5	45.3	16.2
	2011-06-30	80	60	20

s22 suggested the daily logs may be inaccurate, because they are not reviewed to ensure accuracy on a daily basis. In fact, the daily logs should be the most accurate reflection of hours worked as they are created on site at the time the work is done. I find that the daily logs are a credible record of the hours worked by Anand's employees. These records indicate that some employees have still not been paid wages for all hours worked. Moreover, s22 did not dispute the fact each of the employees mentioned in the table above are owed wages. s22 simply stated that the outstanding wages were paid to employees in following pay periods, though Anand's payroll records do not support s22 claim. The details of the wages owed to each employee are shown on the attached calculation sheets. As some employees have not been paid for all hours worked as per the daily logs, I find Anand has contravened Section 17 of the Act.

I find Anand has contravened Section 17 of the Act. For the purpose of imposing a penalty, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on September 24, 2011, the day after the latest date wages should have been paid.

Kiran Hundal
Delegate of the Director
of Employment Standards

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (2.5 hours X 12)	$30.00
Annual vacation pay (30.00 X 0.04)	$1.20
Section 88 interest	$0.78
Total	**$31.98**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (9.5 hours X 8.00)	$76.00
Annual vacation pay (76.00 X 0.04)	$3.04
Section 88 interest	$3.07
Total	**$82.11**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (8 hours X 11)	$88.00
Annual vacation pay (88.00 X 0.04)	$3.52
Section 88 interest	$1.70
Total	**$93.22**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (16.2 hours X 8.00)	$129.60
Annual vacation pay (129.60 X 0.04)	$5.18
Section 88 interest	$5.06
Total	**$139.84**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (20 hours X 10)	$200.00
Annual vacation pay (200.00 X 0.04)	$8.00
Section 88 interest	$5.96
Total	**$213.96**

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 29, 2011
ER #: 117-718

To:
Kamal Farming Ltd
8111 144 Street
Surrey, BC V3W 5T3

Based on Section 85 of the *Employment Standards Act* (Act), Kamal Farming Ltd is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2011- October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 13, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: ~~0448287~~ Kamal Farming Ltd.

Address: 8111 144 Street Surrey, BC V3W 5T3

Phone/Fax: 604-572-2867

Licence No.: 117-718114 Bonded For: 32 Audit #: _____

Previous Determinations: 54(1), 40.2, 40.2, ~~54(1), 40.2,~~

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   - ☑ Employee's Name
   - ☑ D.O.B.
   - ☑ S.I.N.
   - ☑ Occupation
   - ☑ Telephone Number
   - ☑ Address
   - ☑ Date employment commenced
   - ☑ Wage or piece rate provided
   - ☑ Record of hours kept daily
   - ☑ Gross and net earnings for each pay period
   - ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments:
   - daily logs for June 30/11 (period end)
   LD less than payroll

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 13(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☒ No ☐

Comments: s22 32 hours

" s22 32 hours

" s22 32 hours

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☑ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurbinder Gill Date March 9, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #117-718

March 30, 2012

Kamal Farming Ltd.
8111 144 Street
Surrey, BC V3W 5T3

Director of Employment Standards – and – Kamal Farming Ltd.

I have determined that the *Employment Standards Act* (the "Act") has been contravened. Accordingly, s22 are entitled to wages and interest. Pursuant to section 79 of the Act, I require Kamal Farming Ltd. to pay the following:

Wages (section 18 of the Act)	$ 856.00
Annual Vacation Pay (section 58 of the Act)	$ 34.24
Accrued interest required under section 88 of the Act	$20.01
A. Wages payable to employees	**$ 910.34**

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	8111 144 Street Surrey, BC V3W 5T3	July 9, 2011	First	$500.00

B. Total Administrative Penalty **$500.00**

C. Total amount payable **$ 1,410.34**

I order Kamal Farming Ltd. to cease contravening Section 17 of the *Employment Standards Act* and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Kamal Farming Ltd. to pay **$1,410.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22 at their home addresses.

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 7, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 117-718

Kamal Farming Ltd

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: March 30, 2012

I. INTRODUCTION & BACKGROUND

Kamal Farming Ltd. ("Kamal Farming") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). Kamal Farming was issued a Farm Labour Contractor license on December 12, 2008 for up to 32 employees and this license expired on December 12, 2011. On December 12, 2011 Kamal Faming renewed this license for 32 employees and this license is set to expire on December 11, 2014.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), Kamal Farming's director s22 s22 was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of her knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 is one of the requirements explained as a part of the checklist.

On November 29, 2011 Kamal Farming was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure Kamal Farming was in compliance with the Act and Regulation. Kamal Farming was required to produce payroll records, all direct deposit information, cancelled cheques, bank statements and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by December 13, 2011.

To protect the complainants' privacy, the body of the determination will only contain general information relevant to all of the complaints. Information and calculations specific to individual complaints will be set out on separate summary sheets. Each complainant will receive his or her own summary sheet. The employer will receive all of the summary sheets.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation

II. ISSUES

Has Kamal Farming contravened Section 17 of the Act by failing to pay all wages earned by the employees in a pay period?

III. EVIDENCE FROM THE INVESTIGATION

On December 12, 2011, Kamal Farming delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Employment Standards Act - Section 17(1): Paydays

The records provided by Kamal Farming indicate that following employees were not paid all wages earned for the period ending June 30, 2011: (1) s22 (2) s22 s22 and (3) s22 . The hours worked do not correspond with the wages paid for these three employees. The wage statements which indicate the total hours paid, hourly rate and salary deposited into the employees' financial institution do not correspond with the hours recorded on payroll. This is illustrated in the table below.

Employee	Period ending	Payroll hours	Hours paid
s22	2011-06-30	104	72
s22	2011-06-30	104	72
s22	2011-06-30	104	72

The daily logs submitted by Kamal Farming indicate that the aforementioned employees worked the following dates and hours:

s22				
	June 18, 2011	June 19, 2011	June 25, 2011	June 26, 2011
Hours recorded	8	8	8	8
s22				
	June 18, 2011	June 19, 2011	June 25, 2011	June 26, 2011
Hours recorded	8	8	8	8
s22				
	June 18, 2011	June 19, 2011	June 25, 2011	June 26, 2011
Hours recorded	8	8	8	8

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

Kamal Farming was sent a letter on March 13, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. Kamal Farming was provided until March 27, 2012 to reply in writing and provide any supporting documents in response to the above. On March 19, 2012, director of Kamal Farming, s22 came into the Branch to provide a response.

In regards to Section 17 of the Act; not paying employees all wages earned for the period ending June 30, 2011, s22 stated that the employees of Kamal Farming did not work on June 18, June 19, June 25 and June 26. s22 also stated that s22 had a calendar at home which was used to keep track of days and hours worked each day. I requested that s22 bring in the calendar that s22 was speaking of but s22 refused to do so.

V. FINDINGS AND ANALYSIS

Employment Standards Act - Section 17: Paydays

> (1) At least semimonthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.
>
> (2) Subsection (1) does not apply to
>
> (a) overtime wages credited to an employee's time bank, or
>
> (b) vacation pay.

The records kept by Kamal Farming are incorrect and not in compliance with Section 17 of the Act. Section 17 of the Act states that an employer must pay all wages earned by employees within 8 days after the end of the pay period. Illustrated in the table below is a breakdown of the records provided by Kamal Farming, the employee's affected and the wages outstanding.

Employee	Period ending	Payroll hours	Hours paid	Hours outstanding
s22	2011-06-30	104	72	32
s22	2011-06-30	104	72	32
s22	2011-06-30	104	72	32

The response provided by s22 explains that the employees of Kamal Farming did not work on the following dates (which are included in the pay period June 30, 2011): June 18, June19, June 25 and June 26. Thus, the aforementioned employees were paid in full according to Kamal Farming.

Section 6 of the Employment Standards Regulation requires Kamal Farming to maintain daily logs. Among other things these daily logs need to record the names of each worker on site each day. Kamal Farming maintained these daily logs as required. The daily logs submitted by Kamal Farming indicate that the aforementioned employees worked 8 hours each on June 18, June 19, June 25 and June 26.

From cross-referencing the daily log hours with the wage statements, it is clear that s22 earned wages on June 18, June 19, June 25 and June 26; however, these wages were not paid. Furthermore, upon communicating this discrepancy with Kamal Farming, s22 claimed to have a calendar showing the dates which the employees of Kamal Farming worked. However, s22 refused to provide the calendar to the Delegate of the Director of Employment Standards

Kamal Farming's own records support the finding that these three employees worked the days in question. s22 has put forth an argument that the Kamal Farming's records are incorrect and that the correct hours are on a calendar at home, which s22

has failed to provide to support s22 position. In fact, given the opportunity to bring in the calendar s22 refused.

Had the calendar been produced there would be two sources of records (1) daily logs and (2) the calendar. The daily logs are meant to be maintained on a daily basis and reflect which employees work each day. Assuming Kamal Farming maintained the logs as per it's legislative requirement, they are a credible reflection of the hours worked by each employee. The calendar on the other hand is an informal record at best. Given that s22 was provided an opportunity to substantiate s22 claim by bringing in the calendar and s22 refused to do so, I find the payroll records delivered by Kamal Farming on December 12, 2011 to be a more credible and reliable source.

I find Kamal Farming has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on July 9, 2011. Please see the attached individual summary sheets for wages payable to s22

Yours truly,

Gurbinder Gill
Delegate of the Director
of Employment Standards

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (32 hours X 9.00)	$288.00
Annual vacation pay (288.00 X 0.04)	$11.52
Section 88 interest	$6.76
Total	**$306.28**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (32 hours X 9.00)	$288.00
Annual vacation pay (288.00 X 0.04)	$11.52
Section 88 interest	$6.76
Total	**$306.28**

INDIVIDUAL SUMMARY SHEET

Name of employee: s22

Wages owed

Regular wages (32 hours X 8.75)	$280.00
Annual vacation pay (280.00 X 0.04)	$11.20
Section 88 interest	$6.58
Total	**$297.78**

143138

SUPREME COURT
OF BRITISH COLUMBIA
FEB 15 2012
NEW WESTMINSTER
REGISTRY

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 165-859

April 16, 2012

AM-PM Work Force Ltd
12309 77A Ave
Surrey, BC
V3W 2W9

Director of Employment Standards - and – AM-PM Work Force Ltd.

I have determined that the *Employment Standards Act* (the "Act") and the *Employment Standards Regulation* (the "Regulation") have been contravened. Accordingly, s22 s22 are entitled to wages and interest. Pursuant to section 79 of the Act, I require AM-PM Work Force Ltd. to pay the following:

Wages (section 17 of the Act)	$3,680.63
Annual Vacation Pay (section 58 of the Act)	$147.23
Accrued interest required under section 88 of the Act	$55.66
A. Wages payable to employees	**$3,883.52**

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	12309 77A Ave Surrey, BC V3W 2W9	September 29, 2011	First	$500.00
Section 40.2 (the Regulation)	12309 77A Ave Surrey, BC V3W 2W9	September 27, 2011	First	$500.00

B. Total Administrative Penalty	**$1000.00**
C. Total amount payable	**$4,883.52**

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

I order AM-PM Work Force Ltd. to cease contravening Section 17 of the Employment Standards Act, Section 40.2 of the Employment Standards Regulation and to comply with all the requirements of the Employment Standards Act and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order AM-PM Workforce Ltd to pay **$4,883.52.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22
12309 77A Ave
Surrey, BC
V3W 2W9

s22 s22 at thier home addresses.

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 25, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #: 165-859

AM-PM Work Force Ltd

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: April 16, 2012

I. INTRODUCTION & BACKGROUND

AM-PM Work Force Ltd. ("AM-PM") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). AM-PM was issued a license on July 14, 2010 for up to 25 employees. This license was amended on August 18, 2010 for up to 40 employees and expired on July 13, 2011. AM-PM renewed their license on July 14, 2011 for up to 53 employees and this license is set to expire on July 13, 2014.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), AM-PM's director s22 was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of s22 knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act and Section 40.2 of the Regulation are two of the requirements explained as a part of the checklist.

On October 6, 2011, AM-PM was served with a Demand to produce records pursuant to Section 85(1)(f) of the Act to ensure AM-PM was in compliance with the Act and Regulation. AM-PM was required to produce and deliver payroll records, all direct deposit information, cancelled cheques, bank statements and daily logs to the Employment Standards Branch ("the Branch") of the Ministry of Labour by October 20, 2011.

To protect the complainants' privacy, the body of the determination will only contain general information relevant to all of the complaints. Information and calculations specific to individual complaints will be set out on separate summary sheets. Each complainant will receive his or her own summary sheet. The employer will receive all of the summary sheets.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has AM-PM contravened Section 17 of the Act by failing to pay employees their full wages?

II. Has AM-PM contravened Section 40.2 of the Regulation by failing to pay employees by deposit to the credit of the farm worker's financial institution?

III. Evidence From the Investigation

On November 24, 2011, AM-PM delivered all payroll records, direct deposit information, bank statements and daily logs as required in its Demand for Payroll Records.

Section 17(1) of the Act– Payday semi-monthly

The records provided by AM-PM indicate that employees were not being paid in accordance with Section 17(1) of the Act for various pay periods. Several employees were paid for fewer hours than they were recorded as working on AM-PM's daily logs. Illustrated in the table below are the employees who appear to have wages outstanding. The table shows the hours worked and the total hours each employee was paid for the duration of their employment with AM-PM.

Employee		Hours worked (as per daily logs)	Hours Paid
s22		1080	900
		480	460
		1649.75	1624.50
		987	854.75
		1856.50	1826.50

Section 40.2 of the Regulation - Exclusion from payment options for farm labour contractors

The records provided by AM-PM also indicate that employees were paid by cheque for multiple pay periods rather than direct deposit to the employee's account in their financial institution. The table below illustrates which employees were paid wages by cheques rather than direct deposit.

Employee	Cheque (sequence numbers)
s22	s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

AM-PM was sent a letter on February 15, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. AM-PM was provided until February 27, 2012 to reply in writing and provide any supporting documents in response to the above. On February 27, 2012, director of AM-PM, s22 s22 faxed in a written response to the Branch to support her position. The response received for Section 17 of the Act stated the following: "we have paid the full amount to all of the following farm employees otherwise the people which did not receive their money would be complaining to you guys about us..." In regards to Section 40.2 of the Regulation, s22 agreed that employees were paid wages by cheques on numerous occasions.

As the response received in regards to Section 17 of the Act was not sufficient enough to make a decision, AM-PM was sent another letter on March 6, 2012 providing it with an opportunity to address and clarify the issue. AM-PM was provided until March 9, 2012 to reply in writing and provide any supporting documents in response to the above. On March 12, 2012, representative of AM-PM, s22 s22 came into the Branch to provide AM-PM's response to the observations that were made in reviewing the company's records. In regards to Section 17(1) of the Act, s22 stated that the daily logs are created and maintained by the drivers of AM-PM.

V. FINDINGS AND ANALYSIS

Section 17(1) of the Act states:

> At least semi-monthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

Section 6 of the Regulation requires farm labour contractors to maintain daily logs. Among other things, the daily logs must record the hours worked by each worker on each day. AM-PM maintained these logs as required and submitted them in response to the Demand for Payroll Records. An examination of these logs revealed that several workers were not paid for the hours they worked. This is detailed below.

Employee	Hours worked	Hours paid	Hours owed
s22	1080	900	180
	480	460	20
	1649.75	1624.5	25.25
	987	854.75	132.25
	1856.50	1826.5	30

The response provided by s22 explains the daily logs are created and maintained by the drivers. I can only infer that s22 is arguing that the daily logs are not accurate. It is irrelevant who creates the daily logs, they are a record that is

required to be maintained and AM-PM has done so. There is no evidence to support that these records are not accurate. In fact, they should be the most accurate reflection of hours worked as they are created on site at the time the work is done. I find that the daily logs are a credible record of the hours worked by AM-PM's employees. As some employees have not been paid for all hours worked as per the daily logs, I find AM-PM has contravened Section 17 of the Act.

I find AM-PM has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on September 29, 2011.

Furthermore, section 40.2 of the Regulation states a farm labour contractor must pay all wages to farm workers employed by the farm labour contractor in Canadian dollars and by direct deposit to the credit of the farm worker's account in a savings institution. The table below outlines which employees were paid by cheque multiple times.

Employee	1st Cheque (Sequence #)	2nd Cheque (Sequence #)	3rd Cheque (Sequence #)	4th Cheque (Sequence #)

s22

A farm labour contractor cannot pay the employee by cash, cheque or a similar financial instrument. AM-PM acknowledges and agrees payment to employees for wages earned was not made in accordance with Section 40.2 of the Regulation. I find AM-PM has contravened Section 40.2 of the Regulation. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 40.2 of the Regulation was contravened on September 27, 2012.

Gurbinder Gill
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 15, 2011
ER # 169-016

To:
Decent Labour Contracting Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Decent Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 – October 31, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 29, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Decent Labour Contracting Ltd

Address: s22

Phone/Fax: s22

Licence No.: 169-016112 Bonded For: 20 Audit #: 357747

Previous Determinations:

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: First pay period done by hand Cheques started after that

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ $8.75 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4) paid hourly
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☒

Comments: _____

_____

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****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28) – s22

****[✓] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Site Visit s22 not on payroll but interviewed

Completed by Gurpreet Sidhu Date February 24, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 6, 2011
ER #:119-202

To:
0742327 B.C. Ltd.
s22

Based on Section 85 of the *Employment Standards Act* (Act), 0742327 B.C. Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 20, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
101, 10475 138 Street
Surrey, B.C. V3T 4K4

Telephone: (604) 586-4251
Facsimile: (604) 586-4249

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 25, 2011
ER #:119-202

To:
0742327 B.C. Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), 0742327 B.C. Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2011 - September 30, 2011

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements.
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 8, 2011 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: 0742327 BC Ltd.

Address: 12065 101 avenue Surrey BC V3V2Z2

Phone/Fax: [redacted] s22

Licence No.: 119-202 Bonded For: $80,000 Audit #:

$80: Jan 29/Jan 24 - Aug 11 = 107/Aug 11 = 150

Previous Determinations: July 15, 2009 - Sec 6/Oct 13 2009 - Sec 46/Jan 7 2010 - Sec 13, 28, 6

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☐ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily on Daily Logs (Some missing) *
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: Daily logs + Payroll are on case Hdlg. Some Daily hours are not recorded.

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.~~00~~ 75 per hour or piece rate minimum (after May 1, 2011 ~~November 1, 2001~~ (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☑ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

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****☑ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28) Few missing

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

A lot of people that were on payroll for Aug 16/11 did not get paid by direct deposit or cheque. → people worked 1-2 days found on cash receipts journal

Completed by Gurbinder Gill Date March 1, 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #119-202

April 13, 2012

0742327 B.C. LTD.
12065 101 Ave
Surrey, BC
V3V 2Z2

Director of Employment Standards – and – 0742327 B.C. LTD.

I have determined that the Employment Standards Act and the Employment Standards Regulation has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 17 (the Act)	12065 – 101 Avenue Surrey, BC V3V 2Z2	May 24, 2011	First	$500.00
Section 40.2 (the Regulation)	12065 – 101 Avenue Surrey, BC V3V 2Z2	May 16, 2011	First	$500.00
Total Administrative Penalty				**$1,000.00**

I order 0742327 B.C. LTD. to cease contravening Section 17 of the Employment Standards Act and Section 40.2 of the Employment Standards Regulation and to comply with all the requirements of the Employment Standards Act and Employment Standards Regulation.

Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
A207 – 20159 88th Avenue
Langley, BC
V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

I order 0742327 B.C LTD. to pay **$1,000.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Gurbinder Gill
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 22, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #119-202

0742327 B.C. LTD.

- and -

Director
Employment Standards Branch

Delegate: Gurbinder Gill
Delegate of the Director of Employment Standards

Date of Decision: April 13, 2012

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

I. INTRODUCTION & BACKGROUND

0742327 B.C. LTD. ("0742327") is a licensed Farm Labour Contractor ("FLC") under the Employment Standards Act (the "Act"). 0742327 was issued a Farm Labour Contractor license on January 24, 2011 for up to 150 employees and this license is set to expire on January 23, 2014. On November 30, 2011 this license was amended from 150 employees to 100 employees.

As a part of the FLC licensing process and pursuant to Section 5(2) of the Employment Standards Regulation (the "Regulation"), 0742327's director s22 s22 was required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of his knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act and Section 40.2 of the Regulation are two of those requirements explained as a part of the checklist.

On October 25, 2011 a Demand for payroll records pursuant to section 85(1)(f) of the Act to ensure 0742327 was in compliance with the Act and Regulation. 0742327 was required to produce and deliver all payroll records and cancelled cheques to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before November 8, 2011 at 4:30PM.

Section 29(1) of the Regulation requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. ISSUES

I. Has 0742327 contravened Section 17 of the Act by failing to pay employees within 8 days after the end of a pay period?

II. Has 0742327 contravened Section 40.2 of the Regulation by failing to pay employees by direct deposit

III. EVIDENCE FROM THE INVESTIGATION

On November 21, 2011 0742327 delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 17 of the Act – Pay days

The records submitted by 0742327 indicate that s22 s22 may not have been paid semi monthly and within 8 days of the end of a pay period. This is outlined in the tables below.

Employee	Period ending	Date of payment
s22	2011-04-15	2011-05-16
	2011-04-30	2011-05-16
s22	2011-04-15	2011-05-01
	2011-04-30	2011-05-16
	2011-05-15	2011-06-02

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contraactors

Throughout the month of April and May 2011, 0742327 paid the following employees their wages in the form of cash: s22 s22 Please see the table below for details of these transactions.

Employee	Gross wages	Date of payment
s22	$700.00	2011-05-16
	$800.00	2011-05-16
	$700.00	2011-05-16
	$1,800.00	2011-05-01
	$1,500.00	2011-04-16
	$1,500.00	2011-05-01
	$1,500.00	2011-05-16

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

0742327 was sent a letter on March 2, 2012 providing it with an opportunity to respond to the observations that were made in reviewing the company's records. 0742327 was provided until March 16, 2012 to reply in writing and provide any supporting documents in response to the above. However, due to s22 and an unforeseen circumstance, an extension was granted to 0742327 to provide a response by March 26, 2012. On March 23, 2012 s22 came into the Branch to see the evidence but failed to provide a written response to the observations made.

However, on February 21, 2012 s22 came into the Branch to drop off a cash receipts journal which was missing from 0742327's payroll records. At this time, s22 s22 explained that the cash receipts journal was used to keep track of the cash advances paid to employees. s22 explained further that Ceridian (0742327's payroll services provider) required three weeks to setup 0742327's direct deposit services account. For this reason, employees were paid their wages in cash for the months April and May 2011 on a bi-weekly basis.

V. FINDINGS AND ANALYSIS

Section 17 of the Act – Paydays

(1) At least semimonthly and within 8 days after the end of the pay period, an employer must pay to an employee all wages earned by the employee in a pay period.

(2) Subsection (1) does not apply to

(a) overtime wages credited to an employee's time bank, or

(b) vacation pay.

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period. According to the records provided, 0742327 has failed to pay all wages to s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Date of payment	Late by (days)
s22	2011-04-15	2011-05-16	23
	2011-04-30	2011-05-16	8
	2011-04-15	2011-05-01	8
	2011-04-30	2011-05-16	8
	2011-05-15	2011-06-02	10

Employers must pay all wages earned each pay period based on the two following requirements:

(1) payment of wages must be made at least twice a month. A pay period can be no longer than 16 calendar days and;

(2) payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated. Both requirements must be met and an employer cannot use compliance with one requirement as a reason for not complying with the other.

As 0742327's payroll records clearly indicate that the aforementioned employees were paid late and the fact that s22 failed to provide a response to this issue, I find 0742327 has contravened Section 17 of the Act. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Act was contravened. In this case, Section 17 of the Act was contravened on May 24, 2011.

Employment Standards Regulation – Section 40.2: Exclusions from payment options for farm labour contractors

(1) In respect of the payment of wages to farm workers, farm labour contractors are excluded from section 20 of the Act.

(2) A farm labour contractor must pay all wages to farm workers employed by the farm labour contractor

(a) in Canadian dollars, and

(b) by deposit to the credit of the farm worker's account in a savings institution.

A review of 0742327's payroll records revealed that the following employees received their wages in the form of cash: s22 s22 According to s22 response, 0742327's payroll services provider (Ceridian) took three weeks to setup their direct deposit services account. As a result, 0742327 paid wages in the form of cash to the aforementioned employees in the meantime.

As 0742327 is a licensed FLC, Section 40.2 of the Regulation applies. The wording of Section 40.2 is unambiguous and states that it is the responsibility of the FLC to pay all wages in Canadian dollars by direct deposit to the farm worker's account in a savings institution. 0742327 has acknowledged that it paid some wages via cash and provided cash receipts that confirmed such. By doing so 0742337 has contravened Section 40.2.

I find 0742327 has contravened Section 40.2 of the Regulation by failing to pay all wages to farm workers employed by direct deposit to the credit of the employees' account in a savings institution. For the purpose of imposing a penalty pursuant to Section 29, I must determine the date the specified provision of the Regulation was contravened. In this case, Section 40.2 of the Regulation was contravened on May 16, 2011.

Yours truly,

Gurbinder Gill
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #090-915

February 28, 2011

K N N Blueberry Farms Inc.
210, 12860 Clarke Place
Richmond BC, V6V 2H1

Director of Employment Standards - and – K N N Blueberry Farms Inc.

I have determined that the **Employment Standards Regulation** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	210, 12860 Clarke Pl Richmond B.C, V6V 2H1	February 16, 2011	First	$500.00

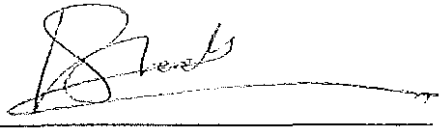
Total Administrative Penalty: **$500.00**

I order K N N Blueberry Farms Inc. to cease contravening Section 46 of the Employment Standards Regulation and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order K N N Blueberry Farms Inc. to pay **$500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22

c/o Registered and Records Office
6979 Victoria Drive
Vancouver B.C, V5P 3Y7

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 07, 2011

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #090-915

K N N Blueberry Farms Inc.

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: February 28, 2011

I. INTRODUCTION

On February 2, 2011, a Demand for Employer Records pursuant to Section 85(1)(f) of the Employment Standards Act (the "Act") was issued to K N N Blueberry Farms Inc. ("KNN"). The Demand for Employer Records was necessary to ensure KNN was in compliance with the Act and Employment Standards Regulation (the "Regulation"). KNN was required to produce payroll records, bank statements and cancelled cheques to the Employment Standards Branch Office of the Ministry of Labour by February 16, 2011.

II. ISSUES

Has KNN contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with payroll records as outlined in Section 85(1)(f) of the Act when required?

III. OPPORTUNITY TO RESPOND

On February 2, 2011 KNN was served with a Demand to Produce Records via Canada Post's registered mailing service. This Demand was sent to KNN's last known address of 210 12860 Clarke Place, Richmond B.C. On February 7, 2011 Canada Post attempted delivery of the Demand to the address noted above. A notice card was left at this address indicating where the Demand could be retrieved. To date KNN has not provided payroll records to the Branch as required in its Demand for Payroll Records.

To date the Branch has not received payroll records as required in KNN's Demand for Payroll Records. No explanation was provided by KNN as to why the firm has failed in delivering the required records.

IV. FINDINGS AND ANALYSIS

I sent a Demand for Employer Payroll Records to KNN on February 2, 2011 by registered mail giving KNN until February 16, 2011 to provide the Branch with the required payroll records.

The employer was informed that a penalty would be issued pursuant to Section 29(1) of the Employment Standards Regulation if the records specified on the demand were not produced.

Section 122 of the Act states:

Service of Determinations and Demands

122 (1) A Determination or Demand that is required to be served on a person under this Act is deemed to have been served if

(a) served on the person, or

(b) **sent by registered mail to the person's last known address.**

Section 46 of the Regulation states:

Production of Records

> 46 (1) a person who is required under section 85(1)(f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

As the Demand was sent by registered mail to KNN's last known business address it is deemed served as per Section 122 of the Act. To date the Branch has not received payroll records for KNN or any explanation as to why the required records were not produced. KNN has failed to provide payroll records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand for Payroll Records, KNN was aware that a monetary penalty would be applied pursuant to Section 29(1) of the Regulation if the records specified in the Demand were not delivered.

In addition, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand for Payroll Records is issued to ensure employers are providing their employees with minimum standards of employment. Failure to deliver these records on time results in investigative delays, and may deny an employee's right to minimum standards of employment.

In this case, KNN's failure to provide the records demanded has delayed the Director of Employment Standards investigation as the records are required to ensure the employer is in compliance with the Act and Regulation.

V. CONCLUSION

I find KNN has contravened Section 46 of the Regulation by failing to produce payroll records as required by February 16, 2011.

VI. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Regulation was contravened. In this

case Section 46 was contravened on February 16, 2011, the date on which the required records were to be delivered to the Branch.

As I have found that K N N Blueberry Farms Inc. has contravened Section 46 of the Employment Standards Regulation I have imposed an administrative penalty as follows:

Contravention	Work Location	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	210, 12860 Clarke Place Richmond BC, V6V 2H1	First	$500.00

Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #090-915

March 24, 2011

K N N Blueberry Farms Inc.
210, 12860 Clarke Place
Richmond BC, V6V 2H1

Director of Employment Standards - and – K N N Blueberry Farms Inc.

I have determined that the **Employment Standards Regulation** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	210, 12860 Clarke Pl Richmond B.C, V6V 2H1	March 15, 2011	Second	$2500.00

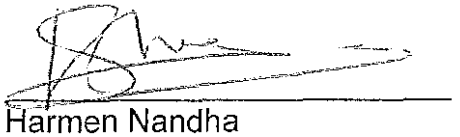
Total Administrative Penalty: **$2500.00**

I order K N N Blueberry Farms Inc. to cease contravening Section 46 of the Employment Standards Regulation and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order K N N Blueberry Farms Inc. to pay **$2500.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Harmen Nandha
Delegate of the Director of
Employment Standards

Written reasons attached

cc:

s22

c/o Registered and Records Office
6979 Victoria Drive
Vancouver B.C, V5P 3Y7

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 2, 2011

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #090-915

K N N Blueberry Farms Inc.

- and -

Director
Employment Standards Branch

Delegate: Harmen Nandha
Delegate of the Director of Employment Standards

Date of Decision: March 24, 2011

I. INTRODUCTION

On February 28, 2011, a Demand for Employer Records pursuant to Section 85(1)(f) of the Employment Standards Act (the "Act") was issued to K N N Blueberry Farms Inc. ("KNN") at 210, 12860 Clarke Place, Richmond B.C. V6V 2H1. A copy of the demand was also mailed to the director of KNN, s22 The Demand for Employer Records was necessary to ensure KNN was in compliance with the Act and Employment Standards Regulation (the "Regulation"). KNN was required to produce and deliver payroll records, bank statements and cancelled cheques to the Employment Standards Branch Office of the Ministry of Labour **on or before March 14, 2011.**

II. EVIDENCE FROM THE INVESTIGATION

On February 28, 2011 KNN was served with a Demand to Produce Records via Canada Post's registered mailing service. This Demand was sent to KNN's last known address of 210, 12860 Clarke Place, Richmond B.C as well s22 last known address of 9420 Alberta Road, Richmond B.C, V6Y 1T6. On March 2, 2011 Canada Post attempted delivery of the Demand to the addresses noted. A notice card was left at these addresses indicating where the Demand could be retrieved. To date, KNN has not provided payroll records to the Branch as required in its Demand for Payroll Records.

III. FINDINGS AND ANALYSIS

I could not review the records because the records were not produced.

I sent a Demand for Employer Records to KNN by registered mail giving the employer two weeks to produce the records. KNN was informed that a penalty would be issued pursuant to Section 29(1) of the Employment Standards Regulation if the records specified on the demand were not produced.

Section 122 of the Act states:

Service of Determinations and Demands

122 (1) A Determination or Demand that is required to be served on a person under this Act is deemed to have been served if
(a) served on the person, or
(b) **sent by registered mail to the person's last known address**.

Section 46 of the Regulation states:

Production of Records

46 (1) a person who is required under section 85(1)(f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

As the Demand was sent by registered mail to KNN's last known business address it is deemed served as per Section 122 of the Act. To date, the Branch has not received payroll records for KNN or any explanation as to why the required records were not produced. KNN has failed to provide payroll records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand for Payroll Records, KNN was aware that a monetary penalty would be applied pursuant to Section 29(1) of the Regulation if the records specified in the Demand were not delivered.

In addition, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand for Payroll Records is issued to ensure employers are providing their employees with minimum standards of employment. Failure to deliver these records on time results in investigative delays, and may deny an employee's right to minimum standards of employment.

In this case, KNN's failure to provide the records has impaired the ability of the Director of Employment Standards to investigate as the records are required to ensure the employer is in compliance with the Act and Regulation.

IV. CONCLUSION

I find KNN has contravened Section 46 of the Regulation by failing to produce proper payroll records by March 14, 2011.

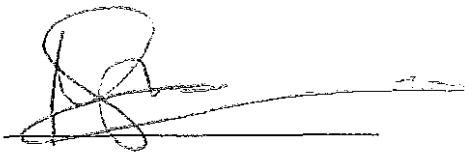
V. ADMINISTRATIVE PENALTY

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Regulation was contravened. In this case Section 46 was contravened on March 15, 2011, the day after the Demand for Records was due.

As I have found that K N N Blueberry Farms Inc. has contravened Section 46 of the Employment Standards Regulation for the **second** time within three years, previously on February 16, 2011, I have imposed an administrative penalty as follows:

Contravention	Work Location	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	210, 12860 Clarke Place Richmond BC, V6V 2H1	Second	$2500.00



Harmen Nandha
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER # 090-915

May 10, 2011

K N N Blueberry Farms Inc.
210, 12860 Clarke Place
Richmond, BC V6V 2H1

Director of Employment Standards - and – K N N Blueberry Farms Inc.

I have determined that the **Employment Standards Regulation** has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	210, 12860 Clarke Pl Richmond B.C, V6V 2H1	April 8, 2011	Third	$10,000.00

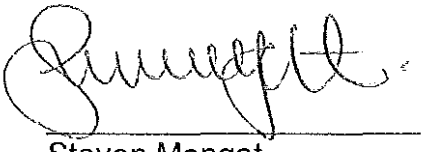
Total Administrative Penalty: **$10,000.00**

I order K N N Blueberry Farms Inc. to cease contravening Section 46 of the Employment Standards Regulation and to comply with all the requirements of the *Employment Standards Act* and Employment Standards Regulation.

I order K N N Blueberry Farms Inc. to pay **$10,000.00.** Please send a certified cheque or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Steven Mangat
Delegate of the Director of
Employment Standards

Written reasons attached

cc: s22

c/o: Registered and Records Office
6979 Victoria Drive
Vancouver B.C, V5P 3Y7

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on **June 17, 2011.**

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER # 090-915

K N N Blueberry Farms Inc.

- and -

Director
Employment Standards Branch

Delegate: Steven Mangat
Delegate of the Director of Employment Standards

Date of Decision: May 10, 2011

I. INTRODUCTION

On March 24, 2011 a Demand for Records pursuant to Section 85(1)(f) of the Employment Standards Act (the "Act") was issued to K N N Blueberry Farms Inc. ("KNN") at 210, 12860 Clarke Place, Richmond B.C, V6V 2H1. A copy of the Demand was also mailed to the director of KNN, s22 The Demand for Records was necessary to ensure KNN was in compliance with the Employment Standards Act (the "Act") and Employment Standards Regulation (the "Regulation"). KNN was required to produce and deliver payroll records, bank statements and cancelled cheques to the Employment Standards Branch (the "Branch") on or before April 7, 2011.

Section 29(1) of the Employment Standards Regulation (the "Regulation") requires that a mandatory administrative penalty be imposed for each contravention of a provision of the Act or the Regulation.

II. EVIDENCE FROM THE INVESTIGATION

On March 24, 2011 KNN was served with a Demand for Records via Canada Post's registered mailing service. The Demand was sent to KNN's last known address of 210, 12860 Clarke Place, Richmond B.C as well as s22 last known residential address of 9420 Alberta Road, Richmond B.C, V6Y 1T6. On March 29, 2011 Canada Post attempted delivery to KNN's last known business as well as to s22 residential address. The Demand for Records was refused at s22 residential address located on Alberta Road, and was delivered back to the Branch. A notice card was left at KNN's business address located on Clarke Place indicating where the Demand for Records could be retrieved.

KNN was also sent a letter on April 18, 2011 via registered mail and regular mail notifying it that a Demand for Records had been issued to the company and that the demanded records were required by the Branch immediately. The demand notification letter sent included a warning to KNN that a $10,000 monetary penalty would be issued to KNN for contravening Section 46 of the Regulation for a third time within 3 years. A delegate also attempted to contact KNN on three separate occasions to notify it that the deadline to produce the demanded records had passed. Each time a message was left with KNN indicating the Records were immediately due, and a number was provided for KNN to contact the Branch.

To date, KNN has not provided payroll records to the Branch as required in its Demand for Records.

III. FINDINGS AND ANALYSIS

I sent a Demand for Records to KNN by registered mail giving the employer two weeks to produce the records. KNN was informed that a penalty would be issued pursuant to Section 29(1) of the Employment Standards Regulation if the records specified on the Demand were not produced.

Section 122 of the Act states:

Service of Determinations and Demands

122 (1) A Determination or Demand that is required to be served on a person under this Act is deemed to have been served if

(a) served on the person, or

(b) **sent by registered mail to the person's last known address.**

(2) If service is by registered mail, the determination or demand or a notice under section 30.1 (2) is deemed to be served 8 days after the determination or demand or the notice under section 30.1 (2) is deposited in a Canada Post Office.

Section 46 of the Regulation states:

Production of Records

46 (1) a person who is required under section 85(1)(f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

As the Demand was sent by registered mail to KNN's last known business address it is deemed served 8 days after the Demand was deposited with Canada Post as per Section 122 of the Act. Therefore, the Demand is deemed served as of April 1, 2011. Furthermore, on March 29, 2011 Canada Post attempted delivery of the Demand to s22 s22 at which point the Demand was refused and delivered back to the Branch.

In addition, the Branch has made efforts to contact and inform KNN of the Demand by telephone as well as a letter mailed on April 18, 2011KNN has not responded to any of the Branch's efforts to contact KNN.

To date, the Branch has not received payroll records for KNN or any explanation as to why the required records were not produced. KNN has failed to provide records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand for Records, KNN was aware that a monetary penalty would be applied pursuant to Section 29(1) of the Regulation if the records specified in the Demand were not delivered.

In addition, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand for Records is issued to ensure employers are providing employees with minimum standards of employment. Failure to deliver these records on time results in investigation delays, and may deny an employee's right to minimum standards of employment.

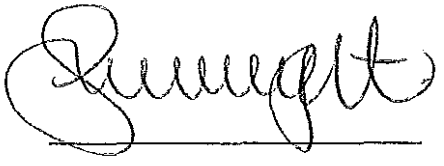
In this case, KNN's failure to provide the records has impaired the ability of the Director of Employment Standards to investigate as the records are required to ensure the employer is in compliance with the Act and Regulation.

IV. CONCLUSION

I find K N N Blueberry Farms Inc. has contravened Section 46 of the Employment Standards Regulation by failing to produce proper payroll records by April 7, 2011.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. In this case Section 46 was contravened on April 8, 2011, the day after the Demand for Records was due.

As I have found that K N N Blueberry Farms Inc. has contravened Section 46 of the Employment Standards Regulation for the **third** time within three years, previously on February 16, 2011 and March 15, 2011, I have imposed a **$10,000.00** administrative penalty.



Steven Mangat
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 155-054

January 18, 2013

0751592 BC Ltd.
13221 60B Avenue
Surrey, BC V3X 3K2

Director of Employment Standards - and - 0751592 B.C. Ltd.

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the Employment Standards Regulation (the "Regulation" has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the Act)	13221 60B Avenue Surrey, BC V3X 3K2	First	October 8, 2012	$500.00
Section 40.2 (the Regulation)	13221 60B Avenue Surrey, BC V3X 3K2	First	October 10, 2012	$500.00
				$1,000.00

Total Administrative Penalty Amount

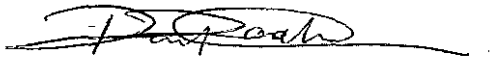
I order 0751592 B.C. Ltd. ("0751592") to cease contravening section 17 of the Act and section 40.2 of the Regulation to comply with all the requirements of the Act. I order 0751592 to pay $1,000.00.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize,

permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director

s22

Registered Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on February 25, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #155-054

0751592 B.C. Ltd.

- and -

Director of Employment Standards

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: January 18, 2013

I. INTRODUCTION AND BACKGROUND

0751592 B.C. Ltd. ("0751592") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on June 04, 2010 for up to 57 workers which is set to expire on June 03, 2013. 07519592 amended this licence on April 13, 2011 for a change in address. This licence was amended again on June 24, 2011 for up to 86 workers. This licence is set to expire on June 3, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act and sections 40.2 of the Regulation are three of the requirements explained as a part of the checklist. 0751592's director s22 s22 has successfully completed the examination and fulfilled the requirements.

On October 22, 2012 a Demand for Employer Records ("Demand") was sent to 0751592 pursuant to section 85(1)(f) of the Act to ensure 0751592 was in compliance with the Act and Regulation. 0751592 was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to September 30, 2012 to the Langley office of the Employment Standards Branch (the "Branch") on or before November 05, 2012 at 4:30PM.

II. ISSUES

I. Has 0751592 contravened section 17 of the Act by failing to pay employees within 8 days after the end of a pay period?

II. Has 0751592 contravened section 40.2 of the Regulation by failing to pay employees by direct deposit?

III. EVIDENCE FROM THE INVESTIGATION

0751592 delivered all payroll records and cancelled cheques as required in the Demand.

Section 17 of the Act – Paydays

The records submitted by 0751592 indicate that s22

s22

Sahota and Gurmeet Saini were not paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period Ending	Payment Date
	2012-05-12	2012-05-23
	2012-06-16	2012-07-04
	2012-08-04	2012-08-15
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10
	2012-03-24	2012-04-16
	2012-08-04	2012-08-15
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10
	2012-01-14	2012-01-26
	2012-07-21	2012-07-31
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
s22	2012-01-14	2012-01-26
	2012-03-24	2012-04-16
	2012-05-12	2012-05-23
	2012-06-16	2012-07-04
	2012-07-21	2012-07-31
	2012-08-04	2012-08-15
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10
	2012-05-12	2012-05-23
	2012-07-21	2012-07-31
	2012-08-04	2012-08-15
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10
	2012-06-16	2012-07-04
	2012-07-21	2012-07-31

	2012-08-04	2012-08-15
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10
s22	2012-06-16	2012-07-04
	2012-07-21	2012-07-31
	2012-08-04	2012-08-15
	2012-08-18	2012-08-29
	2012-09-01	2012-09-12
	2012-09-15	2012-09-26
	2012-09-29	2012-10-10

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contractors

Of the employees on 0751592's payroll, 4 employees were found to be paid via cheque for more than one pay period rather than the wages being deposited directly into the employees' accounts in a savings institution of their choice. The table below outlines the pay periods that 0751592's employees have been paid by cheque.

Employee	Period ending
	2012-02-11
	2012-03-10
	2012-05-12
	2012-03-24
	2012-08-04
	2012-09-01
	2012-09-15
	2012-09-29
	2012-01-14
s22	2012-02-11
	2012-03-10
	2012-07-07
	2012-07-21
	2012-08-18
	2012-09-01
	2012-05-26
	2012-06-16
	2012-07-21
	2012-08-04

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 15, 2012 I sent 0751592 a letter providing it an opportunity to respond to the observations made in reviewing the company's records. 0751592 was given until December 05, 2012 to submit its written response and any supporting documents to the Branch.

On December 5, 2012 s22 came into the branch to provide a written response for 0751592. With respect to section 17 of the Act, 0751592 states that the payment of wages was delayed for certain pay periods because s22 was out of town during those times. 0751592 writes that the payment of wages was also delayed because Ceridian, its payroll company, does not work on statutory holidays and that the wages were paid within 8 business days.

With respect to section 40.2 of the act, 0751592 states that certain employees, due to personal reasons, are not willing to provide their banking information to 0751592. As a result these employees are being paid by cheques through Ceridian.

V. FINDINGS AND ANALYSIS

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period.

The Act defines "day" as "a 24 hour period ending at midnight". It does not define "day" as a business day. Section 17 of the Act refers to "8 days", not "8 business days". The requirement in the Act to pay employees within eight days means eight calendar days, not eight business days.

According to the records provided, 0751592 has failed to pay all wages to s22 s22 s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period Ending	Payment Due Date	Payment Date	Late by (days)
s22	2012-05-12	2012-05-20	2012-05-23	3
	2012-06-16	2012-06-24	2012-07-04	10
	2012-08-04	2012-08-12	2012-08-15	3
	2012-08-18	2012-08-26	2012-08-29	3
	2012-09-01	2012-09-09	2012-09-12	3
	2012-09-15	2012-09-23	2012-09-26	3
	2012-09-29	2012-10-07	2012-10-10	3

2012-03-24	2012-04-01	2012-04-16	15
2012-08-04	2012-08-12	2012-08-15	3
2012-09-01	2012-09-09	2012-09-12	3
2012-09-15	2012-09-23	2012-09-26	3
2012-09-29	2012-10-07	2012-10-10	3
2012-01-14	2012-01-22	2012-01-26	4
2012-07-21	2012-07-29	2012-07-31	2
2012-08-18	2012-08-26	2012-08-29	3
2012-09-01	2012-09-09	2012-09-12	3
2012-01-14	2012-01-22	2012-01-26	4
2012-03-24	2012-04-01	2012-04-16	15
2012-05-12	2012-05-20	2012-05-23	3
2012-06-16	2012-06-24	2012-07-04	10
2012-07-21	2012-07-29	2012-07-31	2
2012-08-04	2012-08-12	2012-08-15	3
2012-08-18	2012-08-26	2012-08-29	3
2012-09-01	2012-09-09	2012-09-12	3
2012-09-15	2012-09-23	2012-09-26	3
2012-09-29	2012-10-07	2012-10-10	3
2012-05-12	2012-05-20	2012-05-23	3
2012-07-21	2012-07-29	2012-07-31	2
2012-08-04	2012-08-12	2012-08-15	3
2012-08-18	2012-08-26	2012-08-29	3
2012-09-01	2012-09-09	2012-09-12	3
2012-09-15	2012-09-23	2012-09-26	3
2012-09-29	2012-10-07	2012-10-10	3
2012-06-16	2012-06-24	2012-07-04	10
2012-07-21	2012-07-29	2012-07-31	2
2012-08-04	2012-08-12	2012-08-15	3
2012-08-18	2012-08-26	2012-08-29	3
2012-09-01	2012-09-09	2012-09-12	3
2012-09-15	2012-09-23	2012-09-26	3
2012-09-29	2012-10-07	2012-10-10	3
2012-06-16	2012-06-24	2012-07-04	10
2012-07-21	2012-07-29	2012-07-31	2
2012-08-04	2012-08-12	2012-08-15	3
2012-08-18	2012-08-26	2012-08-29	3
2012-09-01	2012-09-09	2012-09-12	3
2012-09-15	2012-09-23	2012-09-26	3
2012-09-29	2012-10-07	2012-10-10	3

s22

0751592 B.C. Ltd's payroll records clearly indicate that the aforementioned employees were paid late. As an FLC, it is 0751592's responsibility to ensure that all wages are paid to its employees within 8 calendar days, regardless of whether its payroll company works statutory holidays or not. I find 0751592 has contravened section 17 of the Act.

Section 40.2 of the Regulation - Exclusions from payment options for farm labour contractors

Section 40.2 of the Regulation requires FLC's to pay farm workers by direct deposit to the farm workers account in a savings institution of their choice.

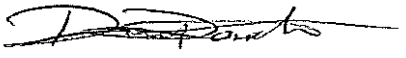
A review of 0751592's payroll records revealed that 4 employees were not paid via direct deposit but by cheque. The wording of section 40.2 of the Regulation clearly states that it is the responsibility of the FLC to pay all wages by direct deposit to the farm worker's account in a savings institution. The table below outlines the pay periods in which 0751592's 4 employees were paid by cheque.

Employee	Period ending	Cheque date	Cheque Number
s22	2012-02-11	2012-02-17	s22
	2012-03-10	2012-03-19	
	2012-05-12	2012-05-23	
	2012-03-24	2012-04-16	
	2012-08-04	2012-08-15	
	2012-09-01	2012-09-12	
	2012-09-15	2012-09-26	
	2012-09-29	2012-10-10	
	2012-01-14	2012-01-26	
	2012-02-11	2012-02-17	
	2012-03-10	2012-03-19	
	2012-07-07	2012-07-16	
	2012-07-21	2012-07-31	
	2012-08-18	2012-08-29	
	2012-09-01	2012-09-12	
	2012-05-26	2012-06-04	
	2012-06-16	2012-07-04	
	2012-07-21	2012-07-31	
	2012-08-04	2012-08-15	

0751592 B.C. Ltd's payroll records clearly indicate that the aforementioned employees were paid by cheque for more than one pay period. As an FLC, it is 0751592's responsibility to ensure that all wages are paid to its employees via direct deposit, regardless of what the employees' reasons may be. I find 0751592 has contravened section 40.2 of the Regulation by failing to pay its employees by direct deposit.

During 0751592's FLC licensing, the requirements were specifically explained and 0751592 was advised that compliance with the Act and Regulation is mandatory. It was communicated that contraventions of the Act or Regulation would result in monetary penalties and that warnings would not be issued before a monetary penalty was assessed. This was communicated verbally and was written in the FLC interview checklist which s22 signed, indicating that he agreed and understood 0751592's obligations as a FLC.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that 0751592 contravened section 17 of the Act on October 08, 2012, the day after the latest date wages should have been paid. I find that 0751592 contravened section 40.2 of the Regulation on October 10, 2012, the last date that wages were paid via cheque.



Ramneet Randhawa
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 22, 2012
ER #: 155-054

To:
0751592 BC Ltd.
13221 60B Avenue
Surrey, BC V3X 3K2

Based on Section 85 of the *Employment Standards Act* (Act), 0751592 BC Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012- September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 5, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

avi Sandhu
elegate of the Director of
nployment Standards

**nistry of Labour,
izens' Services
l Open
vernment**

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: 0751592 BC LTD.

Address: 13221 60B Avenue.

Phone/Fax: _____

Licence No.: 155-054 Bonded For: ____ Audit #: _____

Previous Determinations: 410.2 Feb. 2010 Sec. 28 May 2009.

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

Comments: EE's paid by CHQ more than once (Sec. 40.2)
$10.25
EE's not paid minimum wage (May '12): s22
s22 (Sec. 16)
Payperiods: late by 1-15 days (Sec 17)

****☑ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Rammell Date Nov. 7/12.

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 171-165

December 06, 2012

0920137 B.C. LTD.
23015 76A Avenue
Langley, BC V1M 2J5

Director of Employment Standards - and - 0920137 B.C. LTD.

I have determined that the following section of the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the Act)	23015 76A Avenue Langley, BC V1M 2J5	First	September 24, 2012	$500.00

Total Administrative Penalty Amount **$500.00**

I order 0920137 BC LTD. to cease contravening section 17 of the Act to comply with all the requirements of the Act. I order 0920137 B.C. LTD. to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc:

s22

c/o Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 14, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #171-165

0920137 B.C. LTD.

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: December 06, 2012

I. INTRODUCTION AND BACKGROUND

0920137 B.C. LTD. ("0920137") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on December 14, 2011 for up to 20 workers which is set to expire on December 13, 2012.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act is a requirement explained as a part of the checklist. 0920137's director s22 has successfully completed the examination and fulfilled the requirements.

On October 29, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure 0920137 was in compliance with the Act and Regulation. 0920137 was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to October 31, 2012 to the Langley office of the Branch of the Ministry of Labour on or before November 13, 2012 at 4:30PM.

II. ISSUES

1. Has 0920137 contravened section 17 of the Act by failing to pay its employees within 8 days after the end of the pay period?

III. EVIDENCE FROM THE INVESTIGATION

On November 13, 2012 0920137 delivered all payroll records and cancelled cheques as required in the Demand.

The records submitted by 0920137 indicate that s22 s22 may not have been paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period ending	Direct Deposit Date
s22	2012-08-04	2012-08-24
	2012-08-18	2012-10-05
	2012-09-01	
	2012-09-15	

s22	2012-07-21	2012-08-10
	2012-04-27	2012-05-18
	2012-03-17	2012-05-18
		2012-06-01

IV. Argument and Evidence of the Employer

On November 22, 2012 I sent 0920137 a letter providing it an opportunity to respond to the observations I made in reviewing the company's records. 0920137 was provided until December 04, 2012 to submit its written response and any supporting documents.

On November 30, 2012 s22 came into the Branch to provide a written response on behalf of 0920137. In the written response, s22 apologizes for paying its employees late and states that it will not happen again. s22 explains that this happened because the employees did not provide their direct deposit information on time. It is written that since 0920137 must pay its employees by direct deposit, s22 thought it was best to add the balance to the next pay period. s22 s22 states that in the future s22 will be more firm about making sure that employees bring their direct deposit information on time and if they do not provide it to her, then s22 will not allow them to provide labour until they do.

Lastly, s22 writes that 0920137 just recently became a FLC and that s22 wishes to keep a good standing with the Branch.

V. Findings and Analysis

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages earned in the month less the wages previously paid. However, 0920137 has not met this requirement and therefore section 17 applies in this case.

According to the records provided, 0920137 has failed to pay all wages to s22 s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Direct Deposit Due Date	Direct Deposit Date	Late by (days)
s22	2012-08-04	2012-08-12	2012-08-24	12
	2012-08-18	2012-08-26	2012-10-05	40
	2012-09-01	2012-09-09	2012-10-05	26
	2012-09-15	2012-09-23	2012-10-05	12
	2012-07-21	2012-07-29	2012-08-10	12
	2012-04-27	2012-05-05	2012-05-18	13
	2012-03-17	2012-03-25	2012-05-18	54
			2012-06-01	68

In 0920137's written response, it acknowledges that it paid its employees late and states that the reason for this was because its employees failed to provide their direct deposit information on time. As an employer, it is 0920137's responsibility to ensure that it pays its employees via direct deposit and within 8 days of the end of the pay period. During 0920137's FLC licensing, the requirements were specifically explained and that compliance with the Act and Regulation were mandatory. s22 was aware that 0920137 was required as an FLC to pay its employees within 8 days of the end of the pay period and its payroll records prove that 0920137 failed to comply with this requirement. The evidence supports that 0920137 employed workers while failing to set up payment via direct deposit for its employees who were evidently paid late.

Alternately, 0920137 payroll records prove that it did have direct deposit set up for some of its employees and still failed to pay wages within 8 days of the end of the pay period. Therefore the reasons for paying late some of its employees late cannot be fully attributed to missing direct deposit information, as the payroll records provided by 0920137 show that payment via direct deposit was in effect for some of its employees at the time wages were unpaid.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that 0920137 contravened section 17 of the Act on September 24, 2012 the day after the latest date wages should have been paid.

Kiran Hundal
Delegate of the Director
of Employment Standards

FILE COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 29, 2012
ER #: 171-165

To:
0920137 B.C. LTD.

s22

Based on Section 85 of the *Employment Standards Act* (Act), 0920137 B.C. LTD. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 13, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 21, 2012
ER #: 174-328

To:
B & P Farms Ltd

s22

Based on Section 85 of the *Employment Standards Act* (Act), B & P Farms Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 04, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: B & P Farms Ltd.

Address: s22

Phone/Fax: s22 s22 s22

Licence No.: Ø Bonded For: Ø Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R) 10.25

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Rammel Date

**Remember to fill out Demand Log* Dec. 4/12

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 17, 2012
ER #: 148-714

To:
B.R. Enterprises Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), B.R. Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012- September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 31, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: B.R. Enterprises s22 _____

Address: s22 _____

Phone/Fax: s22 _____

Licence No.: 148-714/14 Bonded For: 27 Audit #: _____

Previous Determinations: Sec 7

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 (10.25) per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4) N/A
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

Comments: _____

s22

52 hours x 9.50	513.
Paid 46 hr x 9.50	437
Difference	76
Vacation	3.04
Outstanding	$79.04

****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Ramneet Date Oct. 31

**Remember to fill out Demand Log*

FILE COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 29, 2012
ER #: 174-067

To:
Blueridge Blueberry Farm
4181 152 St
Surrey, BC V3S 0L2

Based on Section 85 of the *Employment Standards Act* (Act), Blueridge Blueberry Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012- October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 13, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 27, 2012
ER #: 174-067

To:
Malkit Dhaliwal, Rashpal Dhaliwal,
Jasvir Nagra, and Ranvir Nagra carrying
on business as Blueridge Blueberry Farm
4181 152 St
Surrey, BC V3S 0L2

Based on Section 85 of the *Employment Standards Act* (Act), Blueridge Berry Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – November 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 11, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 21, 2012
ER #: 108-772

To:
Dhillon Labour Contractors Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Dhillon Labour Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 04, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 174-067

November 22, 2012

Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm
4181 152 Street
Surrey, BC V3S 0L2

Director of Employment Standards - and – Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm.

I have determined that the Employment Standards Regulation has been contravened.

Contravention	Work Location	Date of Contravention	Occurrence (within 3 years)	Amount
Section 46 (the "Regulation")	4181 152 Street Surrey BC V3S 0L2	November 13, 2012	First	$500.00

I order Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm to cease contravening Section 46 of the Employment Standards Regulation and to comply with all the requirements of the *Employment Standards Act* and *Employment Standards Regulation*.

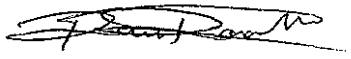
Section 98(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a requirement of the Act or the Regulation. Penalty amounts are set out in section 29(1) of the Regulation.

I order Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm to pay **$500.00.** Please send a certified cheque

or money order payable to the Director of Employment Standards, P.O. Box 9570, Stn Prov Govt, Victoria BC, V8W 9K1, within five working days.

Under the Act, a Determination may be filed in British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers of companies can also be required to pay administrative penalties owed. The amounts owing may be referred to a collection agency without further notice to you.

In accordance with Section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on December 31, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #174-067

Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm

- and -

Director
Employment Standards Branch

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: November 22, 2012

I. INTRODUCTION & BACKGROUND

On October 29, 2012, a Demand for Employer Records (Demand) pursuant to Section 85(1)(f) of the Employment Standards Act (the "Act") was issued to Malkit Dhaliwal, Rashpal Dhaliwal, Jasvir Nagra, and Ranvir Nagra carrying on business as Blueridge Blueberry Farm ("Blueridge"). The Demand was necessary to ensure Blueridge was in compliance with the Act and Employment Standards Regulation (the "Regulation"). Blueridge was required to produce payroll records, bank statements and cancelled cheques to the Employment Standards Branch (the "Branch") by November 13, 2012.

II. ISSUES

Has Blueridge contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with payroll records as outlined in Section 85(1)(f) of the Act when required?

III. EVIDENCE FROM THE INVESTIGATION

On October 29, 2012 Blueridge was served with a Demand via Canada Post's registered mailing service. The Demand was sent to Blueridge's last known address of "4181 152 Street Surrey, BC V3S 0L2". Canada Post's mail tracking system shows that on November 02, 2012 at 11:28 am the Demand was successfully delivered by Canada Post.

To date Blueridge has not provided payroll records to the Branch as required in its Demand. Blueridge has not contacted the Branch

V. FINDINGS AND ANALYSIS

A Demand was sent by registered mail to Blueridge on October 29, 2012. Blueridge was given until November 13, 2012 to provide the Branch with the required payroll records.

Section 122 of the Act provides that a Demand is deemed to have been served if it is sent by registered mail to a person's last known address.

As the Demand was sent by registered mail to Blueridge's last known business address it is deemed served as per Section 122 of the Act. To date the Branch has not received payroll records for Blueridge. Blueridge has failed to provide payroll records for all its employees as required by Section 46 of the Regulation.

As indicated in the Demand, Blueridge was aware that a monetary penalty would be applied pursuant to Section 29(1) of the Regulation if the records specified in the Demand were not delivered.

In addition, Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Pursuant to this requirement, a Demand may be issued to

ensure employers are providing their employees with minimum standards of employment. Failure to deliver these records on time results in investigative delays, and may deny an employee's right to minimum standards of employment.

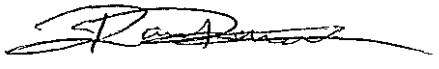
In this case, Blueridge's failure to provide the records demanded has delayed the Director of Employment Standards investigation as the records are required to ensure the employer is in compliance with the Act and Regulation.

Section 29(1) of the Employment Standards Regulation imposes an administrative penalty on a person who is found by the Director of Employment Standards to have contravened a provision of the Act or the Regulation.

For the purpose of imposing a penalty pursuant to Section 29 of the Regulation, I must determine the date the specified provision of the Regulation was contravened. In this case Section 46 was contravened on November 13, 2012, the date on which the required records were to be delivered to the Branch.

VI. CONCLUSION

I find Blueridge has contravened Section 46 of the Regulation by failing to provide the Director of Employment Standards with payroll records as outlined in Section 85(1)(f) of the Act when required.



Ramneet Randhawa
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Phillon LC Ltd.

Address: _____

Phone/Fax: _____

Licence No.: _____ Bonded For: 54 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☑ Occupation
- ☑ Telephone Number
- ☑ Address
- ☐ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☑ Gross and net earnings for each pay period
- ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

owes $14.06 vacation to s22

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [ ]

Comments: _____

_____

_____

_____

_____

_____

_____

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 17, 2012
ER #: 170-916

To:
Ekum Farm Labour Contracting
9113 – 147A Street
Surrey, BC V3R 3V9

Based on Section 85 of the *Employment Standards Act* (Act), Ekum Farm Labour Contracting is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 - September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 31, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Start date: Oct 29/12

Contractor Name: Ekum Farm Labour Contracting Ltd.

Address: 9113 147A Street; Surrey BC V3R 3V9

Phone/Fax: 604-961-4906

Licence No.: 170-916/13B Bonded For: 30 Audit #: 4

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☐ S.I.N.
   ☑ Occupation
   ☐ Telephone Number
   ☑ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ ~~Employer pays piece rate (4% vacation pay is included in minimum piece rates)~~

s22

4. ☒ ~~Employer~~ pays a minimum of ~~$8.00~~ per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ ~~Employer pays 80% of piece rate mid-month and balance at the end of the month~~

6. ☑ Bank Statements provided
☐ ~~Picking cards provided~~ s18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☒

Comments:

1) Paid s22 ~~(4 pay periods)~~, s22 ~~(2 pay periods)~~, s22 ~~(2 pay periods)~~. by cheques more than once (sec 40.2)

2) Pay period ending July 27/12, deposit date late by 9 (days) (Aug 13/12). for everyone but s22 (sec 17)

~~3). No cancelled cheque on bank records for~~ s22 ~~for 2012/05/18.~~

3) Paid s22 $10 for period ending May 18/12... below min. wage. (sec 15.)

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

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_____

_____

Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 170-916

November 23, 2012

Surjit Kaur Sanghera and Labh Singh Barhma carrying on business as Ekum Farm Labour Contracting
9113 147A Street
Surrey, BC V3R 3V9

Director of Employment Standards - and - Surjit Kaur Sanghera and Labh Singh Barhma carrying on business as Ekum Farm Labour Contracting

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the Employment Standards Regulation (the "Regulation") have been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the Act)	9113 147A Street Surrey, BC V3R 3V9	First	August 05, 2012	$500.00
Section 40.2 (the Regulation)	9113 147A Street Surrey, BC V3R 3V9	First	May 21, 2012	$500.00
Section 6(4)	9113 147A Street Surrey, BC V3R 3V9	First	October 31, 2012	$500.00

Total Administrative Penalty Amount **$ 1,500.00**

I order Surjit Kaur Sanghera and Labh Singh Barhma carrying on business as Ekum Farm Labour Contracting ("Ekum") to cease contravening section 17 of the Act and sections 40.2 and 6(4) of the Regulation to comply with all the requirements of the Act and Regulation. I order Ekum to pay **$1,500.00**.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on December 31, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #170-916

Surjit Kaur Sanghera and Labh Singh Barhma carrying on business as Ekum Farm Labour Contracting

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: November 23, 2012

I. INTRODUCTION AND BACKGROUND

Surjit Kaur Sanghera and Labh Singh Barhma carrying on business as Ekum Farm Labour Contracting ("Ekum") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on January 04, 2012 for up to 15 workers which was set to expire on January 03, 2013. This licence was first amended on March 15, 2012 for up to 20 workers and then amended a second time on May 22, 2012 for up to 30 workers. This licence is set to expire on January 03, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act and sections 40.2 and 6(4) of the Regulation are three of the requirements explained as a part of the checklist. Surjit Kaur Sanghera ("Ms. Sanghera") has successfully completed the examination and fulfilled the requirements on behalf of Ekum.

On October 17, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Ekum was in compliance with the Act and Regulation. Ekum was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to September 30, 2012 to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before October 31, 2012 at 4:30PM.

II. ISSUES

I. Has Ekum contravened section 17 of the Act by failing to pay employees within 8 days after the end of a pay period?

II. Has Ekum contravened section 40.2 of the Regulation by failing to pay employees by direct deposit?

III. Has Ekum contravened section 6(4) of the Regulation by failing to maintain an accurate daily log?

III. EVIDENCE FROM THE INVESTIGATION

On October 29, 2012 Ekum delivered all payroll records and cancelled cheques as required in the Demand.

Section 17 of the Act – Paydays

The records submitted by Ekum indicate that s22 s22 may not have been paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period ending	Direct Deposit Date
s22	2012-07-27	2012-08-13
	2012-07-27	2012-08-13
	2012-07-27	2012-08-13
	2012-07-27	2012-08-13
	2012-07-27	2012-08-13
	2012-07-27	2012-08-13

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contractors

Three employees on Ekum's payroll were found to have been paid via cheque rather than the wages being deposited directly into the employees' account in a savings institution of their choice. The table below outlines the pay periods that these employees appear to have been paid by cheque.

Employee	Period ending
s22	2012-03-17
	2012-03-31
	2012-05-18
	2012-02-04
	2012-02-18
	2012-03-17
	2012-03-31
	2012-02-18
	2012-03-17

Section 6(4) of the Regulation – Duties of Farm Labour Contractors

On May 29, 2012 the Employment Standards Branch Agriculture Compliance Team (the "Team) conducted a worksite visit at Singh Bros Farm located at 7700 Upper Prairie Road, Chilliwack, B.C. At this site Ekum had provided labour to hand harvest rhubarb. As part of the Team's site visit, Ekum was required to provide a daily log for inspection by the Team. The Team photographed the log for its records. The daily log provided by Ekum for inspection on the day of the site visit does not match the daily log submitted on October 29, 2012 as part of its payroll records. s22 appears on the daily log photographed by the Team at the worksite on May 29, 2012 but not on the re-written daily log submitted as a part of Ekum's payroll records.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 01, 2012 Ekum was sent a letter providing it an opportunity to respond to the observations made in reviewing the company's records. Ekum was provided until November 16, 2012 to submit its written response and any supporting documents to the Branch.

On November 13, 2012 a written response was submitted to the Branch by Ms. Sanghera for Ekum. With respect to section 17 of the Act, Ekum writes that the payment of wages was delayed for 9 days because its accountant was out of town for that period. In response to section 40.2 of the Regulation, Ekum writes that those employees were paid by cheque because of a delay by ADP, its payroll provider. Ekum states that it submitted its direct deposit documentation for its employees to ADP but ADP's system caused a delay of two months. After this delay, Ekum affirms that it pays all wages through ADP via direct deposit on a regular basis. Lastly, Ekum writes that s22 was written on the daily log photographed by the Team during the site visit but not on the daily log submitted in the payroll records because the wrong name was written on the log and was corrected to s22 in the payroll records.

In its response, Ekum states that these mistakes were not made intentionally, but are a result of ignorance. Ekum writes that it is presently enforcing all of these rules and assures the Branch that it will be more careful in the future.

V. FINDINGS AND ANALYSIS

Section 17 of the Act – Paydays

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period.

Section 40.1 of the Regulation excludes farm workers who hand harvest crops from section 17 on the condition that the employer pays the farm workers an advance of at least 80% of wages earned in the first pay period of the month, and monthly, all wages

earned in the month less the wages previously paid. However, Ekum has not met this requirement and therefore section 17 applies in this case.

According to the records provided, Ekum has failed to pay all wages to s22 s22 s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Payment Due Date	Direct Deposit Date	Late by (days)
s22	2012-07-27	2012-08-04	2012-08-13	9
	2012-07-27	2012-08-04	2012-08-13	9
	2012-07-27	2012-08-04	2012-08-13	9
	2012-07-27	2012-08-04	2012-08-13	9
	2012-07-27	2012-08-04	2012-08-13	9
	2012-07-27	2012-08-04	2012-08-13	9

Ekum's payroll records clearly indicate that the aforementioned employees were paid late by 9 days. Ekum's response states that its employees were paid late because its accountant was out of town during this period. It is the FLC's responsibility to ensure that wages are paid to its employees within the specified time period, regardless of whether its accountant was available or not. Section 17 of the Act clearly states that a pay period can be no longer than 16 calendar days and that payment of wages must be made at least twice a month. In addition, section 17 of the Act states that payment of wages must be made no later than eight calendar days after the last working day for which payment is being calculated.

<u>Section 40.2 of the Regulation - Exclusions from payment options for farm labour contractors</u>

Section 40.2 of the Regulation requires FLC's to pay farm workers by direct deposit to the farm workers account in a savings institution of their choice.

A review of Ekum's payroll records revealed that three employees were not paid via direct deposit but by cheque. The wording of section 40.2 of the Regulation is unambiguous and clearly states that it is the responsibility of the FLC to pay all wages by direct deposit to the farm worker's account in a savings institution. The table below outlines the pay periods in which Ekum's three employees were paid by cheque.

Employee	Period ending	Cheque date	Cheque Number
s22	2012-03-17	2012-03-17	s22
	2012-03-31	2012-03-31	
	2012-05-18	2012-05-21	
	2012-02-04	2012-02-06	
	2012-02-18	2012-02-18	

s22	2012-03-17	2012-03-17		s22	
	2012-03-31	2012-03-31			
	2012-02-18	2012-02-18			
	2012-03-17	2012-03-17			

Ekum's payroll records clearly indicate that it paid s22 s22 by cheque. Ekum states its reason for not paying the above mentioned employees via direct deposit was because of a delay caused by ADP. During the licensing process, Ekum was informed during its FLC licensing that its employees must be paid by direct deposit and that failure to comply with any section of the Act or Regulation would result in monetary penalties. I find that Ekum has contravened section 40.2 of the Regulation by failing to pay its employees via direct deposit.

Section 6(4) of the Regulation – Duties of Farm Labour Contractors

The wording of section 6(4) is unambiguous, and states that it is the contractor's responsibility to keep at the worksite and make available for inspection an accurate daily log. On May 29, 2012 Ekum made its daily log available for inspection to the Team during the site visit. However, it was not until the Branch received Ekum's payroll records that it discovered the daily log was inaccurate for May 29, 2012. The daily log photographed on May 29, 2012 by the Team was cross-referenced with the May 29, 2012 daily log provided with the payroll records. s22 appears on the daily log photographed by the Team at the worksite on May 29, 2012 but not on the re-written daily log submitted as a part of Ekum's records. Ekum states that the name was written incorrectly on the daily log produced to the Team on May 29, 2012 and that the name meant to be written was s22 Ekum confirms that the daily log it kept was inaccurate, because it made a mistake recording the name on May 29, 2012.

Producing accurate daily logs is important, as the Branch cross-references the site visit documents and inspection papers while reviewing payroll records. It is the FLC's responsibility to ensure that only its employees are working at the site and their correct names are included in the daily log provided for inspection during a site visit. Inaccuracies in the daily log can lead to other contraventions based on the false information provided to the Branch. As a result, Ekum has maintained inaccurate daily logs for May 29, 2012 and has contravened section 6(4) of the Regulation.

In Ekum's response, it recognizes that it made mistakes regarding its payroll practices and has corrected these mistakes so they will not be made again in the future. Ekum states that these mistakes were made unintentionally and resulted from a lack of knowledge. Ekum admits that it contravened section 17 of the Act and sections 40.2 and 6(4) of the Regulation. During Ekum's FLC licensing, the requirements were specifically explained and that compliance with the Act and Regulation were mandatory. It was communicated that violations of the Act or Regulation would result in monetary penalties and that warnings would not be issued before a monetary penalty was assessed. This was communicated verbally and was written in the FLC interview

checklist which Ms. Sanghera signed, indicating that she agreed and understood the requirements of Ekum as a FLC.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Ekum contravened section 17 of the Act on August 05, 2012 the day after the latest date wages should have been paid. I find that Ekum contravened section 40.2 of the Regulation on May 21, 2012 the last date that wages were paid via cheque. I find that Ekum contravened section 6(4) of the Regulation on October 31, 2012 the date payroll records were due pursuant to the Demand.

Kiran Hundal
Delegate of the Director
of Employment Standards

FILE COPY

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 165-833

December 20, 2012

Gill Labour Contracting Ltd.
14622 90 Ave
Surrey, BC V3R 1A4

Director of Employment Standards - and – Gill Labour Contracting Ltd.

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the Employment Standards Regulation (the "Regulation") have been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the Act)	14622 90 Ave Surrey, BC V3R 1A4	Second	November 09, 2012	$2,500.00

Total Administrative Penalty Amount **$ 2,500.00**

I order Gill Labour Contracting Ltd. ("Gill") to cease contravening section 17 of the Act to comply with all the requirements of the Act and Regulation. I order Gill to pay **$2,500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

cc

s22

Registered Office
14622 90 Ave
Surrey, BC V3R 1A4

Records Office
14622 90 Ave
Surrey, BC V3R 1A4

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 28, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #165-833

Gill Labour Contracting Ltd.

- and -

Director of Employment Standards

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: December 20, 2012

I. INTRODUCTION AND BACKGROUND

Gill Labour Contracting Ltd. ("Gill") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on July 12, 2011 for up to 46 workers which is set to expire on July 11, 2014.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 17 of the Act is one of the requirements explained as a part of the checklist. Gill's director s22 has successfully completed the examination and fulfilled the requirements.

On November 09, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Gill was in compliance with the Act and Regulation. Gill was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to October 31, 2012 to the Langley office of the Employment Standards Branch (the "Branch") on or before November 23, 2012 at 4:30PM.

II. ISSUES

1. Has Gill contravened section 17 of the Act by failing to pay employees within 8 days after the end of a pay period?

III. EVIDENCE FROM THE INVESTIGATION

On November 22, 2012 Gill delivered all payroll records and cancelled cheques as required in the Demand.

The records submitted by Gill indicate that s22 s22 s22 were not paid semi-monthly and within 8 days of the end of a pay period. This is outlined in the table below.

Employee	Period ending	Direct Deposit Date
s22	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-09-30	2012-10-11

	2012-10-15	2012-10-25
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-09-30	2012-10-11
	2012-10-15	2012-10-25
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-10-15	2012-10-25
	2012-10-31	2012-11-14
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-07-31	2012-08-13
	2012-09-30	2012-10-11
	2012-10-31	2012-11-14
	2012-07-31	2012-08-13
s22		
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-09-30	2012-10-11
	2012-10-15	2012-10-25
	2012-10-31	2012-11-14
	2012-08-31	2012-09-11
	2012-10-15	2012-10-25
	2012-10-31	2012-11-14
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-09-30	2012-10-11
	2012-10-15	2012-10-25
	2012-07-31	2012-08-13
	2012-08-31	2012-09-11
	2012-09-30	2012-10-11
	2012-10-15	2012-10-25
	2012-10-31	2012-11-14

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 30, 2012 I sent Gill a letter providing it an opportunity to respond to the observations made in reviewing the company's records. Gill was provided until December 14, 2012 to submit its written response and any supporting documents to the Branch.

On December 05, 2012, s22 came into the Branch to provide a written response to support Gill's position. With respect to section 17 of the Act, s22 writes that the payment of wages was delayed because Ceridian, its payroll company, does not work on weekends or statutory holidays. s22 further states that wages were paid within eight business days.

V. FINDINGS AND ANALYSIS

Section 17 of the Act requires an employer to pay its employees all wages within 8 days after the end of the pay period.

In s22 response, it states that Ceridian does not work on weekends or statutory holidays. s22 argues that the employees were paid within eight business days and therefore the payments are not late.

The Act defines "day" as "a 24 hour period ending at midnight". It does not define "day" as a business day. Section 17 of the Act refers to "8 days", not "8 business days". The requirement in the Act to pay employees within eight days means eight calendar days, not eight business days.

According to the records provided, Gill has failed to pay all wages to s22

s22

s22 within 8 days after the end of the pay period. This is outlined in the table below.

Employee	Period ending	Direct Deposit Date	Payment Due Date	Late by (Days)
s22	2012-07-31	2012-08-13	2012-08-08	5
	2012-08-31	2012-09-11	2012-09-08	3
	2012-09-30	2012-10-11	2012-10-08	3
	2012-10-15	2012-10-25	2012-10-23	2
	2012-07-31	2012-08-13	2012-08-08	5
	2012-08-31	2012-09-11	2012-09-08	3
	2012-09-30	2012-10-11	2012-10-08	3
	2012-10-15	2012-10-25	2012-10-23	2

s22

2012-07-31	2012-08-13	2012-08-08	5
2012-08-31	2012-09-11	2012-09-08	3
2012-10-15	2012-10-25	2012-10-23	2
2012-10-31	2012-11-14	2012-11-08	6
2012-07-31	2012-08-13	2012-08-08	5
2012-08-31	2012-09-11	2012-09-08	3
2012-07-31	2012-08-13	2012-08-08	5
2012-09-30	2012-10-11	2012-10-08	3
2012-10-31	2012-11-14	2012-11-08	6
2012-07-31	2012-08-13	2012-08-08	5
2012-07-31	2012-08-13	2012-08-08	5
2012-08-31	2012-09-11	2012-09-08	3
2012-09-30	2012-10-11	2012-10-08	3
2012-10-15	2012-10-25	2012-10-23	2
2012-10-31	2012-11-14	2012-11-08	6
2012-08-31	2012-09-11	2012-09-08	3
2012-10-15	2012-10-25	2012-10-23	2
2012-10-31	2012-11-14	2012-11-08	6
2012-07-31	2012-08-13	2012-08-08	5
2012-08-31	2012-09-11	2012-09-08	3
2012-09-30	2012-10-11	2012-10-08	3
2012-10-15	2012-10-25	2012-10-23	2
2012-07-31	2012-08-13	2012-08-08	5
2012-08-31	2012-09-11	2012-09-08	3
2012-09-30	2012-10-11	2012-10-08	3
2012-10-15	2012-10-25	2012-10-23	2
2012-10-31	2012-11-14	2012-11-08	6

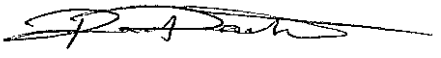
Gill's payroll records clearly indicate that the aforementioned employees were paid late. As an FLC, it is Gill's responsibility to ensure that wages are paid to its employees within eight calendar days, regardless of whether its payroll company works weekends or not. I find Gill has contravened section 17 of the Act.

During Gill's FLC licensing, the requirements were specifically explained and Gill was advised that compliance with the Act and Regulation is mandatory. It was communicated that violations of the Act or Regulation would result in monetary penalties and that warnings would not be issued before a monetary penalty was assessed. This was communicated verbally and was written in the FLC interview

checklist which s22 signed, indicating that he agreed and understood Gill's obligations as a FLC.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Gill contravened section 17 of the Act on November 09, 2012 the day after the latest date wages should have been paid.

Gill previously contravened section 17 of the Act on January 25, 2011. Since this is Gill's second contravention of section 17 of the Act within the last three years, the penalty is escalated to $2,500.00.



Ramneet Randhawa
Delegate of the Director
of Employment Standards

COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 09, 2012
ER #: 165-833

To:
Gill Labour Contracting Ltd.
14622 90 Ave
Surrey, BC V3R 1A4

Based on Section 85 of the *Employment Standards Act* (Act), Gill Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 23, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Gill Labour Contracting Ltd.

Address: 14622 90 Avenue Surrey

Phone/Fax: 778-245-3356

Licence No.: 165-833/14 Bonded For: 46 Audit #: _____

Previous Determinations: May/13 Sec. 17

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [x]

Comments: Sec. 17 - Semi-monthly paydays.

2012-06-30 → 07-09 1 day. 2012-09-01 → 2012-09-12 3 days

2012-07-31 → 08-13 5 days. 2012-10-15 → 2012-10-25 2 days

2012-08-15 → 08-24 1 day 2012-10-31 → 2012-11-14 6 days.

2012-08-31 → 09-11 3 days

2012-09-15 → 09-24 1 day

2012-09-30 → 10-11 3 days

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Kammy Date Nov. 28/12.

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

To:
Greenway Farms Ltd.
5040 160 Street
Surrey BC V3S 0L2
Canada

October 17, 2012
ER #:122-405

Based on Section 85 of the *Employment Standards Act* (Act), Greenway Farms Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012-September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.

2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 31, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207, 20159 – 88 Avenue, Langley, BC V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Greenway Farms Ltd.

Address: 5040 160 St.

Phone/Fax: & (604) - 574 - 1564

Licence No.: _____ Bonded For: ____ Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ N/A
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☐ Daily logs provided
☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records N/A

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records. N/A

General Comments:

Completed by Ramneek Date 12 Nov. 1/17.

**Remember to fill out Demand Log*

Aug. 9 - Sept. 12 - (1)

Aug. 9 Sept. 14 - (2)
Aug. 9 Sept. 15
Aug. 9 - Sept. Aug. 2 - (3)

Aug. 9 - Sept. 14
Aug. 9 - Sept. 15
Aug 9 - Sept. 15

Employment Standards Branch
Province of British Columbia

s22

s22

BRITISH COLUMBIA

COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 11, 2012
ER #: 108-801

To:
JKJ Contracting Ltd.
2166 Topaz Street
Abbotsford, BC V2T 3W6

Based on Section 85 of the *Employment Standards Act* (Act), JKJ Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – November 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 24, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: JKS

Address: _____

Phone/Fax: _____

Licence No.: _____ Bonded For: ____ Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☐ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of ~~$8.00~~ per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Ramneet Date _____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 22, 2012
ER #: 171-872

To:
JHL Contractors Ltd.
14153 – 62A Avenue
Surrey, BC V3X 0B2

Based on Section 85 of the *Employment Standards Act* (Act), JHL Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 - September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 5, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 171-872

November 30, 2012

JHL Contractors Ltd.
14153 62A Avenue
Surrey, BC V3X 0B2

Director of Employment Standards – and – JHL Contractors Ltd.

I have determined that the following section of the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 6(4) (the Regulation)	14153 62A Avenue Surrey, BC V3X 0B2	First	August 13, 2012	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order JHL Contractors Ltd. to cease contravening section 6(4) of the Regulation and to comply with all the requirements of the Regulation. I order JHL Contractors Ltd. to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director, s22
14153 – 62A Avenue
Surrey, BC V3X 0B2

c/o Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 07, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #171-872

JHL Contractors Ltd.

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: November 30, 2012

I. INTRODUCTION AND BACKGROUND

JHL Contractors Ltd. ("JHL") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on April 11, 2012 for up to 15 workers which was set to expire on April 10, 2013. This licence was first amended on May 30, 2012 for up to 15 workers and then amended a second time on July 23, 2012 for up to 22 workers. This licence is set to expire on April 10, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 6(4) of the Regulation is one of the requirements explained as a part of the checklist. JHL's director, s22 has successfully completed the examination and fulfilled the requirements.

On October 22, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure JHL was in compliance with the Act and Regulation. JHL was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to September 30, 2012 to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before November 05, 2012 at 4:30PM.

II. ISSUES

1. Has JHL contravened section 6(4) of the Act by failing to maintain an accurate daily log?

III. EVIDENCE FROM THE INVESTIGATION

On November 05, 2012 JHL delivered all payroll records and cancelled cheques as required in the Demand.

It appears that a daily log submitted by JHL was inaccurately maintained for the period ending 2012-08-25. After a review of the dailv logs, it appeared that 14 hours were owed to JHL's employee, s22 The daily logs submitted for the period ending 2012-08-25 show 182 hours worked whereas the payroll records show 168 hours worked; therefore, 14 hours appear to be outstanding. The daily log for the date in question, August 13, 2012, showed that 14 hours were worked on this day by s22

s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 16, 2012 I sent JHL a letter providing it an opportunity to respond to the observations I made in reviewing the company's records. JHL was provided until November 28, 2012 to submit its written response and any supporting documents to the Branch.

On November 26, 2012 a written response was submitted to the Branch by s22 on behalf of JHL. s22 came to the Branch to submit JHL's response and explained that a mistake had been made on the daily log for August 13, 2012. While at the Branch, s22 stated that s22 was recorded on the daily log for August 13, 2012 by mistake and did not provide any labour on behalf of JHL on this day. JHL's response stated that it corrected this mistake on the records for the period ending 2012-08-25 that it submitted to its payroll service provider, ADP, which showed the actual number of hours worked.

Attached to JHL's response, was the document it provided to ADP for the pay period ending 2012-08-25. This document listed JHL's employees that had worked during this period, the number of hours worked by each employee, vacation pay, and the wage rate paid to its employees. At the Branch, s22 explained that the maximum number of hours worked by any employee was 168 hours during this pay period, which s22 showed was reflected on the document provided to ADP and the daily hours in its daily logs for JHL's other employees during this period. JHL stated that it would not make this mistake again.

V. FINDINGS AND ANALYSIS

The Branch has found that the documentation provided by JHL on November 26, 2012 supports its claim that a mistake was made on the daily log by JHL for August 13, 2012 and this evidence shows that 14 hours is not outstanding for s22 However, this mistake was only corrected by JHL on the documentation provided to ADP for payroll, not on the daily log for August 13, 2012 that was provided to the Branch when its Demand was due. JHL did not indicate to the Branch at the time the Demand was due that there was an outstanding mistake in its daily logs that had yet to be corrected. In JHL's written response, it admits it made a mistake in maintaining its daily log on August 13, 2012.

Producing accurate daily logs is important, as the Branch cross-references the daily logs and corresponding payroll while reviewing payroll records. It is the FLC's responsibility to ensure that only its employees working at the site are included in the daily log. Inaccuracies in the daily log can lead to other contraventions based on the false information provided to the Branch. As a result, JHL maintained an inaccurate daily log for August 13, 2012 and has contravened section 6(4) of the Regulation.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that JHL contravened section 6(4) of the Regulation on August 13, 2012 the date that it failed to maintain an accurate daily log.



Kiran Hundal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

RECEIVED
OCT 31 2012
EMPLOYMENT STANDARDS BRANCH
FRASER VALLEY

DEMAND FOR EMPLOYER RECORDS

October 22, 2012
ER #: 101-381

To:
KG Sandhu Enterprises Ltd.
12415 – 68 Avenue
Surrey, BC V3T 1C6

Based on Section 85 of the *Employment Standards Act* (Act), KG Sandhu Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 - September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 5, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 101-381

December 13, 2012

KG Sandhu Enterprises Ltd.
12415 68 Avenue
Surrey, BC V3W 2C9

Director of Employment Standards - and - KG Sandhu Enterprises Ltd.

I have determined that the following section of the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the Act)	12415 68 Avenue Surrey, BC V3W 2C9	First	November 05, 2012	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order KG Sandhu Enterprises Ltd. to cease contravening section 28 of the Act to comply with all the requirements of the Act. I order KG Sandhu Enterprises Ltd. to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director, s22
12415 68th Avenue
Surrey, BC V3W 2C9

c/o Registered and Records Office

s22

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 21, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca **or** by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #101-381

KG Sandhu Enterprises Ltd.

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: December 13, 2012

I. INTRODUCTION AND BACKGROUND

KG Sandhu Enterprises Ltd. ("KG Sandhu") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on November 27, 2009 for up to 45 workers which expired on November 27, 2012.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28 of the Act is a requirement explained as a part of the checklist. KG Sandhu's director s22 has successfully completed the examination and fulfilled the requirements.

On October 22, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure KG Sandhu was in compliance with the Act and Regulation. KG Sandhu was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to September 30, 2012 to the Langley office of the Branch of the Ministry of Labour on or before November 05, 2012 at 4:30PM.

II. ISSUES

1. Has KG Sandhu contravened section 28 of the Act by failing to maintain payroll records for its employee?

III. EVIDENCE FROM THE INVESTIGATION

On November 02, 2012 KG Sandhu delivered its payroll records and cancelled cheques as required.

When KG Sandhu's payroll records were reviewed, it was discovered that there were no payroll records for C. Bassi. KG Sandhu's daily log for September 12, 2012 shows that s22 worked 8 hours on this day. However, on a record called "Employee Master" there was no record for s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On November 29, 2012 I sent KG Sandhu a letter providing it an opportunity to respond to the observations I made in reviewing the company's records. KG Sandhu was

provided until December 12, 2012 to submit its written response and any supporting documents.

On December 06, 2012 KG Sandhu submitted its written response. KG Sandhu states that s22 only worked for that one day and that it issued a cheque as a result. KG Sandhu writes that s22

s22

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

KG Sandhu's statement that s22 only worked one day and was paid via cheque does not waive its requirement to comply with section 28 of the Act. As an employer, it is KG Sandhu's responsibility to ensure that it keeps a record of employee information for each one of its employees. KG Sandhu has failed to maintain payroll records for this employee. Issuing a cheque without maintaining payroll records does not fulfil the requirement for complying with section 28 of the Act. KG Sandhu has been through the FLC licensing process numerous times in prior years and is aware that it must maintain payroll records for each employee, regardless of the number of hours worked. It is specifically explained to FLCs, verbally during the licensing process and in writing in the FLC interview checklist, that payroll records be maintained for all employees, whether they work two hours or 6 months. I find that KG Sandhu has contravened section 28 of the Act by failing to maintain payroll records for s22

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that KG Sandhu contravened section 28 of the Act on November 05, 2012 the date the records were due pursuant to the Demand.

Kiran Hundal
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Major Labour Contractor Ltd.

Address: 6619 124 A Street Surrey

Phone/Fax: s22

Licence No.: 127-578 Bonded For: 72 Audit #: _____

Previous Determinations: Sec. 28 Feb/11

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

✓ - call s22 to get payroll summaries sent via email.

_____

_____

_____

_____

_____

Employment Standards Branch
Province of British Columbia

s22

Information Line: 1-800-663-3316

www.labour.gov.bc.ca/esb

****[☑] Site visit sheets cross-checked with Payroll Records

****[☑] All employees on payroll records (Sec 28)

****[☐] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Rammel Date Nov. 26/12

**Remember to fill out Demand Log*

FILE COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 29, 2012
ER #: 127-578

To:
Major Labour Contractor Ltd.
6619 124A Street
Surrey, BC V3W 3Y6

Based on Section 85 of the *Employment Standards Act* (Act), Major Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012- October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 13, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail ER #: 173-204

May 1, 2013

Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm
16551 40 Avenue
Surrey, BC V3S 0L2

Director of Employment Standards - and - Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm

I have determined that the following section of the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the Act)	16551 40 Avenue Surrey, BC V3S 0L2	First	December 03, 2012	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm to cease contravening section 28 of the Act to comply with all the requirements of the Act. I order Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on June 10, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #173-204

Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm

- and -

Director of Employment Standards

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: May 1, 2013

I. INTRODUCTION AND BACKGROUND

On July 19, 2012 the Agriculture Compliance Team (the "Team") conducted a worksite visit at Grewal Farm located at 16551 40th Avenue, in Surrey, B.C. The purpose of the site visit was to ensure compliance with the *Employment Standards Act* (the "Act") and *Regulation* (the "Regulation") with respect to farm labour contractors, producers, and farm workers. During this site visit, employees of Grewal Farm were interviewed by the team.

On December 03, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaur, Ekbal Johal and Manjit Johal carrying on business as Grewal Farm ("Grewal Farm") was in compliance with the Act and Regulation. Grewal Farm was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to September 30, 2012.

II. ISSUES

1. Has Grewal Farm contravened section 28 of the Act by failing to maintain payroll records for its employees?

III. EVIDENCE FROM THE INVESTIGATION

On December 14, 2012 Grewal Farm delivered its payroll records and cancelled cheques as required.

The interviews from the site visit were cross referenced with the payroll records provided by Grewal Farm. The following 14 individuals were interviewed by the Team and stated they were working for Grewal Farm; however they could not be found on the company's payroll:

Employees missing from payroll:
s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On March 11, 2013 I sent Grewal Farm a letter providing it an opportunity to respond to the observations I made in reviewing the company's records. Grewal Farm was provided until March 25, 2013 to submit its written response and any supporting documents.

On March 22, 2013 s22 submitted a written response on behalf of Grewal Farm. In the response, s22 states that five out of the 14 individuals are contractors and the remaining individuals are not employed by Grewal Farm. The five individuals that s22 has identified as contractors are: s22

s22

writes that "these 5 individuals are contracted out and we have documentation which supports this," however s22 has not provided this documentation. With regard to the remaining nine individuals, s22 writes that since these individuals are not his employees, "there is no reason for us to keep records, as we are not their employer." In addition, s22 states that due to the vast size of the farm s22 cannot control who enters the farm area. s22

s22

V. FINDINGS AND ANALYSIS

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

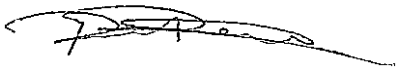
In s22 response, s22 indicates that five of the 14 individuals are "contracted out" and he is not aware of how the other nine arrived on the farm and that they are not employed by Grewal Farm. s22 does not deny that these individuals were on the farm harvesting blueberries during the site visit.

The Act defines an employee as any person an employer allows, directly or indirectly, to perform work normally done by an employee. The individuals in question were performing the exact same work as people who are recorded as employees in Grewal Farm's records. When the 14 individuals were interviewed by the Team, each and every one of them stated they worked directly for Grewal Farm.

Regardless of how the 14 individuals arrived at the worksite, the fact remains that during the interview, they all stated that they were working for Grewal Farm. Furthermore, at the time of the site visit every person interviewed was hand harvesting blueberries in exactly the same manner. Grewal Farm has recorded some of these people as employees in its payroll records and left others out claiming they are not employees. This is not consistent with the definition of employee in the Act; if a person is performing work normally performed by an employee, they are an employee and need to be recorded in the payroll records as per Section 28 of the Act. I find that the 14 individuals were employees of Grewal Farm.

The employee information gathered by the Team from the site visit and the subsequent review of the payroll records supports the finding that Grewal Farm failed to keep accurate payroll records for the 14 individuals. It is Grewal Farm's responsibility to ensure that it is aware of the people that are on the farm and that payroll records are kept for all employees. I find Grewal Farm has contravened section 28 of the Act by failing to keep payroll records for its employees.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Grewal Farm contravened section 28 of the Act on December 03, 2012, the date the records were due pursuant to the Demand.



Ramneet Randhawa
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 05, 2012
ER #: 173-066

To:
Friendly Labour Contractor Ltd.
30620 Curlew Drive
Abbotsford, BC V2T 5K7

Based on Section 85 of the *Employment Standards Act* (Act), Friendly Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 16, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Friendly Labour Contractor Ltd.

Address: s22

Phone/Fax: 778-246-0093 s22

Licence No.: 173-066113 Bonded For: ___ Audit #: 365117

Previous Determinations: 0

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****[X] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[X] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

1) need proof of personal cheque for s22 - period ending 2017-07-31.

✓ ~~2) need T8A for all ee's.~~

Completed by _____ Date _____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 09, 2012
ER #: 113-524

To:
Green Gold Labour Contractor Ltd.
3430 Bluejay Street
Abbotsford, BC V2T 6P9

Based on Section 85 of the *Employment Standards Act* (Act), Green Gold Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 23, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Dhillon Labour Contractors Ltd.

Address: 3548 Promontory Court Abbotsford BC V2T 5G2

Phone/Fax: 604 - 614 - 1473

Licence No.: 108-772 Bonded For: 57 Audit #: 356961

Previous Determinations: 08-Jun-04 - 6(4), 21-Sept-05 - 6, 15-May-06, 17
15-May-06 - 28, 27-Sept-7-6(1)(f), 26-Sept-04 - 6.1

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- [✓] Employee's Name
- [✓] D.O.B.
- [✓] S.I.N.
- [✓] Occupation
- [✓] Telephone Number
- [✓] Address
- [✓] Date employment commenced
- [✓] Wage or piece rate provided
- [✓] Record of hours kept daily
- [✓] Gross and net earnings for each pay period
- [ ] Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: No details about deductions
No pay stubs

3. [✓] Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   [✓] Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. [✓] Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. [✓] Employer pays at least semi-monthly (Sec. 17). (made notes) every Pay Period late
   [✓] Employer pays 80% of piece rate mid-month and balance at the end of the month

DIA what deductions are being made are not given

6. ☐ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided - not provided but told ER to have separate daily logs
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: s22 $1,187.19 - No payment from ER shown

s22 - Direct Deposit doesnot match payroll

$1,146.49 Direct Deposited - $1401,40 Payroll ±

- Bank Statement & Deductions provided by Chilliwack Labour Contractors Ltd

****☑ Site visit sheets cross-checked with Payroll Records / all names on there, & all paid properly

****☑ All employees on payroll records (Sec 28)

****☒ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Gurpreet Sidhu, Parm Sandhu Date 2011-10-24

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 09, 2012
ER #: 172-111

To:
Valley Labour Contracting Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Valley Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 23, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 172-111

January 30, 2013

Valley Labour Contracting Ltd.

s22

Director of Employment Standards - and - Valley Labour Contracting Ltd.

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the Employment Standards Regulation (the "Regulation" has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 40.2 (the Reg)	Unit 200 - 2451 Clearbrook Road Abbotsford, BC V2T 2Y1	First	June 02, 2012	$500.00

Total Administrative Penalty Amount **$500.00**

I order Valley Labour Contracting Ltd. ("Valley Labour") to cease contravening section 40.2 of the Regulation to comply with all the requirements of the Act. I order Valley Labour to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total

administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director(s)

s22

Registered and Records Office

s22

Unit 200- 2451 Clearbrook Road
Abbotsford, BC V2T 2Y1

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on March 11, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #172-111

Valley Labour Contracting Ltd.

- and -

Director of Employment Standards

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: January 30, 2013

I. INTRODUCTION AND BACKGROUND

Valley Labour Contracting Ltd. ("Valley Labour") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on March 20, 2012 for up to 19 workers which is set to expire on March 19, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 40.2 of the Regulation is one of the requirements explained as a part of the checklist. Valley Labour's director s22 s22 has successfully completed the examination and fulfilled the requirements.

On November 09, 2012 a Demand for Employer Records was sent to Valley Labour pursuant to section 85(1)(f) of the Act to ensure Valley Labour was in compliance with the Act and Regulation. Valley Labour was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to October 31, 2012 to the Langley office of the Employment Standards Branch (the "Branch") on or before November 23, 2012 at 4:30PM.

II. ISSUE

Has Valley Labour contravened section 40.2 of the Regulation by failing to pay employees by direct deposit?

III. EVIDENCE FROM THE INVESTIGATION

Valley Labour delivered all payroll records and cancelled cheques as required in its Demand for payroll records.

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contractors

Of the employees on Valley Labour's payroll, eight employees were found to be paid via cheque rather than by direct deposit. The table below outlines the pay periods that Valley Labour's employees have been paid by cheque.

Employee	Period ending	Cheque date	Cheque Number
	2012-02-25	2012-02-25	
	2012-03-10	2012-03-10	
	2012-03-24	2012-03-24	
	2012-04-07	2012-04-07	
	2012-04-21	2012-04-25	
	2012-04-07	2012-04-07	
	2012-04-21	2012-04-25	
	2012-05-05	2012-05-05	
	2012-04-07	2012-04-07	
	2012-04-21	2012-04-25	
	2012-05-05	2012-05-05	
	2012-06-02	2012-06-02	
	2012-03-24	2012-03-24	
s22	2012-04-07	2012-04-07	s22
	2012-04-21	2012-04-25	
	2012-05-05	2012-05-05	
	2012-04-21	2012-04-25	
	2012-05-05	2012-05-05	
	2012-02-25	2012-02-25	
	2012-03-10	2012-03-10	
	2012-02-11	2012-02-11	
	2012-02-25	2012-02-25	
	2012-03-10	2012-03-10	
	2012-03-24	2012-03-24	
	2012-04-07	2012-04-07	
	2012-04-21	2012-04-25	
	2012-05-05	2012-05-05	
	2012-05-19	2012-05-19	

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On December 12, 2012 I sent Valley Labour a letter providing it an opportunity to respond to the observations made in reviewing the company's records.

On January 18, 2013 a response for Valley Labour was faxed to the Branch. With respect to section 40.2 of the Act, Valley Labour states that it was unable to pay its employees via direct deposit because the "direct deposit was not up and running during those time frames" due to "issues with Prospera Credit Unions CAFT system." As a result these employees were being paid by cheque.

V. FINDINGS AND ANALYSIS

Section 40.2 of the Regulation - Exclusions from payment options for farm labour contractors

Section 40.2 of the Regulation requires FLC's to pay farm workers by direct deposit to the farm workers account in a savings institution of their choice.

A review of Valley Labour's payroll records revealed that eight employees were not paid via direct deposit but by cheque. The wording of section 40.2 of the Regulation clearly states that it is the responsibility of the FLC to pay all wages by direct deposit to the farm worker's account in a savings institution.

Valley Labour Contracting Ltd's payroll records clearly indicate that the aforementioned employees were paid by cheque. As an FLC, it is Valley Labour's responsibility to ensure that all wages are paid to its employees via direct deposit. I find Valley Labour has contravened section 40.2 of the Regulation by failing to pay its employees by direct deposit.

During Valley Labour's FLC licensing, the requirements were specifically explained and Valley Labour was advised that compliance with the Act and Regulation is mandatory. It was communicated that contraventions of the Act or Regulation would result in monetary penalties and that warnings would not be issued before a monetary penalty was assessed. This was communicated verbally and was written in the FLC interview checklist which s22 signed, indicating that s22 agreed and understood Valley Labour's obligations as a FLC.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Valley Labour contravened section 40.2 of the Regulation on June 02, 2012 the last date that wages were paid via cheque.

Ramneet Randhawa
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 17, 2012
ER #: 069-562

To:
Saroya Contracting Ltd.
3202 East 22nd Street
Vancouver, BC V5M 2Y9

Based on Section 85 of the *Employment Standards Act* (Act), Saroya Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 - September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
October 31, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Saraya Contracting Ltd.

Address: _____

Phone/Fax: _____

Licence No.: 069-562 Bonded For: 75 Audit #: _____

Previous Determinations: Sec 28A (Dec 14, 2010).

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   - ☑ Employee's Name
   - ☑ D.O.B.
   - ☑ S.I.N.
   - ☑ Occupation
   - ☐ Telephone Number
   - ☑ Address
   - ☑ Date employment commenced
   - ☑ Wage or piece rate provided
   - ☑ Record of hours kept daily
   - ☑ Gross and net earnings for each pay period
   - ☐ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☐ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☐ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☐ Daily logs provided
   ☐ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☐

Comments: _____

_____

_____

_____

_____

_____

_____

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

_____

_____

_____

_____

_____

_____

_____

Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 069-562

November 23, 2012

Saroya Contracting Ltd.
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Director of Employment Standards - and - Saroya Contracting Ltd.

I have determined that the following section of the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 28 (the Act)	3202 East 22nd Avenue Vancouver, BC V5M 2Y9	Second	October 31, 2012	$2,500.00

Total Administrative Penalty Amount **$ 2,500.00**

I order Saroya Contracting Ltd. to cease contravening section 28 of the Act to comply with all the requirements of the Act. I order Saroya Contracting Ltd. to pay **$2,500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director, s22
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

c/o Registered and Records Office
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on December 31, 2012.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #069-562

Saroya Contracting Ltd.

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: November 23, 2012

I. INTRODUCTION AND BACKGROUND

Saroya Contracting Ltd. ("Saroya") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on February 02, 2009 for up to 80 workers which was set to expire on February 02, 2012. Saroya renewed this licence on January 27, 2012 for up to 53 workers and amended this licence on July 09, 2012 for up to 75 workers. This licence is set to expire on January 26, 2015.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28 of the Act is a requirement explained as a part of the checklist. Saroya's director s22 has successfully completed the examination and fulfilled the requirements.

On October 17, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Saroya was in compliance with the Act and Regulation. Saroya was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to September 30, 2012 to the Langley office of the Branch of the Ministry of Labour on or before October 31, 2012 at 4:30PM.

II. ISSUES

1. Has Saroya contravened section 28 of the Act by failing to maintain payroll records for its employee?

III. EVIDENCE FROM THE INVESTIGATION

On July 5, 2012 the Employment Standards Branch Agriculture Compliance Team (the "Team") conducted a worksite visit at Arjuna Farms located on King Road, in Abbotsford, B.C. The purpose of the site visit was to ensure compliance with the Act and Regulation with respect to farm labour contractors, producers, and farm workers. It was found that Saroya provided contract labour to Arjuna Farms for harvesting raspberries and employees of Saroya were harvesting raspberries at this time. As part of the site visit the Team interviewed employees of Saroya who were harvesting raspberries. One of the employees interviewed by the Team was for s22 s22

On October 31, 2012 Saroya delivered all payroll records and cancelled cheques as required in the Demand.

When Saroya's payroll records were cross referenced with the interviews from the site visit, it was discovered that there was no payroll record for s22

IV. Argument and Evidence of the Employer

On November 05, 2012 I sent Saroya a letter providing it an opportunity to respond to the observations I made in reviewing the company's records. Saroya was provided until November 19, 2012 to submit its written response and any supporting documents.

On November 09, 2012 s22 submitted Saroya's written response. In response to section 28 of the Act, Saroya states that its employee, s22 only worked 6 hours on July 05, 2012 and did not work for Saroya beyond that day. As such, Saroya issued s22 a manual company cheque, cheque s22 on July 12, 2012.

V. Findings and Analysis

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

Saroya's response states that since s22 only worked 6 hours on July 05, 2012 s22 was issued a manual company cheque for s22 labour on that day. Saroya has failed to maintain payroll records for this employee. Issuing a manual company cheque without maintained payroll records does not fulfil the requirement for complying with section 28 of the Act. Saroya has been through the FLC licensing process numerous times in prior years and is aware that it must maintain payroll records for each employee, regardless of the number of hours worked. It is specifically explained to FLCs, verbally during the licensing process and in writing in the FLC interview checklist, that payroll records be maintained for all employees, whether they work two hours or 6 months. I find that Saroya has contravened section 28 of the Act by failing to maintain payroll records for s22

In addition, Saroya previously contravened section 28 of the Act on July 06, 2010. As such, this is Saroya's second contravention of section 28 of the Act within three years; therefore, I find that I must apply the escalating penalty provision to the penalty amount of $2,500.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Saroya contravened section 28 of the Act on October 31, 2012 the date the records were due pursuant to the Demand.



Kiran Hundal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 03, 2012
ER #: 173-315

To:
Sophorn Kong carrying on business as
Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Based on Section 85 of the *Employment Standards Act* (Act), Sophorn Kong carrying on business as Kong Farm Services is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – November 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 14, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 03, 2012
ER #: 173-315

To:
Sophorn Kong carrying on business as
Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Based on Section 85 of the *Employment Standards Act* (Act), Sophorn Kong carrying on business as Kong Farm Services is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – November 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 14, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Determination

Sent by Registered Mail ER #: 173-315

December 21, 2012

Sophorn Kong carrying on business as Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Director of Employment Standards - and – Sophorn Kong carrying on business as Kong Farm Services

I have determined that the following section of the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 46 (the Regulation)	14694 88 Avenue Surrey, BC V3S 2S3	First	December 14, 2012	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order Sophorn Kong carrying on business as Kong Farm Services ("Kong") to cease contravening section 46 of the Regulation and to comply with all the requirements of the Regulation. I order Kong to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 28, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #173-315

Sophorn Kong carrying on business as Kong Farm Services

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: December 21, 2012

I. INTRODUCTION AND BACKGROUND

Sophorn Kong carrying on business as Kong Farm Services ("Kong") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on August 13, 2012 for up to 7 workers which is set to expire on August 12, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 46 of the Regulation is a requirement explained as a part of the checklist. Sophorn Kong ("Ms. Kong") has successfully completed the examination and fulfilled the requirements on behalf of Kong.

On December 03, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Kong was in compliance with the Act and Regulation. Kong was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to November 30, 2012 to the Langley office of the Branch of the Ministry of Labour on or before December 14, 2012 at 4:30PM.

II. ISSUES

I. Has Kong contravened section 46 of the Regulation by failing to provide the Director with records required by section 85(1)(f) of the Act when required.

III. EVIDENCE FROM THE INVESTIGATION

Kong's payroll records, including payroll records, cancelled cheques, and direct deposit summaries; pertaining to all employees were required to be submitted on or before December 14, 2012 at 4:30 PM.

To date the Branch has not received Kong's payroll records.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On December 03, 2012 Kong was issued a Demand via registered mail and Kong was provided until December 14, 2012 to submit the records pursuant to the Demand.

The Demand was sent registered mail via Canada Post. Canada Post's tracking system shows it attempted to deliver the registered letter to the mailing address on December

05, 2012 at 3:18 PM and it was transferred to a local post office for pick-up on December 05, 2012 at 5:39 PM. Kong was sent a final notice for pick-up on December 09, 2012 giving the employer an additional 10 days to claim the registered letter.

The Branch telephoned Kong on December 18, 2012 and left a voicemail message explaining that Kong's Demand was due on December 14, 2012 and that Kong was required to produce the records pursuant to the Demand. The Branch telephoned Kong again on December 19, 2012 and left the same voicemail message.

V. FINDINGS AND ANALYSIS

The employer was informed that a penalty would be issued pursuant to section 29(1) of the Regulation if the records specified on the Demand were not provided. To date the Branch has not received Kong's payroll records or a response from Kong, with an explanation as to why the payroll records were not produced. Kong failed to provide payroll records for all of its employees as and when required by section 46 of the Regulation.

It is explained to FLCs, verbally during the licensing process and in writing in the FLC interview checklist, that payroll records must be submitted to the Branch pursuant to a Demand by the date and time specified. Kong received notice from Canada Post to pick-up its registered letter and from the Branch as well. Section 122 of the Act provides that a Demand is deemed to have been served if it is sent by registered mail to a person's last known address. Branch records show that information has been previously sent and received by Kong via registered mail to Kong's address, where the Demand was mailed. To date, Kong has not advised the Branch of a change of address.

Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. This can often only be determined through an investigation and inspection of records. The production of records is necessary to ensure employees are not denied a minimum employment standard. The records demanded were relevant to an investigation, the employer was aware of the Demand for production of records, and the records were not delivered. The Director issues a penalty in order to create a disincentive against employers who frustrate investigation through failure to provide records.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Regulation was contravened. I find that Kong contravened section 46 of the Regulation on December 14, 2012 the date the records were due pursuant to the Demand.

Kiran Hundal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 173-315

December 21, 2012

Sophorn Kong carrying on business as Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Director of Employment Standards - and – Sophorn Kong carrying on business as Kong Farm Services

I have determined that the following section of the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 46 (the Regulation)	14694 88 Avenue Surrey, BC V3S 2S3	First	December 14, 2012	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order Sophorn Kong carrying on business as Kong Farm Services ("Kong") to cease contravening section 46 of the Regulation and to comply with all the requirements of the Regulation. I order Kong to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
A207 – 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513 -4635
Facsimile: (604) 513-4622

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on January 28, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #173-315

Sophorn Kong carrying on business as Kong Farm Services

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: December 21, 2012

I. INTRODUCTION AND BACKGROUND

Sophorn Kong carrying on business as Kong Farm Services ("Kong") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on August 13, 2012 for up to 7 workers which is set to expire on August 12, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 46 of the Regulation is a requirement explained as a part of the checklist. Sophorn Kong ("Ms. Kong") has successfully completed the examination and fulfilled the requirements on behalf of Kong.

On December 03, 2012 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Kong was in compliance with the Act and Regulation. Kong was required to produce and deliver all payroll records, cancelled cheques, and direct deposit summaries for the time period from January 01, 2012 to November 30, 2012 to the Langley office of the Branch of the Ministry of Labour on or before December 14, 2012 at 4:30PM.

II. ISSUES

1. Has Kong contravened section 46 of the Regulation by failing to provide the Director with records required by section 85(1)(f) of the Act when required.

III. EVIDENCE FROM THE INVESTIGATION

Kong's payroll records, including payroll records, cancelled cheques, and direct deposit summaries; pertaining to all employees were required to be submitted on or before December 14, 2012 at 4:30 PM.

To date the Branch has not received Kong's payroll records.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On December 03, 2012 Kong was issued a Demand via registered mail and Kong was provided until December 14, 2012 to submit the records pursuant to the Demand.

The Demand was sent registered mail via Canada Post. Canada Post's tracking system shows it attempted to deliver the registered letter to the mailing address on December

05, 2012 at 3:18 PM and it was transferred to a local post office for pick-up on December 05, 2012 at 5:39 PM. Kong was sent a final notice for pick-up on December 09, 2012 giving the employer an additional 10 days to claim the registered letter.

The Branch telephoned Kong on December 18, 2012 and left a voicemail message explaining that Kong's Demand was due on December 14, 2012 and that Kong was required to produce the records pursuant to the Demand. The Branch telephoned Kong again on December 19, 2012 and left the same voicemail message.

V. FINDINGS AND ANALYSIS

The employer was informed that a penalty would be issued pursuant to section 29(1) of the Regulation if the records specified on the Demand were not provided. To date the Branch has not received Kong's payroll records or a response from Kong, with an explanation as to why the payroll records were not produced. Kong failed to provide payroll records for all of its employees as and when required by section 46 of the Regulation.

It is explained to FLCs, verbally during the licensing process and in writing in the FLC interview checklist, that payroll records must be submitted to the Branch pursuant to a Demand by the date and time specified. Kong received notice from Canada Post to pick-up its registered letter and from the Branch as well. Section 122 of the Act provides that a Demand is deemed to have been served if it is sent by registered mail to a person's last known address. Branch records show that information has been previously sent and received by Kong via registered mail to Kong's address, where the Demand was mailed. To date, Kong has not advised the Branch of a change of address.

Section 2(a) of the Act states that one of its purposes is to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. This can often only be determined through an investigation and inspection of records. The production of records is necessary to ensure employees are not denied a minimum employment standard. The records demanded were relevant to an investigation, the employer was aware of the Demand for production of records, and the records were not delivered. The Director issues a penalty in order to create a disincentive against employers who frustrate investigation through failure to provide records.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Regulation was contravened. I find that Kong contravened section 46 of the Regulation on December 14, 2012 the date the records were due pursuant to the Demand.

Kiran Hundal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 09, 2012
ER #: 173-315

To:
Sophorn Kong carrying on business as
Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Based on Section 85 of the *Employment Standards Act* (Act), Sophorn Kong carrying on business as Kong Farm Services is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – December 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
January 23, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Sophorn Kong. COBA Kong Farm Services

Address: 14614 38 Ave. Surrey

Phone/Fax: s22

Licence No.: 173-315 Bonded For: 7 Audit #: _____

Previous Determinations: 6.1, 6(1)(f), 13, 46.

1. Exceeded Bond Number? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☐ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

****☐ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by _____ Date May 4113.

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail ER #: 173-315

April 12, 2013

Sophorn Kong carrying on business as Kong Farm Services
14694 88 Avenue
Surrey, BC V3S 2S3

Director of Employment Standards - and - Sophorn Kong carrying on business as Kong Farm Services

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the Employment Standards Regulation (the "Regulation") have been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 40.2 (the Regulation)	14694 88 Avenue Surrey, BC V3S 2S3	First	October 14, 2012	$500.00
Section 6(4) (the Regulation)	14694 88 Avenue Surrey, BC V3S 2S3	First	January 23, 2013	$500.00

Total Administrative Penalty Amount **$ 1,000.00**

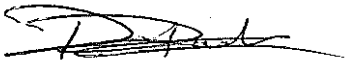
I order Sophorn Kong carrying on business as Kong Farm Services ("Kong") to cease contravening section 40.2 and 6(4) of the Regulation to comply with all the requirements of the Act and Regulation. I order Kong to pay **$1,000.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total

administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Ramneet Randhawa
Delegate of the Director of
Employment Standards

Written reasons attached

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on May 21, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

Director of Employment Standards

Reasons for the Determination

ER #173-315

Sophorn Kong carrying on business as Kong Farm Services

- and -

Director of Employment Standards

Delegate: Ramneet Randhawa
Delegate of the Director of Employment Standards

Date of Decision: April 12, 2013

I. INTRODUCTION AND BACKGROUND

Sophorn Kong carrying on business as Kong Farm Services ("Kong") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on August 13, 2012 for up to 7 workers which is set to expire on August 12, 2013.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Sections 40.2 and 6(4) of the Regulation are two of the requirements explained as a part of the checklist. Sophorn Kong ("Ms. Kong") has successfully completed the examination and fulfilled the requirements.

On January 09, 2013 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Act to ensure Kong was in compliance with the Act and Regulation. Kong was required to produce and deliver all payroll records and cancelled cheques for the time period from January 01, 2012 to December 31, 2012 to the Langley office of the Employment Standards Branch (the "Branch") of the Ministry of Labour on or before January 23, 2013 at 4:30PM.

II. ISSUES

I. Has Kong contravened section 40.2 of the Regulation by failing to pay employees by direct deposit?

II. Has Kong contravened section 6(4) of the Regulation by failing to maintain an accurate daily log?

III. EVIDENCE FROM THE INVESTIGATION

On January 23, 2013 Kong delivered all payroll records and cancelled cheques as required in the Demand.

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contractors

All seven employees on Kong's payroll were found to have been paid cash rather than the wages being deposited directly into the employees' account in a savings institution of their choice. The records submitted by Kong included cash receipts that confirmed the cash payments. The table below outlines the pay periods that these employees appear to have been paid cash.

Employee	Period ending	Employee	Period ending
s22	2012-08-25	s22	2012-08-25
	2012-09-08		2012-09-08
	2012-09-22		2012-09-22
	2012-10-14		2012-10-14
	2012-08-25		2012-08-25
	2012-09-08		2012-09-08
	2012-09-22		2012-09-22
	2012-10-14		2012-10-14
	2012-08-25		2012-08-25
	2012-09-08		2012-10-14
	2012-09-22		2012-08-25
	2012-10-14		2012-09-08
			2012-09-22
			2012-10-14

Section 6(4) of the Regulation – Duties of Farm Labour Contractors

As part of the Demand, Kong was required to provide daily logs to ensure it was in compliance with the Act and Regulation. However, Kong did not provide daily logs to the Branch for inspection.

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On March 07, 2013 Kong was sent a letter providing it an opportunity to respond to the observations made in reviewing the company's records. Kong was provided until March 18, 2013 to submit its written response and any supporting documents to the Branch.

On March 17, 2013 a written response was submitted to the Branch by Ms. Sophorn Kong ("Ms. Kong"). With respect to section 40.2 of the Regulation, Ms. Kong writes that she wanted to obtain a FLC license before setting up a direct deposit account. Ms. Kong goes on to write that she was unaware that it would take two weeks to set up a direct deposit account and by this time she was "due to pay the employees in one week," therefore Ms. Kong chose to pay the employees cash. Ms. Kong indicates that if she "wrote them [the employees] a cheque the bank might hold the funds." In response to section 6(4), Ms. Kong writes that s22 had been delegated to keep a daily log; however, s22 did not keep a daily log and only kept a record of the number of pounds picked by each employee for each pay period.

In her response, Ms. Kong recognizes that she made mistakes regarding payroll and record keeping practices. Ms. Kong states that these mistakes were made unintentionally and acknowledges that Kong contravened sections 40.2 and 6(4) of the Regulation.

V. FINDINGS AND ANALYSIS

Section 40.2 of the Regulation - Exclusions from payment options for farm labour contractors

Section 40.2 of the Regulation requires FLC's to pay farm workers by direct deposit to the farm workers account in a savings institution of their choice.

A review of Kong's payroll records revealed that all seven of the employees were not paid via direct deposit but by cash for every pay period. The wording of section 40.2 of the Regulation clearly states that it is the responsibility of the FLC to pay all wages by direct deposit to the farm worker's account in a savings institution.

The payroll records provided by Kong clearly indicate that it did not pay s22 s22 s22 via direct deposit. Ms. Kong states her reason for not paying the above mentioned employees via direct deposit was because of the time it would take to set up direct deposit for the employees. During the licensing process, Ms. Kong was informed that all employees must be paid by direct deposit and that failure to comply with any section of the Act or Regulation would result in monetary penalties. I find that Kong has contravened section 40.2 of the Regulation by failing to pay employees via direct deposit.

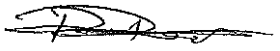
Section 6(4) of the Regulation – Duties of Farm Labour Contractors

The wording of section 6(4) clearly states that it is the contractor's responsibility to keep an accurate daily log at the worksite and make it available for inspection. Kong was unable to produce a daily log as a part of the Demand requirements. Producing accurate daily logs is important, as the Branch cross-references the site visit documents and inspection papers while reviewing payroll records. Ms. Kong states the delegated individual had failed to maintain an accurate daily log. However, it is the FLC's responsibility, not the delegated individual's, to ensure that a daily log is kept of the employees who are working at a site. Additionally, it is the FLC's responsibility to provide the daily logs to the Branch for inspection when a Demand is issued. Inaccuracies in the daily log can lead to other contraventions based on the false information provided to the Branch. Since Kong has failed to maintain accurate daily logs from August 25, 2012 to October 14, 2012 she has contravened section 6(4) of the Regulation.

During Kong's FLC licensing, the requirements were specifically explained and that compliance with the Act and Regulation was mandatory. It was communicated that violations of the Act or Regulation would result in monetary penalties and that warnings would not be issued before a monetary penalty was assessed. This was communicated

verbally and was written in the FLC interview checklist which Ms. Kong signed, indicating that she agreed and understood the requirements of Kong as a FLC.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Kong contravened section 40.2 of the Regulation on October 14, 2012, the last date that wages were paid via cash. I find that Kong contravened section 6(4) of the Regulation on January 23, 2013 the date payroll records were due pursuant to the Demand.



Ramneet Randhawa
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

FILE COPY

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

November 05, 2012
ER #: 117-959

To:
Toor Labour Contracting Ltd.
#133- 3030 Trethewey Street
Abbotsford, BC V2T 4N2

Based on Section 85 of the *Employment Standards Act* (Act), Toor Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 16, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Toor Labour Contracting s22

Address: #133-3030 Trethewey St. Abbotsford

Phone/Fax: s22

Licence No.: 117-959115 Bonded For: 95 Audit #:

Previous Determinations: Ø

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [√] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [√] Daily logs provided
   [√] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [√]

Comments: _____

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****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Rammer Date Nov. 2012

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 29, 2012
ER #: 139-884

To:
GDMK Enterprises Ltd.
12479 – 64 Avenue
Surrey, BC V3W 1W8

Based on Section 85 of the *Employment Standards Act* (Act), GDMK Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – October 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 13, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: GDMK Enterprises Ltd.

Address: _____

Phone/Fax: _____

Licence No.: 139-884 Bonded For: 167 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   - ☑ Employee's Name
   - ☑ D.O.B.
   - ☑ S.I.N.
   - ☐ Occupation
   - ☐ Telephone Number
   - ☑ Address
   - ☐ Date employment commenced
   - ☑ Wage or piece rate provided
   - ☐ Record of hours kept daily
   - ☑ Gross and net earnings for each pay period
   - ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☐

Comments: _____

Sec.17 – Wages Owed: s22 2012-07-31 2hrs.

s22 2012-06-15 (8hrs), 2012-07-31 (8hrs)

s22 2012-02-29 (16)

s22 2012-05-31 (12)

s22 2012-05-3 (12)

Sec.17 – Date of Payment

2012-04-15

2012-04-15/2012-05-31

s22 2012-04-15/2012-07-31

2012-07-31

2012-09-31

Sec.17 – Payment late

s22 2012-05-15 15 days.

****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

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Completed by _____ Date_____

**Remember to fill out Demand Log*

COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

December 03, 2012
ER #: 173-204

To:
Kushvinder Grewal, Pushpinder Grewal, Iqbal Kaura, Manjit Kaura, Ekbal Johal and Manjit Johal carrying on business as Gary Grewal Farm

s22

Based on Section 85 of the *Employment Standards Act* (Act), Gary Grewal Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – November 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
December 14, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

March 21, 2013
ER #: 173-741

To:
Sanghera Farm Ltd.
13479 – 98A Avenue
Surrey, BC V3T 1C7

Based on Section 85 of the *Employment Standards Act* (Act), Sanghera Farm Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012 – December 31, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
April 08, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Sunnyvista Farm Ltd.

Address: 13479 93A Avenue

Phone/Fax: s22

Licence No.: _____ Bonded For: ____ Audit #: _____

Previous Determinations: Sec. 13, 6(1)(f), 6.1, 6(4)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☐ N/A
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

- ☑ Employee's Name
- ☑ D.O.B.
- ☑ S.I.N.
- ☐ Occupation
- ☑ Telephone Number
- ☑ Address
- ☑ Date employment commenced
- ☑ Wage or piece rate provided
- ☑ Record of hours kept daily
- ☐ Gross and net earnings for each pay period
- ☐ Appropriate deductions (E.I., C.P.P., Income Tax)

Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☒ Employer pays at least semi-monthly (Sec. 17). Monthly
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

. Missing proof of payment

6. ☑ Bank Statements provided
☐ Picking cards provided 13(4)
☑ Daily logs provided
☒ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

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Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 173-741

May 09, 2013

Sanghera Farm Ltd.
13479 – 98A Avenue
Surrey, BC V3T 1C7

Director of Employment Standards – and – Sanghera Farm Ltd.

I have determined that the following section of the *Employment Standards Act* (the "Act") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 17 (the Act)	13479 – 98A Avenue Surrey, BC V3T 1C7	First	November 09, 2012	$500.00

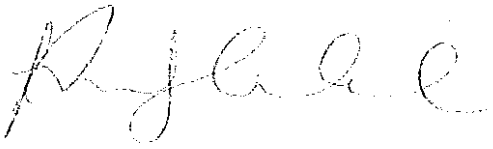
Total Administrative Penalty Amount **$ 500.00**

I order Sanghera Farm Ltd. ("Sanghera") to cease contravening section 17 of the Act and to comply with all the requirements of the Act. I order Sanghera to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.



Kiran Hundal
Delegate of the Director of
Employment Standards

Written reasons attached

cc Directors

s22

13479 – 98A Avenue
Surrey, BC V3T 1C7

c/o Registered and Records Office
13479 – 98A Avenue
Surrey, BC V3T 1C7

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on June 17, 2013.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

A Director/Officer cannot argue the merits of the Determination against the company after its appeal period has expired. After that time, there are only three grounds for appeal:

1) whether you were a Director of the company at the time wages were earned; or should have been paid;
2) whether the calculation of your personal liability is correct, and;
3) whether you authorized, permitted or acquiesced in the contravention.

If you dispute any findings in the Determination against the company, the Company must appeal within the appeal period noted in the Determination accompanying this notice.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,
(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,
(c) vacation pay that becomes payable after the director or officer ceases to hold office, or
(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and
(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person
(a) has been convicted of an offence under this Act or the regulations, or
(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #173-741

Sanghera Farm Ltd.

- and -

Director of Employment Standards

Delegate: Kiran Hundal
Delegate of the Director of Employment Standards

Date of Decision: May 09, 2013

I. INTRODUCTION AND BACKGROUND

Sanghera Farm Ltd. ("Sanghera") is a company duly incorporated under the laws of British Columbia. A review of the BC Company Summary for Sanghera shows that it was incorporated on March 02, 2007 (Incorporation Number BC0784411). s22 s22 are listed as directors of Sanghera.

On March 21, 2013 a Demand for Employer Records ("Demand") was issued pursuant to section 85(1)(f) of the Employment Standards Act (the "Act") to ensure Sanghera was in compliance with the Act and the Employment Standards Regulation (the "Regulation"). Sanghera was required to produce and deliver all payroll records for the time period from January 01, 2012 to December 31, 2012. The records were received on April 16, 2013.

II. ISSUES

I. Has Sanghera contravened section 17 of the Act by failing to pay employees on a semi-monthly basis?

III. EVIDENCE FROM THE INVESTIGATION

On April 16, 2013 Sanghera delivered all payroll records and cancelled cheques as required in the Demand.

The records submitted by Sanghera indicate that s22 s22 s22 were not paid semi-monthly. This is outlined in the table below.

Employee	Period ending	Payment Date
s22	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-10-31	2012-10-12
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-10-31	2012-10-31
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31

	2012-09-30	2012-09-30
	2012-10-31	2012-10-12
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-10-31	2012-10-12
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-07-31	2012-08-01
s22	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-10-31	2012-10-12
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30
	2012-07-31	2012-08-01
	2012-08-31	2012-08-31
	2012-09-30	2012-09-30

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On April 25, 2013 Sanghera was sent a letter providing it with an opportunity to respond to the observations made in reviewing the company's records. Sanghera was provided until May 09, 2013 to submit its written response and any supporting documents to the Branch.

On May 03, 2013 s22 came into the Branch to submit a written response. With respect to section 17 of the Act, Sanghera writes that it was unaware that it was required to pay its employees on a semi-monthly basis and that it would begin to comply with this requirement.

V. FINDINGS AND ANALYSIS

Section 17 of the Act requires an employer to pay its employees all wages on a semi-monthly basis and within 8 days after the end of the pay period.

According to the records provided, Sanghera has failed to pay all wages to s22

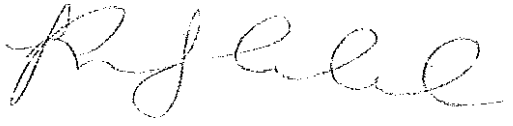
s22

s22 on a semi-monthly basis. Based on Sanghera's payroll

records, it appears that its employees were paid monthly. In Sanghera's response, it confirms that it failed to pay its employees on a semi-monthly basis.

Sanghera's payroll records clearly indicate that the aforementioned employees were not paid in accordance with section 17 of the Act. As an employer, it is Sanghera's responsibility to ensure that wages are paid to its employees on a semi-monthly basis, as section 17 of the Act clearly states that a pay period can be no longer than 16 calendar days and that payments of wages must be made at least twice a month. I find Sanghera has contravened section 17 of the Act.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provision of the Act was contravened. I find that Sanghera contravened section 17 of the Act on November 09, 2012 the day after the latest date wages should have been paid.



Kiran Hundal
Delegate of the Director
of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October. 22, 2012
ER #: 115-245

To:
Preet Farm Contractors Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Preet Farm Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2012- September 30, 2012

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 5, 2012 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: Preet Farm Labour Contractors

Address: s22

Phone/Fax: s22

Licence No.: 113-2[illegible] Bonded For: 98 Audit #: _____

Previous Determinations: 13(1)A - Nov/10.

1. Exceeded Bond Number? (Sec 13): Yes ☐ No ☒
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☐ Occupation
   ☐ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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****[✓] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 23)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

s22 Recnt. Wed. morning Extension ↓
Tues Evening
PROOF FARM.

s22

Extension : Nov. 7.

Completed by [redacted] Date Nov. 13/13

**Remember to fill out Demand Log*

FLC Payroll Audit Form/Checklist

Contractor Name: Kamal farming Ltd.

Address: 8 111 144 Street Surrey BC V3W 5T3

Phone/Fax: 604-572-2867 s22

Licence No.: 117-718 Bonded For: 32 Audit #: 372130

Previous Determinations: 40.2

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: In AD records.

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 13(4) –
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [x]

Comments: _____

_____

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****[ ] Site visit sheets cross-checked with Payroll Records

****[✓] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Need payroll & daily logs for Aug
LF s22 said they didn't work for
that period. All records were provided
for the periods they worked.

Completed by Kiran Hundal Date Nov. 18/13

Remember to fill out Demand Log

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

To:
Harbans Kaur Pandher and Harjit Singh Pandher
carrying on business as H & H Pandher Farm
2315 Lefeuvre Road
Abbotsford, BC V4X 1E3

August 29, 2013
ER # 176-791

Based on Section 85 of the *Employment Standards Act* (Act), Harbans Kaur Pandher and Harjit Singh Pandher carrying on business as H & H Pandher Farm is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2013 – August 28, 2013

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.

2. Any and all cancelled cheques and bank statements related to the payment of wages

You are required to disclose, produce and deliver the records specified in this Demand on or before:
September 12, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 18, 2014
ER #: 093-692

To:
Beant S. Brar O/A Brar Super Labour Contracting
3538 Galiano Drive
Abbotsford, BC V2T 5R6

Based on Section 85 of the *Employment Standards Act* (Act), Beant S. Brar O/A Brar Super Labour Contracting is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
March 04, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

FLC Payroll Audit Form/Checklist

Contractor Name: Beant S. Brar O/A Brar Super Labour Contracting

Address: 3538 Galiano Drive Abbotsford, BC V2T 5R6

Phone/Fax: s22

Licence No.: 093-692/16 Bonded For: 15 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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_____

****☐ Site visit sheets cross-checked with Payroll Records N/A

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

Completed by Mankirat Sandhu Date March 12, 2014

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 3, 2014
ER #:177-844

To:
Brar Super Labour Contracting Ltd.
3538 Galiano Drive
Abbotsford, BC V2T 5R6

Based on Section 85 of the *Employment Standards Act* (Act), Brar Super Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
February 17, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

COPY

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 22, 2013
ER #: 174-864

To:
Bhullar Labour Contractors Ltd.

s22

Based on Section 85 of the *Employment Standards Act* (Act), Bhullar Labour Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2013 - September 30, 2013

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 04, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 22, 2014
ER #:170-916

To:
Ekum Farm Labour Contracting Ltd.
9113-147A Street
Surrey, BC V3R 3V9

Based on Section 85 of the *Employment Standards Act* (Act), Ekum Farm Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
February 05, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

FLC Payroll Audit Form/Checklist

Contractor Name: Ekum Farm Labour Contracting Ltd.

Address: 9113-147A Street Surrey, BC V3R 3V9

Phone/Fax: s22

Licence No.: 170-916/17 Bonded For: 41 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [ ]

Comments: An OTR was sent to EKvm regarding one of employees named s22 The Electronic Funds Transfer reports showed that the electronic funds transfer to s22 account were rejected. A sufficient response was provided by EKvm in response and the employee did get paid s22 wages on the next run in EFT.

****[x] Site visit sheets cross-checked with Payroll Records

****[x] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Mankirat Sandhu Date March 4, 2014

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 3, 2014
ER #:139-884

To:
GDMK Enterprises Ltd.
12479 64 Avenue
Surrey, BC V3W 1W8

Based on Section 85 of the *Employment Standards Act* (Act), GDMK Enterprises Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
February 17, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

FLC Payroll Audit Form/Checklist

Contractor Name: GaDMK Enterprises Ltd.

Address: 12479 64 Avenue Surrey, BC V3W 1W8

Phone/Fax: s22

Licence No.: 139-884116 Bonded For: 132 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
   ☐ Picking cards provided 18(4)
   ☑ Daily logs provided
   ☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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****☐ Site visit sheets cross-checked with Payroll Records N/A

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

Completed by Mankirat Sandhu Date Feb 26, 2014

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 29, 2013
ER #: 165-833

To:
Gill Labour Contracting Ltd.
14622 90 Avenue
Surrey, BC V3R 1A4

Based on Section 85 of the *Employment Standards Act* (Act), Gill Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2013 - September 30, 2013

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 12, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 29, 2013
ER #: 171-872

To:
JHL Contractors Ltd.
14153 62A Avenue
Surrey, BC V3X 0B2

Based on Section 85 of the *Employment Standards Act* (Act), JHL Contractors Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2013 - September 30, 2013

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 12, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

Ministry of Labour, Citizens' Services and Open Government

Employment Standards Branch

Mailing Address:
Ste A207, 20159 88 Avenue
Langley, B.C. V1M 0A4

Telephone: (604) 513-4635
Facsimile: (604) 513-4622

FLC Payroll Audit Form/Checklist

Contractor Name: JHL Contractors Ltd.

Address: 14153 62A Ave. Surrey BC V3X 0B2

Phone/Fax: s22

Licence No.: 171-872 Bonded For: 30 Audit #: _____

Previous Determinations: sec. (d4)

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☐ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☐ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $8.00 per hour or piece rate minimum (after November 1, 2001 (Sec.18(1)R)

5. ☐ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 13(4)
   [x] Daily logs provided
   [ ] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [ ]

Comments: _____

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****☐ Site visit sheets cross-checked with Payroll Records

****☐ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

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Completed by _____ Date_____

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 17, 2014
ER #:108-801

To:
JKJ Contracting Ltd.
2166 Topaz Street
Abbotsford, BC V2T 3W6

Based on Section 85 of the *Employment Standards Act* (Act), JKJ Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
March 03, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

FLC Payroll Audit Form/Checklist

Contractor Name: JKJ Contracting Ltd.

Address: 2166 Topaz Street Abbotsford BC V2T 3W6

Phone/Fax: 604-309-8705

Licence No.: 108-801115 Bonded For: 40 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name — Comments: _____
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☑ No ☒

Comments: s22 wasn't paid all s22 wages and s22 filed a complaint as well. The claim has been settled

****☐ Site visit sheets cross-checked with Payroll Records N/A

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

Completed by Mankirat Sandhu Date March 22, 2014

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

January 22, 2014
ER #:127-578

To:
Major Labour Contractor Ltd.
6619 124A Street
Surrey, BC V3W 3Y6

Based on Section 85 of the *Employment Standards Act* (Act), Major Labour Contractor Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
February 5, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

FLC Payroll Audit Form/Checklist

Contractor Name: Major Labour Contractor Ltd.

Address: 6619 124A Street Surrey BC V3W 3Y6

Phone/Fax: s22

Licence No.: 127-578/14B Bonded For: 72 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

were paid by cheque. Therefore, Section 40.2 determination was issued.

Completed by Mankirat Sandhu Date March 25, 2014

Remember to fill out Demand Log

FLC Payroll Audit Form/Checklist

Contractor Name: R.R. Labour Contracting Ltd.

Address: 8811 131 Street Surrey, BC V3V 0A8

Phone/Fax: 604-592-6863

Licence No.: 161-344115 Bonded For: 39 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. ☑ Bank Statements provided
☐ Picking cards provided 18(4)
☑ Daily logs provided
☑ Monthly payroll summaries of direct deposit

Wages Owed: Yes ☐ No ☑

Comments: _____

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****☑ Site visit sheets cross-checked with Payroll Records

****☑ All employees on payroll records (Sec 28)

****☐ You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

Completed by ManKirat Sandhu Date March 20, 2014

**Remember to fill out Demand Log*

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 127-578

February 28, 2014

Major Labour Contractor Ltd.
6619 124A Street
Surrey, BC V3W 3Y6

Director of Employment Standards - and – Major Labour Contractor Ltd.

I have determined that the following section of the *Employment Standards Regulation* (the "Regulation") has been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 40.2 (the Regulation)	6619 124A Street Surrey, BC V3W 3Y6	First	September 20, 2013	$500.00

Total Administrative Penalty Amount **$ 500.00**

I order Major Labour Contractor Ltd. to cease contravening section 40.2 of the Regulation and to comply with all the requirements of the Regulation. I order Major Labour Contractor Ltd. to pay **$500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize, permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Mankirat Sandhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director s22
6619 124A Street
Surrey, BC V3W 3Y6

c/o Registered and Records Office
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on April 07, 2014.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #127-578

Major Labour Contractor Ltd.

- and -

Director of Employment Standards

Delegate: Mankirat Sandhu
Delegate of the Director of Employment Standards

Date of Decision: April 07, 2014

I. INTRODUCTION AND BACKGROUND

Major Labour Contractor Ltd. ("Major") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on September 04, 2011 for up to 50 workers which is set to expire on September 03, 2014. Major amended this licence on September 07, 2011 for up to 70 workers and then again on June 04, 2012 for up to 72 workers.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 40.2 of the Regulation is a requirement explained as a part of the checklist. Major's director s22 has successfully completed the examination and fulfilled the requirements.

On January 22, 2014, a Demand for payroll records was issued to Major pursuant to section 85(1) (f) of the Act to ensure Major was in compliance with the Act and Regulation. Major was required to produce and deliver all daily logs, payroll records, cancelled cheques and direct deposit summaries for the time period from January 01, 2013 to December 31, 2013 to the Langley office of the Branch of the Ministry of Labour on or before February 05, 2014 at 4:30 p.m.

II. ISSUES

1. Has Major contravened section 40.2 of the Regulation by failing to pay employees by direct deposit?

III. EVIDENCE FROM THE INVESTIGATION

On February 05, 2014 Major delivered all daily logs, payroll records, cancelled cheques and direct deposit summaries as required in its Demand for payroll records.

Section 40.2 of the Regulation – Exclusions from payment options for farm labour contractors

The records submitted by Major indicate that s22 s22 were paid via cheque rather than the wages being deposited directly into their account in a savings institution of their choice. The table on the following page outlines the pay periods in which the above mentioned employees were paid by cheque.

Employee	Period ending	Cheque date	Cheque Number
s22	2013-07-31	2013-08-17	s22
	2012-08-31	2013-09-20	
	2013-07-31	2013-08-05	
	2013-08-15	2013-08-18	
	2013-09-15	2013-09-18	
	2013-08-15	2013-08-19	
	2013-08-31	2013-09-04	
	2013-09-15	2013-09-18	

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On February 17, 2014 I sent a letter to Major providing it with an opportunity to respond to the observations made by the Team in reviewing the company's records. Major was provided until March 03, 2014 to submit its written response and any supporting documents to the Branch. On February 18, 2014 s22 submitted Major's written response to the Branch.

In Major's response, s22 s22 did not provide s22 with their direct deposit information when s22 asked them for it. s22 states they preferred cheques instead of direct deposit.

V. FINDINGS AND ANALYSIS

A review of Major's payroll records revealed that s22 s22 were not paid via direct deposit but by cheque. Major has not denied this fact; it has just explained why the employees were not paid via direct deposit. s22 claims that these employees asked to be paid by cheque. Section 40.2 of the Regulation clearly states that it is the responsibility of the FLC to pay all wages by direct deposit to the farm worker's account in a savings institution. During the licensing process, Major was informed that its employees must be paid by direct deposit and that failure to comply with any section of the Act or Regulation would result in monetary penalties. I find that Major has contravened section 40.2 of the Regulation by failing to pay s22 via direct deposit.

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provisions of the Act and Regulation were contravened. I find that Major contravened section 40.2 of the Regulation on September 20, 2013 the last date that wages were paid via cheque.

Mankirat Sandhu
Delegate of the Director

of Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

October 29, 2013
ER #: 069-562

To:
Saroya Contracting Ltd.
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Based on Section 85 of the *Employment Standards Act* (Act), Saroya Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
• All Employees	January 01, 2013 - September 30, 2013

The payroll records required are:

1. Any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. All direct deposit information, cancelled cheques & bank statements
3. Daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
November 12, 2013 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

BRITISH COLUMBIA

Ministry of Labour and Citizens' Services

Employment Standards Act

DEMAND FOR EMPLOYER RECORDS

February 17, 2014
ER #:161-344

To:
R.R Labour Contracting Ltd.
8811 131 Street
Surrey, BC V3V 0A8

Based on Section 85 of the *Employment Standards Act* (Act), R.R Labour Contracting Ltd. is required to disclose, produce and deliver all employment records for:

Name:	Period:
▪ All Employees	January 01, 2013-December 31, 2013

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in Section 28 of the *Employment Standards Act*.
2. all direct deposit information, cancelled cheques & bank statements
3. daily logs as required under section 6(4)(5) of the Regulation including the volume or weight of fruit, vegetable, berry or flower crop picked in each day by each worker (section attached).

You are required to disclose, produce and deliver the records specified in this Demand on or before:
March 03, 2014 at 4:30 pm

at the office of the Ministry of Labour and Citizens' Services, Employment Standards Branch, A207 20159 88 Avenue, Langley B.C, V1M 0A4.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum $500.00).

Ravi Sandhu
Delegate of the Director of
Employment Standards

C: Registered & Records Office

BRITISH COLUMBIA

Determination

Sent by Registered Mail

ER #: 069-562

February 07, 2014

Saroya Contracting Ltd.
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Director of Employment Standards - and - Saroya Contracting Ltd.

I have determined that the following sections of the *Employment Standards Act* (the "Act") and the *Employment Standards Regulation* (the "Regulation") have been contravened.

Contravention	Work Location	Occurrence (within 3 years)	Date of Contravention	Amount
Section 6(4) (the Regulation)	3202 East 22nd Avenue Vancouver, BC V5M 2Y9	First	May 16, 2013	$500.00
Section 28 (the Act)	3202 East 22nd Avenue Vancouver, BC V5M 2Y9	Third	May 16, 2013	$10,000.00
Total Administrative Penalty Amount				**$ 10,500.00**

I order Saroya Contracting Ltd. to cease contravening section 6(4) of the Regulation and section 28 of the Act and to comply with all the requirements of the Act and Regulation. I order Saroya Contracting Ltd. to pay **$10,500.00**.

Please send the certified cheque or money order to the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1, within five working days.

Under the Act, a Determination may be filed in the British Columbia Supreme Court and collection proceedings may be commenced. Directors and officers who authorize,

permit or acquiesce in a contravention of the Act are also liable for the total administrative penalty amount. If payment is not received by the end of the appeal, additional interest will accrue.

In accordance with section 101 of the Act, the Director may publish information relating to contraventions of the Act or Regulation including the identity of persons named in a Determination.

Mankirat Sandhu
Delegate of the Director of
Employment Standards

Written reasons attached

cc: Director s22
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

c/o Registered and Records Office
3202 East 22nd Avenue
Vancouver, BC V5M 2Y9

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the **Employment Standards Tribunal** by 4:30 pm on March 17, 2014.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

NOTICE TO DIRECTORS / OFFICERS

If a director/officer of the company which is the subject of the attached Determination disputes any of the findings contained in the Determination, he or she should ensure that the company files an appeal within the appeal period noted in the Determination.

If the Determination against the company is not appealed, or is appealed and confirmed by the Employment Standards Tribunal, the Employment Standards Branch will commence collection proceedings if voluntary payment is not made. The Employment Standards Branch may also proceed against the directors/officers of the company for the amount of their personal liability as set out in the Act.

If a Determination is issued against a director/officer of a company, the director/officer may not argue the merits of the Determination against the company by appealing the director/officer Determination.

There are only three grounds on which a Determination made against a director/officer may be appealed:

1) That the person appealing was not a director/officer of the company at the time wages were earned or should have been paid;

2) That the calculation of the director/officer's personal liability is incorrect; and/or,

That the director/officer should not be liable for the penalty, where a penalty has been assessed, on the grounds that he or she did not authorize, permit or acquiesce in the company's contravention.

EMPLOYMENT STANDARDS ACT
(excerpts)

Section 96: Corporate officer's liability for unpaid wages

96 (1) A person who was a director or officer of a corporation at the time wages of an employee of the corporation were earned or should have been paid is personally liable for up to 2 months' unpaid wages for each employee.

(2) Despite subsection (1), a person who was a director or an officer of a corporation is not personally liable for

(a) any liability to an employee under section 63, termination pay or money payable in respect of individual or group terminations, if the corporation is in receivership,

(b) any liability to an employee for wages, if the corporation is subject to action under section 427 of the Bank Act (Canada) or to a proceeding under an insolvency Act,

(c) vacation pay that becomes payable after the director or officer ceases to hold office, or

(d) money that remains in an employee's time bank after the director or officer ceases to hold office.

(2.1) If a corporation that is a talent agency has received wages from an employer on behalf of an employee and fails to pay those wages, less any fees allowed under the regulations, to the employee within the time required under the regulations,

(a) a person who was a director or officer of the corporation at the time the wages were received is personally liable for the amount received by the corporation from the employer, less any fees allowed under the regulations, and

(b) that amount is considered for the purposes of subsection (3) to be unpaid wages.

(3) This Act applies to the recovery of the unpaid wages from a person liable for them under subsection (1) or (2.1).

Section 98: Monetary penalties

98 (1) In accordance with the regulations, a person in respect of whom the director makes a determination and imposes a requirement under section 79 is subject to a monetary penalty prescribed by the regulations.

(1.1) A penalty imposed under this section is in addition to and not instead of any requirement imposed under section 79.

(1.2) A determination made by the director under section 79 must include a statement of the applicable penalty.

(2) If a corporation contravenes a requirement of this Act or the regulations, an employee, officer, director or agent of the corporation who authorizes, permits or acquiesces in the contravention is also liable to the penalty.

(3) A person on whom a penalty is imposed under this section must pay the penalty whether or not the person

(a) has been convicted of an offence under this Act or the regulations, or

(b) is also liable to pay a fine for an offence under section 125.

(4) A penalty imposed under this Part is a debt due to the government and may be collected by the director in the same manner as wages.

Director of Employment Standards

Reasons for the Determination

ER #069-562

Saroya Contracting Ltd.

- and -

Director of Employment Standards

Delegate: Mankirat Sandhu
Delegate of the Director of Employment Standards

Date of Decision: February 07, 2014

I. INTRODUCTION AND BACKGROUND

Saroya Contracting Ltd. ("Saroya") was issued a farm labour contractor ("FLC") licence by the Employment Standards Branch (the "Branch") on February 02, 2009 for up to 80 workers which was set to expire on February 02, 2012. Saroya renewed this licence on January 27, 2012 for up to 53 workers and amended this licence on July 09, 2012 for up to 75 workers. This licence is set to expire on January 26, 2015.

As a part of the FLC licensing process and pursuant to section 5(2) of the Employment Standards Regulation (the "Regulation"), applicants are required to pass a written examination in order to satisfy the Director of Employment Standards ("Director") of their knowledge of the Act and Regulation. Prior to the written examination, applicants are issued an application package that includes a study guide on the relevant requirements of the Act and Regulation. Also, during the licensing process, applicants are taken through an interview checklist to ensure their understanding of the requirements of the Act and Regulation. Section 28 of the Act and section 6(4) of the Regulation are requirements explained as a part of the checklist. Saroya's director s22 s22 has successfully completed the examination and fulfilled the requirements.

On October 29, 2013, a Demand for payroll records was issued to Saroya pursuant to section 85(1) (f) of the Act to ensure Saroya was in compliance with the Act and Regulation. Saroya was required to produce and deliver all daily logs, payroll records, cancelled cheques and direct deposit summaries for the time period from January 01, 2013 to September 30, 2013 to the Langley office of the Branch of the Ministry of Labour on or before November 12, 2013 at 4:30 p.m.

II. ISSUES

I. Has Saroya contravened section 6(4) of the Regulation by failing to maintain an accurate daily log?

II. Has Saroya contravened section 28 of the Act by failing to maintain payroll records for its employee?

III. EVIDENCE FROM THE INVESTIGATION

On November 12, 2013 Saroya delivered all daily logs, payroll records, cancelled cheques and direct deposit summaries as required in its Demand for payroll records.

Section 6(4) of the Regulation – Duties of Farm Labour Contractors

On May 16, 2013 the Employment Standards Branch Agriculture Compliance Team (the "Team") conducted a worksite visit at Deroche Holdings located on Johnson Road in Dewdney, BC. The purpose of the site visit was to ensure compliance with the Act and Regulation with respect to farm labour contractors, producers, and farm workers. It was

found that Saroya provided contract labour to Deroche Holdings for harvesting rhubarb and employees of Saroya were hand harvesting rhubarb at this time. As part of the site visit, the Team interviewed employees of Saroya who were harvesting rhubarb. One of the employees interviewed by the Team was s22

According to information gathered at our site visit and the daily log provided for inspection by Saroya, which was photographed by the Team, it appears that Saroya has failed to maintain a complete daily log in accordance with section 6(4) of the Regulation. When Saroya's daily log records were cross referenced with the interviews from the site visit, it was discovered that s22 was not recorded on the daily log on May 16, 2013.

The payroll records provided by Saroya clearly indicate that s22 was paid for the pay period ending May 25, 2013. s22 worked 95 hours in this period and a total of $1,033.68 was directly deposited to s22 account on June 13, 2013.

Section 28 - Payroll Records

According to information gathered at our site visit at Deroche Holdings in Dewdney, BC on May 16, 2013 and the payroll records provided for inspection by Saroya, it appears that Saroya has failed to maintain payroll records in accordance with section 28 of the Act. After interviewing s22 at the site and conducting a further review of Saroya's payroll records and direct deposits, it appears that there are no payroll records for s22

IV. ARGUMENT AND EVIDENCE OF THE EMPLOYER

On January 16, 2014 I sent Saroya a letter providing it with an opportunity to respond to the observations made by the Team in reviewing the company's records. Saroya was provided until January 26, 2014 to submit its written response and any supporting documents to the Branch. On January 24, 2014 s22 submitted Saroya's written response to the Branch.

In Saroya's response to section 6(4) of the Regulation, s22 claims that s22 does not know any worker under the name of s22 states that s22 is unaware of this individual and s22 is not a worker of Saroya Contracting Ltd.

In s22 response to section 28 of the Act, s22 states that s22 does not have any worker under the name of s22 states that s22 is not a worker of Saroya Contracting Ltd.

Regarding s22 not appearing on the payroll, s22 states that s22 is commonly known as s22 claims that when the daily log was prepared, it included s22 which is the name s22 is commonly known by. However, s22 states that the payroll records reflect s22 legal name, which is s22

V. FINDINGS AND ANALYSIS

Section 6(4) of the Regulation – Duties of Farm Labour Contractors

Section 6(4) of the Regulation states that it is the contractor's responsibility to keep an accurate daily log at the worksite and make it available for inspection. On May 16, 2013, 2013 Saroya made its daily log available for inspection to the Team during the worksite visit. When the Branch received Saroya's payroll records and cross-referenced them, it discovered the daily log for May 16, 2013 was inaccurate as s22 was interviewed at the site by the Team but was not recorded in the daily log.

Saroya has argued that s22 is not its employee and that is the reason s22 was not recorded in the daily log. The payroll records provided by Saroya clearly indicate that Saroya paid s22 wages for the period ending May 25, 2013. s22 worked 95 hours in this period and a total of $1,033.68 was directly deposited to s22 account on June 13, 2013. I find s22 is an employee of Saroya Contracting Ltd. and as such should have been recorded in the daily log for May 16, 2013. I find that Saroya has contravened section 6(4) of the Regulation by failing to maintain an accurate daily log.

Section 28 - Payroll Records

Section 28 of the Act requires an employer to keep records for each employee containing personal information, contact information and payroll information including hours worked and wages earned.

Saroya's statement that s22 was recorded on daily logs as a nickname for s22 is not sufficient to waive its requirement to comply with section 28 of the Act. s22 was interviewed by the team during the site visit. When s22 was interviewed by the team, s22 clearly stated s22 name was s22 Saroya recorded this employee as s22 in the daily log that day. Now Saroya is stating the s22 is actually s22 I do not accept this explanation. Firstly, both s22 and s22 are proper legal names, i.e. neither is a name that is commonly used as a nickname, nor is one an obvious shortened form of the other. Secondly, if Saroya maintains that s22 is actually s22 s22 it should have been s22 recorded in the daily log, not s22 The fact that the individual in question identified s22 as s22 when interviewed by the Team and was recorded as such by Saroya in the daily log supports the finding that the employee's name was s22 s22 Therefore, as Saroya's employee, s22 should appear on the payroll records.

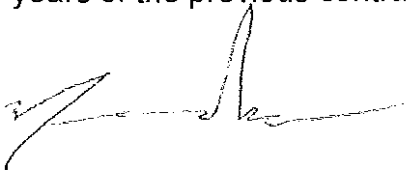
Regarding s22 not appearing on the payroll, s22 argues that s22 does not know any worker by that name. s22 was interviewed by the team during the site visit. During the interview, s22 stated that s22 employer is Saroya. When

interviewed by the Team, s22 was working alongside other Saroya workers. While there were other FLC's on site that day, none of their workers were interviewed in the vicinity of where s22 was interviewed. This section of the field was only being harvested by Saroya workers. I find that s22 was working for Saroya on May 16, 2013.

Saroya has failed to maintain payroll records for s22 s22 Saroya has been through the FLC licensing process numerous times in prior years and is aware that it must maintain payroll records for each employee. It is specifically explained to FLCs, verbally during the licensing process and in writing in the FLC interview checklist, that payroll records must be maintained for all employees. I find that Saroya has contravened section 28 of the Act by failing to maintain payroll records for s22

For the purpose of imposing a penalty and pursuant to section 29 of the Regulation, I must determine the date the specified provisions of the Act and Regulation were contravened. I find that Saroya contravened section 6(4) of the Regulation and section 28 of the Act on May 16, 2013.

In addition, Saroya previously received a $2,500 penalty for contravening section 28 of the Act on November 23, 2012. As this contravention of section 28 occurred within three years of the previous contravention, I must apply a penalty in the amount of $10,000.



Mankirat Sandhu
Delegate of the Director
of Employment Standards

FLC Payroll Audit Form/Checklist

Contractor Name: Saraya Contracting Ltd.

Address: 3202 East 22nd Avenue Vancouver, BC V5M 2Y9

Phone/Fax: s22

Licence No.: 069-562/15B Bonded For: 75 Audit #: _____

Previous Determinations: _____

1. Exceeded Bond Number ? (Sec 13): Yes ☐ No ☑
   - contractor may employ more employees than bonded for but number of employees working on one day cannot exceed bond number
   - some contractors are farm owners as well therefore may exceed bond number

2. Payroll Records (Sec. 28)

   ☑ Employee's Name
   ☑ D.O.B.
   ☑ S.I.N.
   ☑ Occupation
   ☑ Telephone Number
   ☑ Address
   ☑ Date employment commenced
   ☑ Wage or piece rate provided
   ☑ Record of hours kept daily
   ☑ Gross and net earnings for each pay period
   ☑ Appropriate deductions (E.I., C.P.P., Income Tax)

   Comments: _____

3. ☑ Employer pays 4% holiday pay after 5 calendar days of employment (Sec. 58).
   ☐ Employer pays piece rate (4% vacation pay is included in minimum piece rates)

4. ☑ Employer pays a minimum of $10.25 per hour or piece rate minimum

5. ☑ Employer pays at least semi-monthly (Sec. 17).
   ☐ Employer pays 80% of piece rate mid-month and balance at the end of the month

6. [x] Bank Statements provided
   [ ] Picking cards provided 18(4)
   [x] Daily logs provided
   [x] Monthly payroll summaries of direct deposit

Wages Owed: Yes [ ] No [x]

Comments: _____

_____

_____

_____

_____

_____

_____

****[x] Site visit sheets cross-checked with Payroll Records

****[x] All employees on payroll records (Sec 28)

****[ ] You may want to try getting invoices from producers to see if they match payroll records.

General Comments:

_____

Sec 6(4) - s22 was not recorded on the daily dog. This was discovered after cross referencing daily logs provided with the information gathered at the site visit

Section 28 - There were no payroll records for s22 s22

Completed by Mankirat Sandhu Date Feb 7, 2014

Remember to fill out Demand Log

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85.75	8	$ 686.00	$ 27.44		
Daily log	0					

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	88.25	8	$ 706.00	$ 28.24		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	86.25	8	$ 690.00	$ 27.60		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	81	8	$ 648.00	$ 25.92		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	0	$ -	$ -		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	47	8	$ 376.00	$ 15.04		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	81	8	$ 648.00	$ 25.92		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	88.5	8	$ 708.00	$ 28.32		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	51	8	$ 408.00	$ 16.32		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	86	8	$ 688.00	$ 27.52		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	88.25	8	$ 706.00	$ 28.24		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85.5	8	$ 684.00	$ 27.36		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	90.5	8	$ 724.00	$ 28.96		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	86	8	$ 688.00	$ 27.52		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	88.5	8	$ 708.00	$ 28.32		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85.5	8	$ 684.00	$ 27.36		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	91	8	$ 728.00	$ 29.12		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	10	$ -	$ -		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	10	$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	10	$ -	$ -		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85.75	8	$ 686.00	$ 27.44		
Daily log	0					

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	34.5	8	$ 276.00	$ 11.04		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85.5	8	$ 684.00	$ 27.36		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	87.5	8	$ 700.00	$ 28.00		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-12					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-01-26					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-02-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-02-23					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-01-26	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-02-09	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-02-23	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-03-09	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-03-23	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-04-06	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-04-19	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-05-04	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-05-17	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-06-01	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-06-15	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-06-28	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-07-13	Ceridian	36.25	8.75	$ 317.19	$ 12.69	*Cheque - Sequence #:* s22						
	Daily log	53.75							Yes	17.5	$ 153.13	$ 6.13

Period ending	2011-07-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	17	8.75	$ 148.75	$ 5.95	Cheque - Soquence #: s22		
Daily log	0						

Period ending	2011-08-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	0	8.75	$ -	$ -	*N/A*		
Daily log	0						

Period ending	2011-08-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Ceridian	0		$ -	$ -	*N/A*		
Daily log	0						

Period ending	2011-09-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	0	8.75	$ -	$ -	*N/A*		
Daily log	0						

Period ending	2011-09-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	0	8.75	$ -	$ -	*N/A*		
Daily log	0						

Total wages payable:	$ 159.25

Total log hours	53.75
Total payroll hours	53.25
Hours outstanding	0.5

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	85.75	8	$ 686.00	$ 27.44	*EFT*						
	Daily log											
2011-01-26	Ceridian	88.25	8	$ 706.00	$ 28.24	*EFT*						
	Daily log	89							Yes	0.75	$ 6.00	$ 0.24
2011-02-09	Ceridian	86.25	8	$ 690.00	$ 27.60	*EFT*						
	Daily log	84.5										
2011-02-23	Ceridian	81	8	$ 648.00	$ 25.92	*EFT*						
	Daily log	85.5							Yes	4.5	$ 36.00	$ 1.44
2011-03-09	Ceridian	108.25	8	$ 866.00	$ 34.64	*EFT*						
	Daily log	106.75										
2011-03-23	Ceridian	108	8	$ 864.00	$ 34.56	*EFT*						
	Daily log	107.75										
2011-04-06	Ceridian	105.5	8	$ 844.00	$ 33.76	*EFT*						
	Daily log	105.5										
2011-04-19	Ceridian	113.75	8	$ 910.00	$ 36.40	*EFT*						
	Daily log	105.25										
2011-05-04	Ceridian	92.25	8	$ 738.00	$ 29.52	*EFT*						
	Daily log	99.5							Yes	7.25	$ 58.00	$ 2.32
2011-05-17	Ceridian	109	8.75	$ 953.75	$ 38.15	*EFT*						
	Daily log	126.25							Yes	17.25	$ 150.94	$ 6.04
2011-06-01	Ceridian	95.5	8.75	$ 835.63	$ 33.43	EFT						
	Daily log	94.5										
2011-06-15	Ceridian	104.5	8.75	$ 914.38	$ 36.58	*EFT*						
	Daily log	116.25							Yes	11.75	$ 102.81	$ 4.11
2011-06-28	Ceridian	102	8.75	$ 892.50	$ 35.70	*EFT*						
	Daily log	93.25										
2011-07-13	Ceridian	112	8.75	$ 980.00	$ 39.20	*EFT*						
	Daily log	127.25							Yes	15.25	$ 133.44	$ 5.34

Period ending	2011-07-26										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	119	8.75	$ 1,041.25	$ 41.65	EFT						
Daily log	110.75										

Period ending	2011-08-10										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	114.25	8.75	$ 999.69	$ 39.99	*EFT*						
Daily log	107										

Period ending	2011-08-24										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	90.5	8.75	$ 791.88	$ 31.68	EFT						
Daily log	95							Yes	4.5	$ 39.38	$ 1.58

Period ending	2011-09-07										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	100.75	8.75	$ 881.56	$ 35.26	*EFT*						
Daily log	102.25							Yes	1.5	$ 13.13	$ 0.53

Period ending	2011-09-21										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	102.25	8.75	$ 894.69	$ 35.79	*EFT*						
Daily log	100.25										

		Total wages payable:	$ 561.28

Ceridian	1826.5
Daily log	1856.5

Hours outstanding 30

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-01-26	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-02-09	Ceridian	0	8	$ -	$ -	*N/A*						
	Daily log	0										
2011-02-23	Ceridian	47	8	$ 376.00	$ 15.04	*EFT*						
	Daily log	58.5							Yes	11.5	$ 92.00	$ 3.68
2011-03-09	Ceridian	108.25	8	$ 866.00	$ 34.64	*EFT*						
	Daily log	106.75										
2011-03-23	Ceridian	108	8	$ 864.00	$ 34.56	*EFT*						
	Daily log	108.75							Yes	0.75	$ 6.00	$ 0.24
2011-04-06	Ceridian	105.5	8	$ 844.00	$ 33.76	*EFT*						
	Daily log	105.5										
2011-04-19	Ceridian	113.75	8	$ 910.00	$ 36.40	*EFT*						
	Daily log	105.25										
2011-05-04	Ceridian	100.75	8	$ 806.00	$ 32.24	*EFT*						
	Daily log	107.75							Yes	7	$ 56.00	$ 2.24
2011-05-17	Ceridian	109	8.75	$ 953.75	$ 38.15							
	Daily log	109.25							Yes	0.25	$ 2.19	$ 0.09
2011-06-01	Ceridian	87	8.75	$ 761.25	$ 30.45	*EFT*						
	Daily log	93.75							Yes	6.75	$ 59.06	$ 2.36
2011-06-15	Ceridian	104	8.75	$ 910.00	$ 36.40	*EFT*						
	Daily log	116							Yes	12	$ 105.00	$ 4.20
2011-06-28	Ceridian	110	8.75	$ 962.50	$ 38.50	*EFT*						
	Daily log	101.75										
2011-07-13	Ceridian	95.75	8.75	$ 837.81	$ 33.51	*EFT*						
	Daily log	110.75							Yes	15	$ 131.25	$ 5.25

Period ending	2011-07-26											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	119	8.75	$ 1,041.25	$ 41.65	*EFT*							
Daily log	111.25											
Period ending	*2011-08-10*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	114.25	8.75	$ 999.69	$ 39.99	*EFT*							
Daily log	116							Yes	1.75	$	15.31	$ 0.61
Period ending	2011-08-24											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%					
Ceridian	99.25	8.75	$ 868.44	$ 34.74	*EFT*							
Daily log	96											
Period ending	*2011-09-07*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	100.75	8.75	$ 881.56	$ 35.26	*EFT*							
Daily log	102.25							Yes	1.5	$	13.13	$ 0.53
Period ending	*2011-09-21*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	102.25	8.75	$ 894.69	$ 35.79	*EFT*							
Daily log	100.25											

Total wages payable:	$ 499.14

Total log hours	1649.75
Total payroll hours	1624.5
Hours outstanding	25.25

Period ending	2011-01-12											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay	
Ceridian	81	8	$ 648.00	$ 25.92	*EFT*							
Daily log												

Period ending	2011-01-26											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	88.5	8	$ 708.00	$ 28.32	*EFT*							
Daily log	64.5											

Period ending	2011-02-09											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate		4%				
Ceridian	0	8	$ -	$ -	N/A							
Daily log	23								Yes	23	$ 184.00	$ 7.36

Period ending	2011-02-23											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	51	8	$ 408.00	$ 16.32	*EFT*							
Daily log	55.5							Yes	4.5	$ 36.00	$ 1.44	

Period ending	2011-03-09											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	112.25	8	$ 898.00	$ 35.92	*EFT*							
Daily log	111.5											

Period ending	2011-03-23											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	108.5	8	$ 868.00	$ 34.72	*EFT*							
Daily log	107											

Period ending	2011-04-06											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	105.5	8	$ 844.00	$ 33.76	*EFT*							
Daily log	98.5											

Period ending	2011-04-19											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	108	8	$ 864.00	$ 34.56	*EFT*							
Daily log	98.5											

Period ending	2011-05-04											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate		4%				
Ceridian	95.75	8	$ 766.00	$ 30.64	*EFT*							
Daily log	103.25								Yes	7.5	$ 60.00	$ 2.40

Period ending	2011-05-17											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	100	8.75	$ 875.00	$ 35.00	*EFT*							
Daily log	98.75											

Period ending	2011-06-01											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate		4%				
Ceridian	72	8.75	$ 630.00	$ 25.20	*EFT*							
Daily log	80.75								Yes	8.75	$ 76.56	$ 3.06

Period ending	2011-06-15											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	117	8.75	$ 1,023.75	$ 40.95	*EFT*							
Daily log	117.25								Yes	0.25	$ 2.19	$ 0.09

Period ending	2011-06-28											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	116	8.75	$ 1,015.00	$ 40.60	*EFT*							
Daily log	117.5								Yes	1.5	$ 13.13	$ 0.53

Period ending	2011-07-13											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	110	8.75	$ 962.50	$ 38.50	*EFT*							
Daily log	116.75								Yes	6.75	$ 59.06	$ 2.36

Period ending	2011-07-26											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	108	8.75	$ 945.00	$ 37.80	*EFT*							
Daily log	106.25											
Period ending	*2011-08-10*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	111	8.75	$ 971.25	$ 38.85	*EFT*							
Daily log	112							Yes	1	$	8.75	$ 0.35
Period ending	*2011-08-24*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%					
Ceridian	98.5	8.75	$ 861.88	$ 34.48	*EFT*							
Daily log	87											
Period ending	*2011-09-07*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	103	8.75	$ 901.25	$ 36.05	*EFT*							
Daily log	111							Yes	8	$	70.00	$ 2.80
Period ending	*2011-09-21*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	97	8.75	$ 848.75	$ 33.95	*EFT*							
Daily log	95											

Total wages payable:	$ 530.08

Total log hours	1704
Total payroll hours	1783
Hours outstanding	-79

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or Blank)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	86	8	$ 688.00	$ 27.52	EFT						
	Daily log											
2011-01-26	Ceridian	88.25	8	$ 706.00	$ 28.24	EFT		4%				
	Daily log	89							Yes	0.75	$ 6.00	$ 0.24
2011-02-09	Ceridian	85.5	8	$ 684.00	$ 27.36	EFT		4%				
	Daily log	84										
2011-02-23	Ceridian	90.5	8	$ 724.00	$ 28.96	EFT		4%				
	Daily log	87										
2011-03-09	Ceridian	112.25	8	$ 898.00	$ 35.92	EFT		4%				
	Daily log	110.75										
2011-03-23	Ceridian	108	8	$ 864.00	$ 34.56	EFT		4%				
	Daily log	105.5										
2011-04-06	Ceridian	100.5	8	$ 804.00	$ 32.16	EFT		4%				
	Daily log	103.75							Yes	3.25	$ 26.00	$ 1.04
2011-04-19	Ceridian	114	8	$ 912.00	$ 36.48	EFT		4%				
	Daily log	105.5										
2011-05-04	Ceridian	91.75	8	$ 734.00	$ 29.36	EFT	Vacation pay rate	4%				
	Daily log	98.5							Yes	6.75	$ 54.00	$ 2.16
2011-05-17	Ceridian	109	8.75	$ 953.75	$ 38.15	EFT		4%				
	Daily log	109.25							Yes	0.25	$ 2.19	$ 0.09
2011-06-01	Ceridian	97	8.75	$ 848.75	$ 33.95	EFT	Vacation pay rate	4%				
	Daily log	104							Yes	7	$ 61.25	$ 2.45
2011-06-15	Ceridian	108.5	8.75	$ 949.38	$ 37.98	EFT		4%				
	Daily log	118.75							Yes	10.25	$ 89.69	$ 3.59
2011-06-28	Ceridian	102	8.75	$ 892.50	$ 35.70	EFT		4%				
	Daily log	74.25										
2011-07-13	Ceridian	0	8.75	$ -	$ -			4%				
	Daily log	0										

Period ending	2011-07-26											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%					
Ceridian	96.25	8.75	$ 842.19	$ 33.69	*EFT*							
Daily log	93											
Period ending	*2011-08-10*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	118.25	8.75	$ 1,034.69	$ 41.39	*EFT*							
Daily log	119.25							Yes	1	$	8.75	$ 0.35
Period ending	*2011-08-24*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%					
Ceridian	94.5	8.75	$ 826.88	$ 33.08	*EFT*							
Daily log	82.5											
Period ending	*2011-09-07*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	80	8.75	$ 700.00	$ 28.00	*EFT*							
Daily log	90.75							Yes	10.75	$	94.06	$ 3.76
Period ending	*2011-09-21*											
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%					
Ceridian	103.75	8.75	$ 907.81	$ 36.31	*EFT*							
Daily log	102											

Total wages payable:	$ 355.62

Total log hours	1677.75
Total payroll hours	1786
Hours outstanding	-108.25

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	86	8	$ 688.00	$ 27.52	*EFT*						
	Daily log											
2011-01-26	Ceridian	88.5	8	$ 708.00	$ 28.32	*EFT*	*Vacation pay rate*	4%				
	Daily log	89							Yes	0.5	4.00	0.16
2011-02-09	Ceridian	85.5	8	$ 684.00	$ 27.36		*Vacation pay rate*	4%				
	Daily log	84										
2011-02-23	Ceridian	91	8	$ 728.00	$ 29.12		*Vacation pay rate*	4%				
	Daily log	95.5							Yes	4.5	36.00	1.44
2011-03-09	Ceridian	112.25	8	$ 898.00	$ 35.92		*Vacation pay rate*	4%				
	Daily log	112										
2011-03-23	Ceridian	108.5	8	$ 868.00	$ 34.72		*Vacation pay rate*	4%				
	Daily log	108										
2011-04-06	Ceridian	105.5	8	$ 844.00	$ 33.76	*EFT*	*Vacation pay rate*	4%				
	Daily log	105.5										
2011-04-19	Ceridian	115	8	$ 920.00	$ 36.80	*EFT*	*Vacation pay rate*	4%				
	Daily log	115										
2011-05-04	Ceridian	104.25	8	$ 834.00	$ 33.36	*EFT*	Vacation pay rate	4%				
	Daily log	114							Yes	9.75	78.00	3.12
2011-05-17	Ceridian	110	8.75	$ 962.50	$ 38.50	*EFT*	*Vacation pay rate*	4%				
	Daily log	107.75										
2011-06-01	Ceridian	97	8.75	$ 848.75	$ 33.95	*EFT*	Vacation pay rate	4%				
	Daily log	105.25							Yes	8.25	72.19	2.8875
2011-06-15	Ceridian	116.25	8.75	$ 1,017.19	$ 40.69	*EFT*	*Vacation pay rate*	4%				
	Daily log	126.75							Yes	10.5	91.88	3.675
2011-06-28	Ceridian	125.75	8.75	$ 1,100.31	$ 44.01	*EFT*	*Vacation pay rate*	4%				
	Daily log	119										
2011-07-13	Ceridian	120.5	8.75	$ 1,054.38	$ 42.18	*EFT*	*Vacation pay rate*	4%				

Daily log	126.25						Yes	5.75	50.31	2.0125
Period ending	*2011-07-26*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	119	8.75	$ 1,041.25	$ 41.65	*EFT*					
Daily log	117									
Period ending	*2011-08-10*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	121	8.75	$ 1,058.75	$ 42.35	*EFT*					
Daily log	121.5						Yes	0.5	4.38	0.175
Period ending	*2011-08-24*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%			
Ceridian	92.75	8.75	$ 811.56	$ 32.46	*EFT*					
Daily log	92.75									
Period ending	*2011-09-07*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	113	8.75	$ 988.75	$ 39.55	*EFT*					
Daily log	111									
Period ending	*2011-09-21*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	107.25	8.75	$ 938.44	$ 37.54	*EFT*					
Daily log	105.25									
							Total wages payable:	$ 350.22		
Total log hours	1955.5									
Total payroll hours	2019						Yes			
Hours outstanding	-63.5									

Period ending	2011-01-12										
	Hours	Rate	Earnings	Vacation Pay	Paymen Method	*Vacation pay rate*	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	*2011-01-26*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	*2011-02-09*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	*2011-02-23*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	*2011-03-09*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	*2011-03-23*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										
Period ending	**2011-04-06**										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	**Vacation pay rate**	**4%**				
Ceridian	**0**	**10**	$ -	$ -	**N/A**						
Daily log	**24**							Yes	24	240.00	9.6
Period ending	*2011-04-19*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	80	10	$ 800.00	$ 32.00	*EFT*						
Daily log	74										
Period ending	*2011-05-04*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%				
Ceridian	100	10	$ 1,000.00	$ 40.00	*EFT*						
Daily log	81.5										
Period ending	*2011-05-17*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	21.5										
Period ending	*2011-06-01*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	124.5							Yes	4.5	45.00	1.8
Period ending	*2011-06-15*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	131							Yes	11	110.00	4.4
Period ending	*2011-06-28*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	103.25										
Period ending	*2011-07-13*										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Paymen Method**	*Vacation pay rate*	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	135.25							Yes	15.25	152.50	6.1

Period ending	2011-07-26										
	Hours	Rate	Earnings	Vacation Pay	Paymen Method	*Vacation pay rate*	4%				
Ceridian	120	10	$ 1,200.00	$ 48.00	*EFT*						
Daily log	107.25										

Period ending	2011-08-10										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate		4%			
Ceridian	0	10	$ -	$ -	N/A						
Daily log	116								Yes	116	1160.00	46.4

Period ending	2011-08-24										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate		4%			
Ceridian	0	10	$ -	$ -	N/A						
Daily log	101.5								Yes	101.5	1015.00	40.6

Period ending	2011-09-07										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*		4%			
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	60.25								Yes	60.25	602.50	24.1

Period ending	2011-09-21										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*		4%			
Ceridian	0	10	$ -	$ -	*N/A*						
Daily log	0										

Total wages payable:	$ 3,458.00

Total log hours	1080	
Total payroll hours	900	
Hours outstanding	180	$ 1,800.00

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
2011-01-12	Ceridian	85.75	8	$ 686.00	$ 27.44	*EFT*						
	Daily log	0										
2011-01-26	Ceridian	34.5	8	$ 276.00	$ 11.04	*EFT*		4%				
	Daily log	51							Yes	16.5	132.00	5.28
2011-02-09	Ceridian	85.5	8	$ 684.00	$ 27.36	*EFT*		4%				
	Daily log	84										
2011-02-23	Ceridian	87.5	8	$ 700.00	$ 28.00	*EFT*		4%				
	Daily log	86										
2011-03-09	Ceridian	112.25	8	$ 898.00	$ 35.92	*EFT*		4%				
	Daily log	110.25										
2011-03-23	Ceridian	108	8	$ 864.00	$ 34.56	*EFT*		4%				
	Daily log	105.5										
2011-04-06	Ceridian	92	8	$ 736.00	$ 29.44	*EFT*		4%				
	Daily log	95.25							Yes	3.25	26.00	1.04
2011-04-19	Ceridian	114	8	$ 912.00	$ 36.48	*EFT*		4%				
	Daily log	105.5										
2011-05-04	Ceridian	82.75	8	$ 662.00	$ 26.48	*EFT*	Vacation pay rate	4%				
	Daily log	89.75							Yes	7	56.00	2.24
2011-05-17	Ceridian	109	8.75	$ 953.75	$ 38.15	*EFT*		4%				
	Daily log	116.25							Yes	7.25	63.44	2.5375
2011-06-01	Ceridian	82.25	8.75	$ 719.69	$ 28.79	*EFT*	Vacation pay rate	4%				
	Daily log	89							Yes	6.75	59.06	2.3625
2011-06-15	Ceridian	102.75	8.75	$ 899.06	$ 35.96	*EFT*		4%				
	Daily log	114							Yes	11.25	98.44	3.9375
2011-06-28	Ceridian	102	8.75	$ 892.50	$ 35.70	*EFT*		4%				
	Daily log	93										
2011-07-13	Ceridian	108	8.75	$ 945.00	$ 37.80	*EFT*		4%				
	Daily log	117.5							Yes	9.5	83.13	3.325

Period ending	2011-07-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	96	8.75	$ 840.00	$ 33.60	*EFT*		
Daily log	92.5						

Period ending	2011-08-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	101.5	8.75	$ 888.13	$ 35.53	*EFT*		
Daily log	101						

Period ending	2011-08-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Ceridian	72.5	8.75	$ 634.38	$ 25.38	*EFT*		
Daily log	60.5						

Period ending	2011-09-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	56.75	8.75	$ 496.56	$ 19.86	*EFT*		
Daily log	68.25						

Yes	11.5	100.63	4.025	

Period ending	2011-09-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Ceridian	87	8.75	$ 761.25	$ 30.45	*EFT*		
Daily log	85.25						

Total wages payable:	$ 643.44

Total log hours	1664.5
Total payroll hours	1720

Yes

Hours outstanding -55.5

Period ending	2011-01-12										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or Blank*)	Hours owing	Amount payable	Vacation pay
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-01-26										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-02-09										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-02-23										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-03-09										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-03-23										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-04-06										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-04-19										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-05-04										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%				
Ceridian	0	8	$ -	$ -	*N/A*						
Daily log	0										

Period ending	2011-05-17										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%				
Ceridian	0	8	$ -	$ -	?						
Daily log	17							Yes	17	136.00	5.44

Period ending	2011-06-01										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%				
Ceridian	0	8.75	$ -	$ -	N/A						
Daily log	102							Yes	102	892.50	35.7

Period ending	2011-06-15										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	105	8.75	$ 918.75	$ 36.75	*EFT*						
Daily log	116.75							Yes	11.75	102.81	4.1125

Period ending	2011-06-28										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	107	8.75	$ 936.25	$ 37.45	*EFT*						
Daily log	99.75										

Period ending	2011-07-13										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%				
Ceridian	114.5	8.75	$ 1,001.88	$ 40.08	*EFT*						
Daily log	128.25							Yes	13.75	120.31	4.8125

Period ending	2011-07-26									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Ceridian	116.25	8.75	$ 1,017.19	$ 40.69	*EFT*					
Daily log	107.75									
Period ending	*2011-08-10*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	109.5	8.75	$ 958.13	$ 38.33	*EFT*					
Daily log	110.75						Yes	1.25	10.94	0.4375
Period ending	*2011-08-24*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	Vacation pay rate	4%			
Ceridian	99.5	8.75	$ 870.63	$ 34.83	*EFT*					
Daily log	97									
Period ending	*2011-09-07*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	100.75	8.75	$ 881.56	$ 35.26	*EFT*					
Daily log	107.5						Yes	6.75	59.06	2.3625
Period ending	*2011-09-21*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Ceridian	102.25	8.75	$ 894.69	$ 35.79	*EFT*					
Daily log	100.25									

Total wages payable:	$ 1,374.49

Total log hours	987
Total payroll hours	854.75
	#REF!
	#REF!
Hours outstanding	132.25

Period	2011-01-12								Vacation pay
	Hours	Rate	Earnings	Vacation Pay	Method	Under-payed	Hours owing	Amount payable	
Ceridian Daily log			$ -	-	N/A				

Period	2011-01-26				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-02-09				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-02-23				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-03-09				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-03-23				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-04-06				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-04-19				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-05-04				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-05-17				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-06-01				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-06-15				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-06-28				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-07-13				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian Daily log			$ -	-	N/A

Period	2011-07-26								
	Hours	Rate	Earnings	Vacation Pay	Method				
Ceridian	0	12	$ -	-	?				
Daily log	16.5					Yes	16.5	198.00	7.92

Period	2011-08-10								
	Hours	Rate	Earnings	Vacation Pay	Method				
Ceridian	100	12	$ 1,200.00	$ 48.00	EFT				
Daily log	113.5					Yes	13.5	162.00	6.48

Period	2011-08-24				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian	120	12	$ 1,440.00	$ 57.60	EFT
Daily log	110				

Period	2011-09-07				
	Hours	Rate	Earnings	Vacation Pay	Method
Ceridian	120	12	$ 1,440.00	$ 57.60	EFT
Daily log	119				

Period	2011-09-21								
	Hours	Rate	Earnings	Vacation Pay	Method				
Ceridian	120	12	$ 1,440.00	$ 57.60	EFT				
Daily log	121					Yes	1	12.00	0.48

Total log hours	480	Total wages payable:	$ -
Total payroll hours	460		
Hours outstanding	20		

Overall AM - PM Wages Payable: $ 7,931.50

Period ending	2011-01-14								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Wage Rates
Payroll Company			$ 5,000.00	$ 200.00					Sunday, May 1, 2011 $8.50
Daily log	76							Yes	Tuesday, November 1, 2011 $8.75

Period ending	2011-01-28							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company		8	$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-02-11							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-02-25							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-03-11								2011-03-11
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		
Payroll Company			$ 5,000.00	$ 200.00					
Daily log	80							Yes	

Period ending	2011-03-25							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-04-08							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	83							Yes

Period ending	2011-04-22							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	50							Yes

Period ending	2011-05-06							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-05-20							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-06-03							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	72							Yes

Period ending	2011-06-17							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-06-30							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	72							Yes

Period ending	2011-07-14							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company			$ 5,000.00	$ 200.00				
Daily log	80							Yes

Period ending	2011-07-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-08-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-08-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	45						Yes

Period ending	2011-09-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ 5,000.00	$ 200.00			
Daily log	43						

Period ending	2011-09-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-10-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-10-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-11-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ 5,000.00	$ 200.00			
Daily log	102						

Period ending	2011-11-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	10						

Period ending	2011-01-14							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company	20	8	$ 160.00	$ 6.40				
Daily log	20							

Period ending	2011-01-28						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-02-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	40	8	$ 320.00	$ 12.80			
Daily log	32						

Period ending	2011-02-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-03-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-03-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-04-08						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-04-22						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-05-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-05-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-14						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-29					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-12					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-26					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-09					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-23					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-07					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-21					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-04					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-18					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-01-14							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company	49.5	8	$ 396.00	$ 15.84				
Daily log	49.5							

Period ending	2011-01-28						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-02-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-02-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	64	8	$ 512.00	$ 20.48			
Daily log	64						

Period ending	2011-03-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-03-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-04-08						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	24	8	$ 192.00	$ 7.68			
Daily log	24						

Period ending	2011-04-22						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	48	8	$ 384.00	$ 15.36			
Daily log	50						Yes

Period ending	2011-05-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.75	$ 670.00	$ 26.80			
Daily log	80						

Period ending	2011-05-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	72	8.75	$ 630.00	$ 25.20			
Daily log	72						

Period ending	2011-06-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-06-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	16	8.75	$ 140.00	$ 5.60			
Daily log	16						

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-14						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-29					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log	0					

Period ending	2011-08-12					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log	0					

Period ending	2011-08-26					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log	0					

Period ending	2011-09-09					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	16	8.75	$ 140.00	$ 5.60		
Daily log	16					

Period ending	2011-09-23					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	32	9.5	$ 304.00	$ 12.16		
Daily log	32					

Period ending	2011-10-07					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-10-21					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-11-04					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-11-18					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-01-14							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log	17.25							Yes

Period ending	2011-01-28						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.65	$ 692.00	$ 27.68			
Daily log	80						

Period ending	2011-02-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.65	$ 692.00	$ 27.68			
Daily log	80						

Period ending	2011-02-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	64	8.65	$ 553.60	$ 22.14			
Daily log	64						

Period ending	2011-03-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.65	$ 692.00	$ 27.68			
Daily log	80						

Period ending	2011-03-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.65	$ 692.00	$ 27.68			
Daily log	80						

Period ending	2011-04-08						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.65	$ 692.00	$ 27.68			
Daily log	80						

Period ending	2011-04-22						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-05-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-05-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-14						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-29					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-08-12					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-08-26					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-09-09					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-09-23					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-10-07					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-10-21					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-11-04					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-11-18					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-01-14								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	
Payroll Company	36	9	$ 324.00	$ 12.96					
Daily log	36								
Period ending	*2011-01-28*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-02-11*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-02-25*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	64	9	$ 576.00	$ 23.04					
Daily log	64								
Period ending	*2011-03-11*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-03-25*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-04-08*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	32	9	$ 288.00	$ 11.52					
Daily log	32								
Period ending	*2011-04-22*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	48	9	$ 432.00	$ 17.28					
Daily log	48								
Period ending	*2011-05-06*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-05-20*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-06-03*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	72	9	$ 648.00	$ 25.92					
Daily log	72								
Period ending	*2011-06-17*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								
Period ending	*2011-06-30*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	72	9	$ 648.00	$ 25.92					
Daily log	104							Yes	288 11.52 $ 299.52
Period ending	*2011-07-14*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company	80	9	$ 720.00	$ 28.80					
Daily log	80								

Period ending	2011-07-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	56	9	$ 504.00	$ 20.16			
Daily log	0						

Period ending	2011-08-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	16	9	$ 144.00	$ 5.76			
Daily log	16						

Period ending	2011-09-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	2011-01-14								
Payroll Company				$ -	$ -				
Daily log									
	2011-01-28								
Payroll Company				$ -	$ -				
Daily log									
	2011-02-11								
Payroll Company		40	8	$ 320.00	$ 12.80				
Daily log		40							
	2011-02-25								
Payroll Company		64	8	$ 512.00	$ 20.48				
Daily log		64							
	2011-03-11								
Payroll Company		80	8	$ 640.00	$ 25.60				
Daily log		80							
	2011-03-25								
Payroll Company		80	8	$ 640.00	$ 25.60				
Daily log		80							
	2011-04-08								
Payroll Company		24	8	$ 192.00	$ 7.68				
Daily log		24							
	2011-04-22								
Payroll Company				$ -	$ -				
Daily log									
	2011-05-06								
Payroll Company				$ -	$ -				
Daily log									
	2011-05-20								
Payroll Company				$ -	$ -				
Daily log									
	2011-06-03								
Payroll Company				$ -	$ -				
Daily log									
	2011-06-17								
Payroll Company				$ -	$ -				
Daily log									
	2011-06-30								
Payroll Company				$ -	$ -				
Daily log									
	2011-07-14								
Payroll Company				$ -	$ -				
Daily log									

Period ending	2011-07-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	16	8	$ 128.00	$ 5.12			
Daily log	16						

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Period ending	2011-09-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	32	9.5	$ 304.00	$ 12.16			
Daily log							

Period ending	2011-11-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-01-14							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log								

Period ending	2011-01-28						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	24	8	$ 192.00	$ 7.68			
Daily log	24						

Period ending	2011-02-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-02-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	64	8	$ 512.00	$ 20.48			
Daily log	64						

Period ending	2011-03-11						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-03-25						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60			
Daily log	80						

Period ending	2011-04-08						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	24	8	$ 192.00	$ 7.68			
Daily log	24						

Period ending	2011-04-22						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	48	8	$ 384.00	$ 15.36			
Daily log	48						

Period ending	2011-05-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.75	$ 670.00	$ 26.80			
Daily log	80						

Period ending	2011-05-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-06-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	16	8.75	$ 140.00	$ 5.60			
Daily log	16						

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-14						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-29					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-08-12					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-08-26					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-09-09					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	16	8.75	$ 140.00	$ 5.60		
Daily log	16					

Period ending	2011-09-23					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-10-07					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-10-21					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-11-04					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	32	9.5	$ 304.00	$ 12.16		
Daily log	34					

Period ending	2011-11-18					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	2011-01-14									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)		
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-01-28*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-02-11*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-02-25*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-03-11*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-03-25*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-04-08*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-04-22*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-05-06*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-05-20*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-06-03*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-06-17*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										
Period ending	*2011-06-30*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		280	11.2 $ 291.20
Payroll Company	72	8.75	$ 630.00	$ 25.20						
Daily log	104							Yes		
Period ending	*2011-07-14*									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
Payroll Company			$ -	$ -						
Daily log										

Period ending	2011-07-29					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-12					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-26					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-09					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-23					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-07					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-21					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-04					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-11-18					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-01-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	9	$ 990.00	$ 39.60	$ 1,029.60	$ 1,029.60	4%		$ 867.29	$ 867.29	Friday, January 21, 2011	-2	$ -
Daily log	110												

Period ending	2011-01-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	9	$ 864.00	$ 34.56	$ 898.56	$ 962.56	4%		$ 837.78	$ 837.78	Friday, February 4, 2011	-4	$ -
Daily log	96												

Period ending	2011-02-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.5	9	$ 1,003.50	$ 40.14	$ 1,043.64	$ 1,043.64	4%		$ 877.31	$ 877.31	Tuesday, February 15, 2011	-8	$ -
Daily log	111.5												

Period ending	2011-02-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109.25	9	$ 983.25	$ 39.33	$ 1,022.58	$ 1,022.58	4%		$ 862.28	$ 862.28	Friday, March 4, 2011	-4	$ -
Daily log	109.25												

Period ending	2011-03-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.5	9	$ 778.50	$ 31.14	$ 809.64	$ 809.64	4%		$ 710.34	$ 710.34	Tuesday, March 22, 2011	-1	$ -
Daily log	86.5												

Period ending	2011-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98	9	$ 882.00	$ 35.28	$ 917.28	$ 1,140.60	4%		$ 1,011.80	$ 1,011.80	Thursday, April 7, 2011	-1	$ -
Daily log	98												

Period ending	2011-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.25	10	$ 1,052.50	$ 42.10	$ 1,094.60	$ 1,094.60	4%		$ 913.69	$ 913.69	Thursday, April 21, 2011	-2	$ -
Daily log	105.25												

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109.75	10	$ 1,097.50	$ 43.90	$ 1,141.40	$ 1,141.40	4%		$ 947.07	$ 947.07	Friday, May 6, 2011	-2	$ -
Daily log	109.75												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	10	$ 1,010.00	$ 40.40	$ 1,050.40	$ 1,050.40	4%		$ 882.13	$ 882.13	Friday, May 20, 2011	-3	$ -
Daily log	101												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10	$ 1,300.00	$ 52.00	$ 1,352.00	$ 1,352.00	4%		$ 1,100.88	$ 1,100.88	Tuesday, June 7, 2011	-1	$ -
Daily log	130												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112.75		$ 1,121.25	$ 44.85	$ 1,166.10	$ 1,166.10	4%		$ 964.71	$ 964.71	Wednesday, June 22, 2011	-1	$ -
Daily log	107.75	10											
	5	8.75	Total Wages	1121.25									
Total Hours	112.75		Total Vacation Pay	44.85									

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	141.75		$ 1,381.88	$ 55.28	$ 1,437.15	$ 1,437.16	4%		$ 1,164.38	$ 1,164.38	Thursday, July 7, 2011	-1	$ -
Daily log	113.25	10											
	28.5	8.75	Total Wages	1381.875									
Total Hours	141.75		Total Vacation Pay	55.275									

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	127		$ 1,405.38	$ 56.22	$ 1,461.59	$ 1,461.60	4%		$ 1,182.59	$ 1,182.59	Thursday, July 21, 2011	-2	$ -
Daily log	90.5	12											
	36.5	8.75	Total Wages	1405.375									
Total Hours	127		Total Vacation Pay	56.215									

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.75	12	$ 1,329.00	$ 53.16	$ 1,382.16	$ 1,382.16	4%		$ 1,123.37	$ 1,123.37	Friday, August 5, 2011	-3	$ -
Daily log	110.75												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.75	12	$ 1,341.00	$ 53.64	$ 1,394.64	$ 1,363.44	4%	$ 31.20	$ 1,109.42	$ 1,109.42	Monday, August 22, 2011	-1	$ -
Daily log	111.75							Yes					

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109.5	12	$ 1,314.00	$ 52.56	$ 1,366.56	$ 1,366.56	4%		$ 1,111.74	$ 1,111.74	Wednesday, September 7, 2011	-1	$ -
Daily log	109.5												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	116.75	12	$ 1,401.00	$ 56.04	$ 1,457.04	$ 1,457.04	4%		$ 1,179.20	1179.2	Thursday, September 22, 2011	-1	$ -
Daily log	116.75												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130		$ 1,506.00	$ 60.24	$ 1,566.24	$ 1,566.24	4%		$ 1,259.02	$ 1,259.02	Thursday, October 6, 2011	-2	$ -
Daily log	112	12	Total Wages	1506									
	18	9	Total Vacation Pay	60.24									
Total Hours													

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	116.75	12	$ 1,401.00	$ 56.04	$ 1,457.04	$ 1,580.79	4%		$ 1,269.49	$ 1,269.49	Thursday, October 20, 2011	-3	$ -
Daily log	116.75												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95.25		$ 1,083.75	$ 43.35	$ 1,127.10	$ 1,127.10	4%		$ 936.87	$ 936.87	Monday, November 7, 2011	-1	$ -
Daily log	75.5	12	Total Wages	1083.75									
	19.75	9	Total Vacation Pay	43.35									
Total Hours	95.25												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2011-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	10	$ 930.00	$ 37.20	$ 967.20	$ 967.20	4%			$ 822.76	$ 822.76	Friday, January 21, 2011	-2	$ -
Daily log	92.5													

Period ending	2011-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	8	$ 744.00	$ 29.76	$ 773.76	$ 1,057.17	4%			$ 968.14	$ 968.14	Friday, February 4, 2011	-4	$ -
Daily log	93													

Period ending	2011-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.5	8	$ 940.00	$ 37.60	$ 977.60	$ 977.60	4%			$ 830.19	$ 830.19	Tuesday, February 15, 2011	-8	$ -
Daily log	117.5													

Period ending	2011-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108.25	8	$ 866.00	$ 34.64	$ 900.64	$ 900.64	4%			$ 775.27	$ 775.27	Friday, March 4, 2011	-4	$ -
Daily log	108.25													

Period ending	2011-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	61.5	8	$ 492.00	$ 19.68	$ 511.68	$ 378.56	4%	$ 133.12		$ 360.30	$ 360.30	Tuesday, March 22, 2011	-1	$ -
Daily log	61.5							Yes						

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	8	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%			$ 471.68	$ 471.68	Thursday, April 7, 2011	-1	$ -
Daily log	60													

Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	8	$ 744.00	$ 29.76	$ 773.76	$ 773.76	4%			$ 684.73	$ 684.73	Thursday, April 21, 2011	-2	$ -
Daily log	93													

Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	8	$ 704.00	$ 28.16	$ 732.16	$ 732.16	4%			$ 655.04	$ 655.04	Friday, May 6, 2011	-2	$ -
Daily log	88													

Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	77.5	9	$ 697.50	$ 27.90	$ 725.40	$ 725.40	4%			$ 650.11	$ 650.11	Friday, May 20, 2011	-3	$ -
Daily log	77.5													

Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.5	9	$ 796.50	$ 31.86	$ 828.36	$ 828.36	4%			$ 723.69	$ 723.69	Tuesday, June 7, 2011	-1	$ -
Daily log	88.5													

Period ending	2011-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	78.5	9	$ 706.50	$ 28.26	$ 734.76	$ 734.76	4%			$ 656.90	$ 656.90	Wednesday, June 22, 2011	-1	$ -
Daily log	78.5													

Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.5	9	$ 841.50	$ 33.66	$ 875.16	$ 875.16	4%			$ 757.09	$ 757.09	Thursday, July 7, 2011	-1	$ -
Daily log	93.5													

Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.5	9	$ 742.50	$ 29.70	$ 772.20	$ 772.20	4%			$ 683.61	$ 683.61	Thursday, July 21, 2011	-2	$ -
Daily log	82.5													

Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.75	9	$ 888.75	$ 35.55	$ 924.30	$ 924.30	4%		$ 792.16	$ 792.16	Friday, August 5, 2011	-3	$ -	
Daily log	98.75													

Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	9	$ 774.00	$ 30.96	$ 804.96	$ 804.96	4%		$ 706.99	$ 706.99	Monday, August 22, 2011	-1	$ -	
Daily log	86													

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94.5	9	$ 850.50	$ 34.02	$ 884.52	$ 884.52	4%		$ 763.77	$ 763.77	Wednesday, September 7, 2011	-1	$ -	
Daily log	94.5													

Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	53.5	9	$ 481.50	$ 19.26	$ 500.76	$ 500.76	4%		$ 472.92	472.92	Wednesday, September 21, 2011	-2	$ -	
Daily log	53.5													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2011-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.5	10	$ 1,005.00	$ 40.20	$ 1,045.20	$ 1,045.20	4%		$ 878.43	$ 878.43	Friday, January 21, 2011	-2	$ -	
Daily log	100.5													
Period ending	2011-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10	$ 1,040.00	$ 41.60	$ 1,081.60	$ 1,081.60	4%		$ 904.41	$ 904.41	Friday, February 4, 2011	-4	$ -	
Daily log	104													
Period ending	2011-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10	$ 750.00	$ 30.00	$ 780.00	$ 780.00	4%		$ 689.18	$ 689.18	Tuesday, February 15, 2011	-8	$ -	
Daily log	75													
Period ending	2011-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	10	$ 820.00	$ 32.80	$ 852.80	$ 1,019.20	4%		$ 957.83	$ 957.83	Friday, March 4, 2011	-4	$ -	
Daily log	82													
Period ending	2011-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89	10	$ 890.00	$ 35.60	$ 925.60	$ 925.60	4%		$ 870.52	$ 870.52	Tuesday, March 22, 2011	-1	$ -	
Daily log	89													
Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10	$ 1,060.00	$ 42.40	$ 1,102.40	$ 1,102.40	4%		$ 1,035.43	$ 1,035.43	Thursday, April 7, 2011	-1	$ -	
Daily log	106													
Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112.5	10	$ 1,125.00	$ 45.00	$ 1,170.00	$ 1,170.00	4%		$ 967.48	$ 967.48	Thursday, April 21, 2011	-2	$ -	
Daily log	112.5													
Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.25	11	$ 959.75	$ 38.39	$ 998.14	$ 998.14	4%		$ 844.84	$ 844.84	Friday, May 6, 2011	-2	$ -	
Daily log	87.25													
Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	79.25	11	$ 871.75	$ 34.87	$ 906.62	$ 906.62	4%		$ 779.54	$ 779.54	Friday, May 20, 2011	-3	$ -	
Daily log	79.25													
Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102.45	11	$ 1,126.95	$ 45.08	$ 1,172.03	$ 1,175.46	4%		$ 971.38	$ 971.38	Tuesday, June 7, 2011	-1	$ -	
Daily log	86.75													
Period ending	2011-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	11	$ 841.50	$ 33.66	$ 875.16	$ 875.16	4%		$ 757.09	$ 757.09	Wednesday, June 22, 2011	-1	$ -	
Daily log	76.5													
Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.3	11	$ 1,103.30	$ 44.13	$ 1,147.43	$ 1,149.72	4%		$ 953.01	$ 953.01	Thursday, July 7, 2011	-1	$ -	
Daily log	76.5													
Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.5	11	$ 929.50	$ 37.18	$ 966.68	$ 966.68	4%		$ 822.40	$ 822.40	Thursday, July 21, 2011	-2	$ -	
Daily log	84.5													

Period ending	*2011-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.25	11	$ 1,080.75	$ 43.23	$ 1,123.98	$ 1,123.98	4%		$ 934.64	$ 934.64	Friday, August 5, 2011	-3	$ -	
Daily log	98.25													
Period ending	*2011-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10	$ 1,070.00	$ 42.80	$ 1,112.80	$ 1,112.80	4%		$ 926.66	$ 926.66	Monday, August 22, 2011	-1	$ -	
Daily log	107													
Period ending	*2011-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	129.5	10	$ 1,295.00	$ 51.80	$ 1,346.80	$ 1,346.80	4%		$ 1,097.00	$ 1,097.00	Wednesday, September 7, 2011	-1	$ -	
Daily log	129.5													
Period ending	*2011-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.25	10	$ 1,052.50	$ 42.10	$ 1,094.60	$ 1,094.60	4%		$ 913.69	913.69	Thursday, September 22, 2011	-1	$ -	
Daily log	105.25													
Period ending	*2011-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93	10	$ 930.00	$ 37.20	$ 967.20	$ 967.20	4%		$ 822.76	$ 822.76	Thursday, October 6, 2011	-2	$ -	
Daily log	93													
Period ending	*2011-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	24.5	10	$ 245.00	$ 9.80	$ 254.80	$ 254.80	4%		$ 244.87	$ 244.87	Thursday, October 20, 2011	-3	$ -	
Daily log	24.5													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2011-01-15	Payroll Company	106	11	$ 1,166.00	$ 46.64	$ 1,212.64	$ 1,412.64	4%		$ 1,416.10	$ 1,416.10	Friday, January 21, 2011	-2	$ -
	Daily log	106												
2011-01-31	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,321.12	4%		$ 1,077.86	$ 1,077.86	Friday, February 4, 2011	-4	$ -
	Daily log	98												
2011-02-15	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Tuesday, February 15, 2011	-8	$ -
	Daily log	98												
2011-02-28	Payroll Company	82	11	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 801.98	$ 801.98	Friday, March 4, 2011	-4	$ -
	Daily log	82												
2011-03-15	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,321.12	4%		$ 1,132.60	$ 1,132.60	Tuesday, March 22, 2011	-1	$ -
	Daily log	98												
2011-03-31	Payroll Company	106	11	$ 1,166.00	$ 46.64	$ 1,212.64	$ 1,412.64	4%		$ 1,146.10	$ 1,146.10	Thursday, April 7, 2011	-1	$ -
	Daily log	106												
2011-04-15	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Thursday, April 21, 2011	-2	$ -
	Daily log	98												
2011-04-30	Payroll Company	95	11	$ 1,045.00	$ 41.80	$ 1,086.80	$ 1,286.80	4%		$ 1,052.26	$ 1,052.26	Friday, May 6, 2011	-2	$ -
	Daily log	95												
2011-05-15	Payroll Company	90	11	$ 990.00	$ 39.60	$ 1,029.60	$ 1,229.60	4%		$ 1,010.01	$ 1,010.01	Friday, May 20, 2011	-3	$ -
	Daily log	90												
2011-05-31	Payroll Company	106	11	$ 1,166.00	$ 46.64	$ 1,212.64	$ 1,412.64	4%		$ 1,146.10	$ 1,146.10	Tuesday, June 7, 2011	-1	$ -
	Daily log	106												
2011-06-15	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Wednesday, June 22, 2011	-1	$ -
	Daily log	98												
2011-06-30	Payroll Company	105.5	11	$ 1,160.50	$ 46.42	$ 1,206.92	$ 1,206.92	4%		$ 993.83	$ 993.83	Thursday, July 7, 2011	-1	$ -
	Daily log	105.5												
2011-07-15	Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Thursday, July 21, 2011	-2	$ -
	Daily log	98												

Period ending	*2011-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	11	$ 1,045.00	$ 41.80	$ 1,086.80	$ 1,086.60	4%	$ 0.20	$ 908.11	$ 908.11	Friday, August 5, 2011	-3	$ -	
Daily log	95							Yes						
Period ending	*2011-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111.5	11	$ 1,226.50	$ 49.06	$ 1,275.56	$ 1,275.56	4%		$ 1,043.89	$ 1,043.89	Monday, August 22, 2011	-1	$ -	
Daily log	111.5													
Period ending	*2011-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	11	$ 1,199.00	$ 47.96	$ 1,246.96	$ 1,246.96	4%		$ 1,022.56	$ 1,022.56	Wednesday, September 7, 2011	-1	$ -	
Daily log	109													
Period ending	*2011-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	932.6	Thursday, September 22, 2011	-1	$ -	
Daily log	98													
Period ending	*2011-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Thursday, October 6, 2011	-2	$ -	
Daily log	98													
Period ending	*2011-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	11	$ 1,045.00	$ 41.80	$ 1,086.80	$ 1,086.80	4%		$ 908.11	$ 908.11	Thursday, October 20, 2011	-3	$ -	
Daily log	95													
Period ending	*2011-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 514.80	4%	$ 606.32			Monday, November 7, 2011	-1	$ -	
Daily log	98							Yes						
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2011-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	11	$ 594.00	$ 23.76	$ 617.76	$ 717.76	4%		$ 683.40	$ 683.40	Monday, February 21, 2011	-2	$ -	
Daily log	54													
Period ending	2011-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65.5	11	$ 720.50	$ 28.82	$ 749.32	$ 749.32	4%		$ 706.11	$ 706.11	Friday, March 4, 2011	-4	$ -	
Daily log	65.5													
Period ending	2011-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90.5	11	$ 995.50	$ 39.82	$ 1,035.32	$ 1,135.32	4%		$ 1,072.86	$ 1,072.86	Tuesday, March 22, 2011	-1	$ -	
Daily log	90.5													
Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	11	$ 902.00	$ 36.08	$ 938.08	$ 1,558.64	4%		$ 1,484.25	$ 3,356.87	Thursday, April 7, 2011	-1	$ 1,872.62	
Daily log	82													
Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	11	$ 1,078.00	$ 43.12	$ 1,121.12	$ 1,121.12	4%		$ 932.60	$ 932.60	Thursday, April 21, 2011	-2	$ -	
Daily log	98													
Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.25	11	$ 1,102.75	$ 44.11	$ 1,146.86	$ 1,146.86	4%		$ 950.98	$ 950.98	Friday, May 6, 2011	-2	$ -	
Daily log	100.25													
Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	81.25	11	$ 893.75	$ 35.75	$ 929.50	$ 929.50	4%		$ 795.86	$ 795.86	Friday, May 20, 2011	-3	$ -	
Daily log	81.25													
Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113	11	$ 1,243.00	$ 49.72	$ 1,292.72	$ 1,292.72	4%		$ 1,056.68	$ 1,056.68	Tuesday, June 7, 2011	-1	$ -	
Daily log	97													
Period ending	2011-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97	11	$ 1,067.00	$ 42.68	$ 1,109.68	$ 1,109.68	4%		$ 924.44	$ 924.44	Wednesday, June 22, 2011	-1	$ -	
Daily log	97													
Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.5	11	$ 1,105.50	$ 44.22	$ 1,149.72	$ 1,149.72	4%		$ 953.01	$ 953.01	Thursday, July 7, 2011	-1	$ -	
Daily log	100.5													
Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87	11	$ 957.00	$ 38.28	$ 995.28	$ 995.28	4%		$ 842.79	$ 842.79	Thursday, July 21, 2011	-2	$ -	
Daily log	87													
Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.75	11	$ 1,218.25	$ 48.73	$ 1,266.98	$ 1,266.98	4%		$ 1,037.49	$ 1,037.49	Friday, August 5, 2011	-3	$ -	
Daily log	110.75													
Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	81	10	$ 810.00	$ 32.40	$ 842.40	$ 842.40	4%		$ 733.71	$ 733.71	Monday, August 22, 2011	-1	$ -	
Daily log	81													

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	133.75	10	$ 1,337.50	$ 53.50	$ 1,391.00	$ 1,391.00	4%		$ 1,129.96	$ 1,129.96	Wednesday, September 7, 2011	-1	$ -	
Daily log	133.75													

Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.25	10	$ 1,072.50	$ 42.90	$ 1,115.40	$ 1,115.40	4%		$ 928.53	928.53	Thursday, September 22, 2011	-1	$ -	
Daily log	107.25													

Period ending	2011-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -	$ 2,000.00	4%		$ 1,872.62	$ 1,872.62	Thursday, October 20, 2011	-3	$ -	
Daily log	0													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Daily log	82.5													
Period ending	*2011-07-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	115.75	11	$ 1,273.25	$ 50.93	$ 1,324.18	$ 1,724.18	4%		$ 1,372.61	$ 1,372.61	Friday, August 5, 2011	-3	$ -	
Daily log	115.75													
Period ending	*2011-08-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	110	11	$ 1,210.00	$ 48.40	$ 1,258.40	$ 1,658.40	4%		$ 1,325.31	$ 1,325.31	Monday, August 22, 2011	-1	$ -	
Daily log	106													
Period ending	*2011-08-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	109	10	$ 1,090.00	$ 43.60	$ 1,133.60	$ 1,133.60	4%		$ 941.51	$ 941.51	Wednesday, September 7, 2011	-1	$ -	
Daily log	109													
Period ending	*2011-09-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	111.5	10	$ 1,115.00	$ 44.60	$ 1,159.60	$ 1,159.60	4%		$ 960.06	960.06	Thursday, September 22, 2011	-1	$ -	
Daily log	111.5													
Period ending	*2011-09-30*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	107	10	$ 1,070.00	$ 42.80	$ 1,112.80	$ 1,112.80	4%		$ 926.66	$ 926.66	Thursday, October 6, 2011	-2	$ -	
Daily log	107													
Period ending	*2011-10-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	99.25	10	$ 992.50	$ 39.70	$ 1,032.20	$ 1,032.20	4%		$ 869.15	$ 869.15	Thursday, October 20, 2011	-3	$ -	
Daily log	99.25													
Period ending	*2011-10-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	70.75	10	$ 707.50	$ 28.30	$ 735.80	$ 735.80	4%		$ 657.64	$ 657.64	Monday, November 7, 2011	-1	$ -	
Daily log	70.75													
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2011-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	15	$ 1,425.00	$ 57.00	$ 1,482.00	$ 1,682.00	4%		$ 1,342.28	$ 1,342.28	Friday, January 21, 2011	-2	$ -	
Daily log	95													
Period ending	*2011-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	15	$ 1,470.00	$ 58.80	$ 1,528.80	$ 1,728.80	4%		$ 1,375.93	$ 1,375.93	Friday, February 4, 2011	-4	$ -	
Daily log	98													
Period ending	*2011-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	15	$ 1,470.00	$ 58.80	$ 1,528.80	$ 1,728.80	4%		$ 1,375.93	$ 1,375.93	Tuesday, February 15, 2011	-8	$ -	
Daily log	98													
Period ending	*2011-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.3	15	$ 1,654.50	$ 66.18	$ 1,720.68	$ 2,723.80	4%		$ 2,011.83	$ 2,011.83	Friday, March 4, 2011	-4	$ -	
Daily log	110.5													
Period ending	*2011-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	15	$ 1,470.00	$ 58.80	$ 1,528.80	$ 1,728.80	4%		$ 1,375.93	$ 1,375.93	Tuesday, March 22, 2011	-1	$ -	
Daily log	98													
Period ending	*2011-03-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	15	$ 1,590.00	$ 63.60	$ 1,653.60	$ 1,872.62	4%		$ 1,457.07	$ 3,329.69	Thursday, April 7, 2011	-1	$ 1,872.62	
Daily log	106													
Period ending	*2011-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	15	$ 1,470.00	$ 58.80	$ 1,528.80	$ 1,728.80	4%		$ 1,375.93	$ 1,375.93	Thursday, April 21, 2011	-2	$ -	
Daily log	98													
Period ending	*2011-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111	15	$ 1,665.00	$ 66.60	$ 1,731.60	$ 1,931.60	4%		$ 1,507.42	$ 1,507.42	Friday, May 6, 2011	-2	$ -	
Daily log	111													
Period ending	*2011-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	15	$ 1,500.00	$ 60.00	$ 1,560.00	$ 1,760.00	4%		$ 1,396.34	$ 1,396.34	Friday, May 20, 2011	-3	$ -	
Daily log	90													
Period ending	*2011-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117.5	15	$ 1,762.50	$ 70.50	$ 1,833.00	$ 2,033.00	4%		$ 1,572.68	$ 3,029.75	Tuesday, June 7, 2011	-1	$ 1,457.07	
Daily log	117.5													
Period ending	*2011-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112.5	15	$ 1,687.50	$ 67.50	$ 1,755.00	$ 1,955.00	4%		$ 1,522.33	$ 1,522.53	Wednesday, June 22, 2011	-1	$ 0.20	
Daily log	112.5													
Period ending	*2011-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	11	$ 1,028.50	$ 41.14	$ 1,069.64	$ 1,469.64	4%		$ 1,188.60	$ 1,188.60	Thursday, July 7, 2011	-1	$ -	
Daily log	93.5													
Period ending	*2011-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.3	11	$ 1,180.30	$ 47.21	$ 1,227.51	$ 1,629.80	4%		$ 1,304.73	$ 1,304.73	Thursday, July 21, 2011	-2	$ -	

Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Friday, August 5, 2011	-3	$ -	
Daily log	60													
Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Wednesday, September 7, 2011	-1	$ -	
Daily log	60													
Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	570.62	Thursday, September 22, 2011	-1	$ -	
Daily log	60													
Period ending	2011-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Thursday, October 6, 2011	-2	$ -	
Daily log	60													
Period ending	2011-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Thursday, October 20, 2011	-3	$ -	
Daily log	60													
Period ending	2011-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Monday, November 7, 2011	-1	$ -	
Daily log	60													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2011-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	62.75	10	$ 627.50	$ 25.10	$ 652.60	$ 652.60	4%		$ 593.29	$ 593.29	Friday, January 21, 2011	-2	$ -	
Daily log	62.75													

Period ending	2011-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	55	10	$ 550.00	$ 22.00	$ 572.00	$ 572.00	4%		$ 529.39	$ 529.39	Friday, February 4, 2011	-4	$ -	
Daily log	55													

Period ending	2011-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58	10	$ 580.00	$ 23.20	$ 603.20	$ 603.20	4%		$ 554.13	$ 554.13	Tuesday, February 15, 2011	-8	$ -	
Daily log	42													

Period ending	2011-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	77.45	10	$ 774.50	$ 30.98	$ 805.48	$ 808.60	4%		$ 709.59	$ 709.59	Friday, March 4, 2011	-4	$ -	
Daily log	77.75													

Period ending	2011-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87	10	$ 870.00	$ 34.80	$ 904.80	$ 904.80	4%		$ 778.23	$ 778.23	Tuesday, March 22, 2011	-1	$ -	
Daily log	87													

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	71.5	10	$ 715.00	$ 28.60	$ 743.60	$ 743.60	4%		$ 663.21	$ 663.21	Thursday, April 7, 2011	-1	$ -	
Daily log	71.5													

Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Thursday, April 21, 2011	-2	$ -	
Daily log	60													

Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Friday, May 6, 2011	-2	$ -	
Daily log	60													

Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Friday, May 20, 2011	-3	$ -	
Daily log	60													

Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Tuesday, June 7, 2011	-1	$ -	
Daily log	60													

Period ending	2011-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Wednesday, June 22, 2011	-1	$ -	
Daily log	60													

Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10	$ 800.00	$ 32.00	$ 832.00	$ 624.00	4%	$ 208.00	$ 570.62	$ 570.62	Thursday, July 7, 2011	-1	$ -	
Daily log	80							Yes						

Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%		$ 570.62	$ 570.62	Thursday, July 21, 2011	-2	$ -	
Daily log	60													

Period ending	2011-01-15										
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)		Wage Rates	
Payroll Company	54.25	8	$ 434.00	$ 17.36	Cheque					2011-05-01	$8.50
Daily log	54.25									2011-11-01	$8.75

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	71.5	8	$ 572.00	$ 22.88	Cheque		
Daily log							

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	98	8	$ 784.00	$ 31.36	Cheque		
Daily log	98						

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	80	8	$ 640.00	$ 25.60	Cheque		
Daily log	80						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	85	8	$ 680.00	$ 27.20	Cheque		
Daily log	85						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	139	8	$ 1,112.00	$ 44.48	Cheque		
Daily log	139						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8	$ 720.00	$ 28.80	Cheque		
Daily log	90				Seq # s22		

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81	8	$ 648.00	$ 25.92	Cheque		
Daily log	81				Seq # s22		

Period ending	2011-05-07									
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
Payroll Company	90	8.75	$ 787.50	$ 31.50	Cheque			45 @ $8.75	393.75	753.75
Daily log	90		753.75	30.15				45 @ $8.00	360	

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	45	8.75	$ 393.75	$ 15.75	Cheque		
Daily log	45				Seq # s22		

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	80.5	8.75	$ 704.38	$ 28.18	Cheque		
Daily log	80.5				Seq # s22		

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81	8.75	$ 708.75	$ 28.35	Cheque		
Daily log	81				Seq # s22		

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81	8.75	$ 708.75	$ 28.35	Cheque		
Daily log	81						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	99	8.75	$ 866.25	$ 34.65	Cheque		
Daily log	99						

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	102.5	8.75	$ 896.88	$ 35.88	*Cheque*	
Daily log	102.5					

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	85	8.75	$ 743.75	$ 29.75	*Cheque*	
Daily log	85					

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	60	8.75	$ 525.00	$ 21.00	*Cheque*	
Daily log	73					

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company	13		$ -	$ -	*Cheque*	
Daily log						

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -	*Cheque*	
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -	*Cheque*	
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -	*Cheque*	
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -	*Cheque*	
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company			$ -	$ -	*Cheque*	
Daily log						

Period ending	2011-01-15								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	7- 1073
Payroll Company			$ -	$ -					
Daily log									

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-02-12							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	EE paid in 2011-02-26 pay period
Payroll Company	81		$ -	$ -				
Daily log	81							

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60	*Cheque*		
Daily log	80						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	85	8	$ 680.00	$ 27.20	*Cheque*		
Daily log							

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	79.25	8	$ 634.00	$ 25.36	*Cheque*		
Daily log	79.25						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8	$ 720.00	$ 28.80	*Cheque*		
Daily log	90				*Seq #* s22		

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	81	8	$ 648.00	$ 25.92	*Cheque*		
Daily log	81				*Seq #* s22		

Period ending	2011-05-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90		753.75	30.15			

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8.75	$ 700.00	$ 28.00	*Cheque*		
Daily log	80						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	89	8.75	$ 778.75	$ 31.15	*Cheque*		
Daily log	89						

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90				*Seq #* s22		

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	81		$ -	$ -	*Cheque*		
Daily log	81						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	81	8.75	$ 708.75	$ 28.35	*Cheque*		
Daily log	81						

Period ending	2011-07-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	102.5	8.75	$ 896.88	$ 35.88	*Cheque*		
Daily log	102.5						

Period ending	2011-08-13						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90						

Period ending	2011-08-27						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	55	8.75	$ 481.25	$ 19.25	*Cheque*		
Daily log	55						

Period ending	2011-09-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-09-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-01-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company	32.75	8	$ 262.00	$ 10.48	Cheque			
Daily log	32.75							

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	71.5	8	$ 572.00	$ 22.88	Cheque		
Daily log	71.5						

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8	$ 720.00	$ 28.80	Cheque		
Daily log	90						

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	72	8	$ 576.00	$ 23.04	Cheque		
Daily log	72						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	85	8	$ 680.00	$ 27.20	Cheque		
Daily log	85						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	70.25	8	$ 562.00	$ 22.48	Cheque		
Daily log	70.25						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	72	8	$ 576.00	$ 23.04	Cheque		
Daily log	72				Seq # s22		

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	45	8	$ 360.00	$ 14.40	Cheque		
Daily log	45						

Period ending	2011-05-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	Cheque		
Daily log	90						

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	27	8.75	$ 236.25	$ 9.45	Cheque		
Daily log	27						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	89.5	8.75	$ 783.13	$ 31.33	Cheque		
Daily log	89.5						

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81	8.75	$ 708.75	$ 28.35	Cheque		
Daily log	81				s22		

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81		$ -	$ -	Cheque		
Daily log	81						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	36	8.75	$ 315.00	$ 12.60	Cheque		
Daily log	36						

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Cheque		
Daily log							

Period ending	2011-01-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log								

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	45	8	$ 360.00	$ 14.40	*Cheque*		
Daily log	45						

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8	$ 720.00	$ 28.80	*Cheque*		
Daily log	90						

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60	*Cheque*		
Daily log	80						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	85	8	$ 680.00	$ 27.20	*Cheque*		
Daily log	85						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	79.25	8	$ 634.00	$ 25.36	*Cheque*		
Daily log	79.25						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8	$ 720.00	$ 28.80	*Cheque*		
Daily log	90				*Seq#* s22		

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	81	8	$ 648.00	$ 25.92	*Cheque*		
Daily log	81						

Period ending	2011-05-07							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	PAID WRONG
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*			
Daily log	90							

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	45		$ -	$ -	*Cheque*		
Daily log	45						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	89.5	8.75	$ 783.13	$ 31.33	*Cheque*		
Daily log	89.5						

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90						

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	45		$ -	$ -	*Cheque*		
Daily log	45						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90						

Period ending	2011-07-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90						

Period ending	2011-08-13						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	*Cheque*		
Daily log	90						

Period ending	2011-08-27						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-09-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-09-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-01-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4% Under-payed (*Yes or No*)
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	44.25	8	$ 354.00	$ 14.16	*Cheque*		
Daily log	44.25						

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8	$ 720.00	$ 28.80	*Cheque*		
Daily log	90						

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	80	8	$ 640.00	$ 25.60	*Cheque*		
Daily log	80						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	67	8	$ 536.00	$ 21.44	*Cheque*		
Daily log	67						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8	$ -	$ -			
Daily log	0						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8	$ -	$ -			
Daily log	0						

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8	$ -	$ -			
Daily log	0						

Period ending	2011-05-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8	$ -	$ -			
Daily log	0						

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log	0						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	89.5	8	$ 716.00	$ 28.64			
Daily log	89.5						

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8	$ 720.00	$ 28.80			
Daily log	90						

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	81		$ -	$ -			
Daily log	81						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50			
Daily log	90						

Period ending	2011-07-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	102.5	8.75	$ 896.88	$ 35.88			
Daily log	102.5						

Period ending	2011-08-13						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	100	8.75	$ 875.00	$ 35.00			
Daily log	100						

Period ending	2011-08-27						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	120	8.75	$ 1,050.00	$ 42.00			
Daily log	120						

Period ending	2011-09-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-01-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company			$ -	$ -				
Daily log								

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	71.5	8	$ 572.00	$ 22.88	Cheque		
Daily log	71.5						

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	63	8	$ 504.00	$ 20.16	Cheque		
Daily log	63						

Period ending	2011-02-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	64	8	$ 512.00	$ 20.48	Cheque		
Daily log	64						

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	100	8	$ 800.00	$ 32.00	Cheque		
Daily log	100						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	110.25	8	$ 882.00	$ 35.28			
Daily log	110.25						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	112	8	$ 896.00	$ 35.84	Seq # s22		
Daily log	112						

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	103	8	$ 824.00	$ 32.96	Seq # s22		
Daily log	103						

Period ending	2011-05-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	72	8.75	$ 630.00	$ 25.20			
Daily log	72						

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	86	8.75	$ 752.50	$ 30.10	Seq # s22		
Daily log	86						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	105	8.75	$ 918.75	$ 36.75			
Daily log	105						

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50			
Daily log	90						

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate* 4%
Payroll Company Daily log			$ -	$ -		

Period ending	2011-01-15							Payroll #:
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4% Under-payed (Yes or No)	8-1198
Payroll Company			$ -	$ -				
Daily log	0							

Period ending	2011-01-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-02-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-02-26							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company	0		$ -	$ -	Cheque			?
Daily log	0							

Period ending	2011-03-12						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	77	8	$ 616.00	$ 24.64	Cheque		
Daily log	77						

Period ending	2011-03-26						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	79.25	8	$ 634.00	$ 25.36	Cheque		
Daily log	79.25						

Period ending	2011-04-09						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8	$ 720.00	$ 28.80	Cheque		
Daily log	90				Seq # s22		

Period ending	2011-04-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81	8	$ 648.00	$ 25.92	Cheque		
Daily log	81				Seq # s22		

Period ending	2011-05-07						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	Cheque		
Daily log	90						

Period ending	2011-05-21						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	0	8.75	$ -	$ -	Cheque		
Daily log	0						

Period ending	2011-06-04						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	89.5	8.75	$ 783.13	$ 31.33	Cheque		
Daily log	89.5				Seq # s22		

Period ending	2011-06-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	90	8.75	$ 787.50	$ 31.50	Cheque		
Daily log	90						

Period ending	2011-07-02						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	81		$ -	$ -	Cheque		
Daily log	81						

Period ending	2011-07-16						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	54	8.75	$ 472.50	$ 18.90	Cheque		
Daily log	54						

Period ending	2011-07-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	102.5	8.75	$ 896.88	$ 35.88	*Cheque*		
Daily log	102.5						

Period ending	2011-08-13						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	76	8.75	$ 665.00	$ 26.60	*Cheque*		
Daily log	76						

Period ending	2011-08-27						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	99	8.75	$ 866.25	$ 34.65	*Cheque*		
Daily log	99						

Period ending	2011-09-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	2011-09-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -	*Cheque*		
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-01-15	Payroll Company			$ -	$ -				
	Daily log								
2011-01-29	Payroll Company			$ -	$ -				
	Daily log								
2011-02-12	Payroll Company			$ -	$ -				
	Daily log								
2011-02-26	Payroll Company			$ -	$ -				
	Daily log								
2011-03-12	Payroll Company			$ -	$ -				
	Daily log								
2011-03-26	Payroll Company			$ -	$ -				
	Daily log								
2011-04-09	Payroll Company			$ -	$ -				
	Daily log								
2011-04-23	Payroll Company			$ -	$ -				
	Daily log								
2011-05-07	Payroll Company			$ -	$ -				
	Daily log								
2011-05-21	Payroll Company			$ -	$ -				
	Daily log								
2011-06-04	Payroll Company			$ -	$ -				
	Daily log								
2011-06-18	Payroll Company			$ -	$ -				
	Daily log								
2011-07-02	Payroll Company			$ -	$ -				
	Daily log								
2011-07-16	Payroll Company			$ -	$ -				
	Daily log								

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
2011-01-15								
Payroll Company			$ -	$ -				
Daily log								
2011-01-29								
Payroll Company			$ -	$ -				
Daily log								
2011-02-12								
Payroll Company			$ -	$ -				
Daily log								
2011-02-26								
Payroll Company			$ -	$ -				
Daily log								
2011-03-12								
Payroll Company			$ -	$ -				
Daily log								
2011-03-26								
Payroll Company			$ -	$ -				
Daily log								
2011-04-09								
Payroll Company			$ -	$ -				
Daily log								
2011-04-23								
Payroll Company			$ -	$ -				
Daily log								
2011-05-07								
Payroll Company			$ -	$ -				
Daily log								
2011-06-18								
Payroll Company			$ -	$ -				
Daily log								
2011-06-04								
Payroll Company			$ -	$ -				
Daily log								
2011-06-18								
Payroll Company			$ -	$ -				
Daily log								
2011-07-02								
Payroll Company			$ -	$ -				
Daily log								
2011-07-16								
Payroll Company			$ -	$ -				
Daily log								

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-01-15								
Payroll Company			$ -	$ -				
Daily log								
2011-01-29								
Payroll Company			$ -	$ -				
Daily log								
2011-02-12								
Payroll Company			$ -	$ -				
Daily log								
2011-02-26								
Payroll Company			$ -	$ -				
Daily log								
2011-03-12								
Payroll Company			$ -	$ -				
Daily log								
2011-03-26								
Payroll Company			$ -	$ -				
Daily log								
2011-04-09								
Payroll Company			$ -	$ -				
Daily log								
2011-04-23								
Payroll Company			$ -	$ -				
Daily log								
2011-05-07								
Payroll Company			$ -	$ -				
Daily log								
2011-05-21								
Payroll Company			$ -	$ -				
Daily log								
2011-06-04								
Payroll Company			$ -	$ -				
Daily log								
2011-06-18								
Payroll Company			$ -	$ -				
Daily log								
2011-07-02								
Payroll Company			$ -	$ -				
Daily log								
2011-07-16								
Payroll Company			$ -	$ -				
Daily log								

Period ending	2011-07-30					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-08-13					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-08-27					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-09-10					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-09-24					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-04-15								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*
Payroll Company		16.5	$ -	$ -					Sunday, May 1, 2011 $8.50
Daily log	100							Yes	Tuesday, November 1, 2011 $8.75

Period ending	2011-04-30							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company		16.5	$ -	$ -				
Daily log	100							Yes

Period ending	2011-05-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log	100							Yes

Period ending	2011-05-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log	100							Yes

Period ending	2011-06-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	
2011-04-15	Payroll Company			$ -	$ -					
	Daily log	100							Yes	
2011-04-30	Payroll Company			$ -	$ -					
	Daily log	100							Yes	
2011-05-15	Payroll Company			$ -	$ -					
	Daily log	100							Yes	
2011-05-31	Payroll Company			$ -	$ -					
	Daily log	100							Yes	
2011-06-15	Payroll Company			$ -	$ -					520
	Daily log	120							Yes	
2011-06-30	Payroll Company			$ -	$ -					
	Daily log	110							Yes	
2011-07-15	Payroll Company			$ -	$ -					
	Daily log	110							Yes	
2011-07-31	Payroll Company			$ -	$ -					
	Daily log	0								
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									
1900-01-00	Payroll Company			$ -	$ -					
	Daily log									

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-04-15	Payroll Company			$ -	$ -				
	Daily log	0							
2011-04-30	Payroll Company			$ -	$ -				
	Daily log	0							
2011-05-15	Payroll Company			$ -	$ -				
	Daily log	100							Yes
2011-05-31	Payroll Company			$ -	$ -				
	Daily log	100							Yes
2011-06-15	Payroll Company			$ -	$ -				
	Daily log	120							Yes
2011-06-30	Payroll Company			$ -	$ -				
	Daily log	110							Yes
2011-07-15	Payroll Company			$ -	$ -				
	Daily log	110							Yes
2011-07-31	Payroll Company			$ -	$ -				
	Daily log	0							
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
	2011-04-15								
Payroll Company				$ -	$ -				
Daily log		0							
	2011-04-30								
Payroll Company				$ -	$ -				
Daily log		0							
	2011-05-15								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-05-31								
Payroll Company				$ -	$ -				
Daily log		120							Yes
	2011-06-15								
Payroll Company				$ -	$ -				
Daily log		120							Yes
	2011-06-30								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-07-15								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-07-31								
Payroll Company				$ -	$ -				
Daily log		120							Yes
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									

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Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
	2011-04-15								
Payroll Company				$ -	$ -				
Daily log		0							
	2011-04-30								
Payroll Company				$ -	$ -				
Daily log		0							
	2011-05-15								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-05-31								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-06-15								
Payroll Company				$ -	$ -				
Daily log		120							Yes
	2011-06-30								
Payroll Company				$ -	$ -				
Daily log		90							Yes
	2011-07-15								
Payroll Company				$ -	$ -				
Daily log		100							Yes
	2011-07-31								
Payroll Company				$ -	$ -				
Daily log		110							Yes
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-04-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log	0							

Period ending	2011-04-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-05-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-05-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-06-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	120						Yes

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	2011-07-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log	0						

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56	8	$ 448.00	$ 17.92	$ 465.92	$ 465.92	4%		$ 88.21	$ 441.79	$ 441.79	Friday, April 8, 2011	0	$ -
Daily log	56													

Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	8	$ 720.00	$ 28.80	$ 748.80	$ 748.80	4%			$ 672.57	$ 672.57	Monday, April 25, 2011	2	$ -
Daily log	90													

Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81.5	8	$ 652.00	$ 26.08	$ 678.08	$ 678.08	4%			$ 616.50	$ 616.50	Monday, May 9, 2011	1	$ -
Daily log	81.5													

Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	5	8.75	$ 43.75	$ 1.75	$ 45.50	$ 45.50	4%			$ 44.09	$ 44.09	Tuesday, May 24, 2011	1	$ -
Daily log	5													

Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	8.75	$ 70.00	$ 2.80	$ 72.80	$ 72.80	4%			$ 71.50	$ 71.50	Wednesday, June 8, 2011	0	$ -
Daily log	8													

Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	16.75	8.75	$ 146.56	$ 5.86	$ 152.43	$ 152.42	4%	$ 0.01		$ 149.36	$ 149.36	Thursday, July 7, 2011	-1	$ -
Daily log	16.75							Yes						

Total hours	257.25													
	241.25													

0.005

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-03-31	$ 465.92	$ 465.92	
2011-04-15	$ 748.80	$ 748.80	
2011-04-30	$ 678.08	$ 678.08	
2011-05-15	$ 45.50	$ 45.50	
2011-05-31	$ 72.80	$ 72.80	
2011-06-30	$ 152.43	$ 152.42	$ 0.01

* Includes 4% vacation pay

Total wages outstanding $ 0.01

Period ending	2011-01-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60.5	8	$ 484.00	$ 19.36	$ 503.36	$ 503.36	4%		$ 170.62	$ 474.98	$ 474.98	Wednesday, February 2, 2011	10	$ -	
Daily log	60.5														
Period ending	2011-01-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	8	$ 640.00	$ 25.60	$ 665.60	$ 665.60	4%			$ 606.27	$ -		-40582	$ 606.27	
Daily log	80														
Period ending	2011-02-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	8	$ 320.00	$ 12.80	$ 332.80	$ 332.80	4%			$ 317.63	$ 317.63	Thursday, February 24, 2011	1	$ -	
Daily log	40														
Period ending	2011-02-28														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	8	$ 448.00	$ 17.92	$ 465.92	$ 465.92	4%			$ 441.79	$ 441.79	Monday, March 7, 2011	-1	$ -	
Daily log	56														
Period ending	2011-03-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	8	$ 512.00	$ 20.48	$ 532.48	$ 532.48	4%			$ 500.73	$ -		-40625	$ 500.73	
Daily log	64														
Period ending	2011-05-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	34.25	8.75	$ 299.69	$ 11.99	$ 311.68	$ 311.68	4%			$ 297.92	$ 297.92	Wednesday, June 8, 2011	0	$ -	
Daily log	34.25														
Period ending	2011-06-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	8.75	$ 743.75	$ 29.75	$ 773.50	$ 773.50	4%			$ 691.81	$ 691.81	Thursday, June 23, 2011	0	$ -	
Daily log	85														
Period ending	2011-06-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	8.75	$ 818.13	$ 32.73	$ 850.85	$ 846.30	4%	$ 4.55		$ 745.26	$ 745.26	Thursday, July 7, 2011	-1	$ -	
Daily log	93.5							Yes							
								$ 4.55							
Total hours	513.25														
	506.25														

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-01-15	$ 503.36	$ 503.36	
2011-01-31	$ 665.60	$ 665.60	
2011-02-15	$ 332.80	$ 332.80	
2011-02-28	$ 465.92	$ 465.92	
2011-03-15	$ 532.48	$ 532.48	
2011-05-31	$ 311.68	$ 311.68	
2011-06-15	$ 773.50	$ 773.50	
2011-06-30	$ 850.85	$ 846.30	$ 4.55

* includes 4% vacation pay

Total wages outstanding $ 4.55

Period ending	2011-04-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	81.5	9	$ 733.50	$ 29.34	$ 762.84	$ 733.50	4%	$ 29.34	$ 298.81	$ 653.89	$ 653.89	Monday, May 9, 2011	1	$ -	
Daily log	81.5							Yes							
Period ending	2011-05-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	9.7	$ 708.10	$ 28.32	$ 736.42	$ 694.67	4%	$ 41.75		$ 623.27	$ 623.27	Tuesday, May 24, 2011	1	$ -	
Daily log	75							Yes							
Period ending	2011-05-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	74.25	9.7	$ 720.23	$ 28.81	$ 749.03	$ 706.57	4%	$ 42.46		$ 652.70	$ 652.70	Wednesday, June 8, 2011	0	$ -	
Daily log	74.25							Yes							
Period ending	2011-06-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	9.7	$ 1,057.30	$ 42.29	$ 1,099.59	$ 1,037.24	4%	$ 62.35		$ 870.64	$ 870.64	Thursday, June 23, 2011	0	$ -	
Daily log	109							Yes							
Period ending	2011-06-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	21.5	9.7	$ 208.55	$ 8.34	$ 216.89	$ 199.84	4%	$ 17.05		$ 193.05	$ 193.05	Thursday, July 7, 2011	-1	$ -	
Daily log	21.5							Yes							
Period ending	2011-07-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109.25	9.7	$ 1,059.73	$ 42.39	$ 1,102.11	$ 1,039.63	4%	$ 62.48		$ 872.34	$ 872.34	Tuesday, July 26, 2011	3	$ -	
Daily log	109.25							Yes							
Period ending	2011-07-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	175.5	9.7	$ 1,702.35	$ 68.09	$ 1,770.44	$ 1,662.92	4%	$ 107.52		$ 1,321.89	$ 1,200.00	Monday, August 8, 2011	0	$ 121.89	
Daily log	175.5							Yes							
Period ending	2011-08-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	132	9.7	$ 1,280.40	$ 51.22	$ 1,331.62	$ 1,256.11	4%	$ 75.51		$ 1,030.34	$ 1,152.23	Tuesday, August 23, 2011	0	-$ 121.89	
Daily log	132							Yes							
Total hours	776														
	701.75							$ 438.48							

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-04-30	$ 762.84	$ 733.50	$ 29.34
2011-05-15	$ 736.42	$ 694.67	$ 41.75
2011-05-31	$ 749.03	$ 706.57	$ 42.46
2011-06-15	$ 1,099.59	$ 1,037.24	$ 62.35
2011-06-30	$ 216.89	$ 199.84	$ 17.05
2011-07-15	$ 1,102.11	$ 1,039.63	$ 62.48
2011-07-31	$ 1,770.44	$ 1,662.92	$ 107.52
2011-08-15	$ 1,331.62	$ 1,256.11	$ 75.51

* Includes 4% vacation pay

Total wages outstanding $ 438.48

Period ending	2011-01-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	36.5	8	$ 292.00	$ 11.68	$ 303.68	$ 303.68	4%		$ 24.48	$ 290.46	$ 290.46	Friday, February 11, 2011	19	$ -	
Daily log	36.5														
Period ending	2011-01-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	8	$ 320.00	$ 12.80	$ 332.80	$ 332.80	4%			$ 317.63	$ 317.63	Wednesday, February 16, 2011	8	$ -	
Daily log	40														
Total hours	76.5														

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-01-15	$ 303.68	$ 303.68	
2011-01-31	$ 332.80	$ 332.80	
* includes 4% vacation pay			
	Total wages outstanding	$	-

Period ending	2011-06-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16.5	8	$ 132.00	$ 5.28	$ 137.28	$ 150.16	4%		$ 273.91	$ 147.28	$ 147.28	Thursday, July 7, 2011	-1	$ -	
Daily log	16.5														
Period ending	2011-07-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106.25	8.75	$ 929.69	$ 37.19	$ 966.88	$ 966.88	4%			$ 831.31	$ 831.31	Tuesday, July 26, 2011	3	$ -	
Daily log	106.25														
Period ending	2011-07-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	129.75	8.75	$ 1,135.31	$ 45.41	$ 1,180.73	$ 1,244.42	4%			$ 1,029.44	$ 1,029.44	Monday, August 8, 2011	0	$ -	
Daily log	129.75														
Period ending	2011-08-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113.5	8.75	$ 993.13	$ 39.73	$ 1,032.85	$ 1,203.48	4%			$ 1,000.15	$ 1,000.15	Tuesday, August 23, 2011	0	$ -	
Daily log	113.5														
Period ending	2011-08-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	153	8.75	$ 1,338.75	$ 53.55	$ 1,392.30	$ 1,292.20	4%	$ 100.10		$ 1,065.06	$ 1,065.06	Thursday, September 8, 2011	0	$ -	
Daily log	153							Yes							
Period ending	2011-09-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	8.75	$ 350.00	$ 14.00	$ 364.00	$ 364.00	4%			$ 346.72	$ 346.72	Friday, September 23, 2011	0	$ -	
Daily log	40														
Period ending	2011-09-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93	8.75	$ 813.75	$ 32.55	$ 846.30	$ 846.30	4%			$ 745.26	$ 745.26	Friday, October 7, 2011	-1	$ -	
Daily log	93														
Period ending	2011-10-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	29.5	8.75	$ 258.13	$ 10.33	$ 268.45	$ 222.96	4%	$ 45.49		$ 215.17	$ 215.17	Thursday, October 20, 2011	-8	$ -	
Daily log	29.5							Yes							
Period ending	2011-10-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102.5	8.75	$ 896.88	$ 35.88	$ 932.75	$ -	4%	$ 932.75		$ 946.57	$ 946.57	Tuesday, November 8, 2011	0	$ -	
Daily log	102.5							Yes							
Total hours	784														
	701.25							$ 1,078.34							

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-06-30	$ 137.28	$ 150.16	
2011-07-15	$ 966.88	$ 966.88	
2011-07-31	$ 1,180.73	$ 1,244.42	
2011-08-31	$ 1,392.30	$ 1,292.20	$ 100.10
2011-09-15	$ 364.00	$ 364.00	
2011-09-30	$ 846.30	$ 846.30	
2011-10-15	$ 268.45	$ 222.96	$ 45.49
2011-10-31	$ 932.75	$ -	$ 932.75

* Includes 4% vacation pay

Total wages outstanding $ 1,078.34

Period ending	2011-01-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	8	$ 448.00	$ 17.92	$ 465.92	$ 465.92	4%		$ 249.66	$ 441.79	$ 441.79	Tuesday, February 1, 2011	9	$ -	
Daily log	56														
Period ending	*2011-03-31*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	76	8	$ 608.00	$ 24.32	$ 632.32	$ 632.32	4%			$ 579.88	$ 579.88	Friday, April 8, 2011	0	$ -	
Daily log	76														
Period ending	*2011-04-15*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	76.5	8	$ 612.00	$ 24.48	$ 636.48	$ 636.48	4%			$ 583.18	$ 583.18	Monday, April 25, 2011	2	$ -	
Daily log	76.5														
Period ending	*2011-04-30*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	12.5	8	$ 100.00	$ 4.00	$ 104.00	$ 104.00	4%			$ 102.15	$ 102.15	Monday, May 9, 2011	1	$ -	
Daily log	12.5														
Period ending	*2011-07-15*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	40.5	8.75	$ 354.38	$ 14.18	$ 368.55	$ 368.56	4%			$ 350.98	$ -		-40747	$ 350.98	
Daily log	40.5														
Period ending	*2011-07-31*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	139.5	8.75	$ 1,220.63	$ 48.83	$ 1,269.45	$ 1,269.46	4%			$ 1,048.10	$ 1,048.10	Monday, August 8, 2011	0	$ -	
Daily log	139.5														
Period ending	*2011-08-15*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	150.25	8.75	$ 1,314.69	$ 52.59	$ 1,367.28	$ 1,358.18	4%	$ 9.10		$ 1,114.25	$ 1,114.25	Tuesday, August 23, 2011	0	$ -	
Daily log	150.25							Yes							
Period ending	*2011-08-31*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	154	8.75	$ 1,347.50	$ 53.90	$ 1,401.40	$ 1,301.30	4%	$ 100.10		$ 1,071.85	$ 1,071.85	Thursday, September 8, 2011	0	$ -	
Daily log	154							Yes							
Period ending	*2011-09-15*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	27	8.75	$ 236.25	$ 9.45	$ 245.70	$ 345.80	4%			$ 329.74	$ 329.74	Friday, September 23, 2011	0	$ -	
Daily log	27														
Total hours	705.25														
	721.25														
								$ 109.20							

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-01-15	$ 465.92	$ 465.92	
2011-03-31	$ 632.32	$ 632.32	
2011-04-15	$ 636.48	$ 636.48	
2011-04-30	$ 104.00	$ 104.00	
2011-07-15	$ 368.55	$ 368.56	
2011-07-31	$ 1,269.45	$ 1,269.46	
2011-08-15	$ 1,367.28	$ 1,358.18	$ 9.10
2011-08-31	$ 1,401.40	$ 1,301.30	$ 100.10

* Includes 4% vacation pay

Total wages outstanding $ 109.20

Period ending	2011-08-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	106.75	8	$ 854.00	$ 34.16	$ 888.16	$ 962.32	4%		$ 77.52	$ 804.68	$ 804.68	Tuesday, August 23, 2011	0	$ -	
Period ending	*2011-08-31*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company Daily log	113.5	8	$ 908.00	$ 36.32	$ 944.32	$ 1,032.86	4%			$ 855.02	$ 855.02	Thursday, September 8, 2011	0	$ -	
Period ending	*2011-09-15*														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed (*Yes or No*)**		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company Daily log	22	8	$ 176.00	$ 7.04	$ 183.04	$ 200.20	4%			$ 193.95	$ 193.95	Friday, September 23, 2011	0	$ -	
	22														

Total hours	242.25
	242.25

$ -

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-08-15	$ 888.16	$ 962.32	
2011-08-31	$ 944.32	$ 1,032.86	
2011-09-15	$ 183.04	$ 200.20	

* Includes 4% vacation pay

Total wages outstanding $ -

Period ending															
	2011-03-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	33.5	8	$ 268.00	$ 10.72	$ 278.72	$ 278.72	4%		$ 73.68	$ 267.18	$ -		-40625	$ 267.18	
Daily log	33.5														
Period ending	2011-03-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	8	$ 704.00	$ 28.16	$ 732.16	$ 599.04	4%	$ 133.12		$ 553.90	$ 553.90	Friday, April 8, 2011	0	$ -	
Daily log	88							Yes							
Period ending	2011-04-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85.5	8	$ 684.00	$ 27.36	$ 711.36	$ 711.36	4%			$ 642.94	$ 642.94	Monday, April 25, 2011	2	$ -	
Daily log	85.5														
Period ending	2011-04-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	13	8	$ 104.00	$ 4.16	$ 108.16	$ 100.16	4%			$ 106.25	$ 106.25	Monday, May 9, 2011	1	$ -	
Daily log	13														
Period ending	2011-05-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	10.25	8	$ 82.00	$ 3.28	$ 85.28	$ 93.28	4%			$ 91.62	$ 91.62	Tuesday, May 24, 2011	1	$ -	
Daily log	10.25														
Total hours	230.25														
	224.25														

133.12

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-03-15	$ 278.72	$ 278.72	
2011-03-31	$ 732.16	$ 599.04	$ 133.12
2011-04-15	$ 711.36	$ 711.36	
2011-04-30	$ 108.16	$ 108.16	
2011-05-15	$ 85.28	$ 93.28	
* Includes 4% vacation pay		Total wages outstanding	$ 133.12

Period ending	2011-01-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	66.5	8	$ 545.00	$ 21.92	$ 569.92	$ 569.92	4%		$ 99.04	$ 521.91	$ 521.91	Thursday, February 10, 2011	10	$ -	
Daily log	60.5														
Period ending	2011-01-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58	8	$ 448.00	$ 17.92	$ 465.92	$ 465.92	4%			$ 441.25	$ 441.79	Monday, January 31, 2011	-8	-0	0.56
Daily log	58														
Total hours	124.5														

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-01-15	$ 569.92	$ 569.92	
2011-01-31	$ 465.92	$ 465.92	

* Includes 4% vacation pay

Total wages outstanding $ -

Period ending		2011-01-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Total Vacation Pay	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	32	8	$ 256.00	$ 10.24	$ 266.24	$ 266.24	4%		$ 119.84	$ 255.54	$ -		-40566	$ 255.54		
Daily log																
Period ending	*2011-01-31*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	33.5	8	$ 268.00	$ 10.72	$ 278.72	$ 345.28	4%			$ 329.26	$ 329.26	Thursday, February 10, 2011	2	$ -		
Daily log	33.5															
Period ending	*2011-02-15*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	92	8	$ 736.00	$ 29.44	$ 765.44	$ 769.60	4%			$ 688.72	$ 688.72	Thursday, February 24, 2011	1	$ -		
Daily log	92															
Period ending	*2011-02-28*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	67	8	$ 536.00	$ 21.44	$ 557.44	$ 557.44	4%			$ 520.53	$ 520.53	Monday, March 7, 2011	-1	$ -		
Daily log	67															
Period ending	*2011-03-15*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	59	8	$ 472.00	$ 18.88	$ 490.88	$ 490.88	4%			$ 465.06	$ -		-40625	$ 465.06		
Daily log	59															
Period ending	*2011-03-31*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	16	8	$ 128.00	$ 5.12	$ 133.12	$ 133.12	4%			$ 130.75	$ 130.75	Friday, April 8, 2011	0	$ -		
Daily log	16															
Period ending	*2011-04-15*															
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**		
Payroll Company	75	8	$ 600.00	$ 24.00	$ 624.00	$ 624.00	4%			$ 573.29	$ 573.29	Monday, April 25, 2011	2	$ -		
Daily log	75															

0

Total hours	374.5
	382.5

s22

Period ending	Gross wages *	Gross wages paid	Gross wages outstanding
2011-01-15	$ 266.24	$ 266.24	
2011-02-15	$ 765.44	$ 769.60	
2011-02-28	$ 557.44	$ 557.44	
2011-03-15	$ 490.88	$ 490.88	
2011-03-31	$ 133.12	$ 133.12	
2011-04-15	$ 624.00	$ 624.00	

* Includes 4% vacation pay

Total wages outstanding $ -

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*	
	Payroll Company			$ -	$ -					Sunday, May 1, 2011	$8.50
	Daily log									Tuesday, November 1, 2011	$8.75
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company		8	$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	99	8.75	$ 866.25	$ 34.65	*Direct Deposit*					
	Daily log										
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00	*Direct Deposit*					
	Daily log										
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00	*Direct Deposit*					
	Daily log										
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-08-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-08-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	57	8.75	$ 498.75	$ 19.95			
Daily log							

Period ending	2011-09-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-09-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-01						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
2011-07-23	Payroll Company	0	8.75	$ -	$ -				
	Daily log								
2011-08-06	Payroll Company	0	8.75	$ -	$ -				
	Daily log								
2011-08-20	Payroll Company	0	8.75	$ -	$ -				
	Daily log								
2011-09-03	Payroll Company	0	8.75	$ -	$ -				
	Daily log								
2011-09-17	Payroll Company			$ -	$ -				
	Daily log								
2011-10-01	Payroll Company			$ -	$ -				
	Daily log								
2011-10-15	Payroll Company			$ -	$ -				
	Daily log								
2011-10-29	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	99	8.75	$ 866.25	$ 34.65	*Direct Deposit*		
Daily log							

Period ending	2011-08-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-08-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-09-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-09-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-01						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
2011-07-23	Payroll Company	240	8.75	$ 2,100.00	$ 84.00	Direct Deposit			
	Daily log								
2011-08-06	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
2011-08-20	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
2011-09-03	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
2011-09-17	Payroll Company			$ -	$ -				
	Daily log								
2011-10-01	Payroll Company			$ -	$ -				
	Daily log								
2011-10-15	Payroll Company			$ -	$ -				
	Daily log								
2011-10-29	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								

Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	*1900-01-00*						
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
2011-07-23	Payroll Company Daily log	0	8.75	$ -	$ -				
2011-08-06	Payroll Company Daily log	0	8.75	$ -	$ -				
2011-08-20	Payroll Company Daily log	0	8.75	$ -	$ -				
2011-09-03	Payroll Company Daily log	0	8.75	$ -	$ -				
2011-09-17	Payroll Company Daily log			$ -	$ -				
2011-10-01	Payroll Company Daily log			$ -	$ -				
2011-10-15	Payroll Company Daily log			$ -	$ -				
2011-10-29	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company			$ -	$ -				
Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	109.5	8.75	$ 958.13	$ 38.33	*Direct Deposit*		
Daily log							

Period ending	2011-08-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	120	8.75	$ 1,050.00	$ 42.00			
Daily log							

Period ending	2011-08-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	120	8.75	$ 1,050.00	$ 42.00			
Daily log							

Period ending	2011-09-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	120	8.75	$ 1,050.00	$ 42.00			
Daily log							

Period ending	2011-09-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-01						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company			$ -	$ -				
Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	111	8.75	$ 971.25	$ 38.85	Direct Deposit		
Daily log							

Period ending	2011-08-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-08-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-09-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	0	8.75	$ -	$ -			
Daily log							

Period ending	2011-09-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-01						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-10-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-07-23								
Payroll Company		98.25	8.75	$ 859.69	$ 34.39				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-08-06								
Payroll Company		85.25	8.75	$ 745.94	$ 29.84				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-08-20								
Payroll Company		0	8.75	$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-09-03								
Payroll Company		0	8.75	$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-09-17								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-10-01								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-10-15								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	2011-10-29								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	1900-01-00								
Payroll Company				$ -	$ -				
Daily log									

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company Daily log			$ -	$ -				

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-07-23						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	40	8.75	$ 350.00	$ 14.00			

Period ending	2011-08-06						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00			

Period ending	2011-08-20						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00			

Period ending	2011-09-03						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00			

Period ending	2011-09-17						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-10-01						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-10-15						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-10-29						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company		8	$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	98.25	8.75	$ 859.69	$ 34.39				
	Daily log								
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*	
									Sunday, May 1, 2011	$8.50
Payroll Company Daily log			$ -	$ -					Tuesday, November 1, 2011	$8.75
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log		8	$ -	$ -						
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending	*2011-07-23*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log	103	8.75	$ 901.25	$ 36.05						
Period ending	*2011-08-06*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log	83.75	8.75	$ 732.81	$ 29.31						
Period ending	*2011-08-20*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log	58.25	8.75	$ 509.69	$ 20.39						
Period ending	*2011-09-03*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log	0	8.75	$ -	$ -						
Period ending	*2011-09-17*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending	*2011-10-01*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending	*2011-10-15*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending	*2011-10-29*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						
Period ending										
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
Payroll Company Daily log			$ -	$ -						

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company		8	$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*	
	Payroll Company			$ -	$ -					Sunday, May 1, 2011	$8.50
	Daily log									Tuesday, November 1, 2011	$8.75
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company		8	$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company Daily log			$ -	$ -				
Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log		8	$ -	$ -				
Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	*2011-07-23*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log	119	8.75	$ 1,041.25	$ 41.65				
Period ending	*2011-08-06*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log	99.5	8.75	$ 870.63	$ 34.83				
Period ending	*2011-08-20*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00				
Period ending	*2011-09-03*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00				
Period ending	*2011-09-17*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-01*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-15*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-29*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company Daily log			$ -	$ -				

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*	
	Payroll Company			$ -	$ -					Sunday, May 1, 2011	$8.50
	Daily log									Tuesday, November 1, 2011	$8.75
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company		8	$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	86.5	8.75	$ 756.88	$ 30.28						
	Daily log										
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	**Under-payed** (*Yes or No*)	***Wage Rates***	
	Payroll Company			$ -	$ -					Sunday, May 1, 2011	$8.50
	Daily log									Tuesday, November 1, 2011	$8.75
Period ending		**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company		8	$ -	$ -						
	Daily log										
Period ending		**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-07-23*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company	59.5	8.75	$ 520.63	$ 20.83						
	Daily log										
Period ending	*2011-08-06*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-08-20*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-03*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00						
	Daily log										
Period ending	*2011-09-17*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-01*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-15*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-10-29*	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	Payroll Company Daily log			$ -	$ -				
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log		8	$ -	$ -				
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log	99	8.75	$ 866.25	$ 34.65	*Direct Deposit*			
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00				
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log	0	8.75	$ -	$ -				
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log	0	8.75	$ -	$ -				
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company Daily log			$ -	$ -				

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company		8	$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	59.5	8.75	$ 520.63	$ 20.83				
	Daily log								
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	119	8.75	$ 1,041.25	$ 41.65				
	Daily log								
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company	120	8.75	$ 1,050.00	$ 42.00				
	Daily log								
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
	Payroll Company			$ -	$ -				
	Daily log								

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*	
	Payroll Company			$ -	$ -					Sunday, May 1, 2011	$8.50
	Daily log									Tuesday, November 1, 2011	$8.75
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company		8	$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending	*2011-07-23*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	0	8.75	$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-08-06*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	0	8.75	$ -	$ -						
	Daily log										
Period ending	*2011-08-20*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	74.25	8.75	$ 649.69	$ 25.99	*Direct Deposit*					
	Daily log										
Period ending	*2011-09-03*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company	0	8.75	$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-09-17*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-01*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-15*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -	*Direct Deposit*					
	Daily log										
Period ending	*2011-10-29*	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%			
	Payroll Company			$ -	$ -						
	Daily log										

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	**Under-payed** (*Yes or No*)
Payroll Company Daily log			$ -	$ -				

Wage Rates

Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log		8	$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	*2011-07-23*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	99	8.75	$ 866.25	$ 34.65	*Direct Deposit*		

Period ending	*2011-08-06*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	120	8.75	$ 1,050.00	$ 42.00			

Period ending	*2011-08-20*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	0	8.75	$ -	$ -			

Period ending	*2011-09-03*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	0	8.75	$ -	$ -			

Period ending	*2011-09-17*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	*2011-10-01*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	*2011-10-15*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	*2011-10-29*						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	28	8.75	$ 245.00	$ 9.80	$ 254.80	$ 254.80	4%		$ 244.87	$ 244.87	Thursday, June 16, 2011	8	$ -
Daily log	28												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106	8.75	$ 927.50	$ 37.10	$ 964.60	$ 964.60	4%		$ 829.68	$ 829.68	Thursday, June 30, 2011	7	$ -
Daily log	106												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121	8.75	$ 1,058.75	$ 42.35	$ 1,101.10	$ 1,019.20	4%	-$ 81.90	868.64	868.64	Friday, July 15, 2011	7	$ -
Daily log	121												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.5	8.75	$ 975.63	$ 39.03	$ 1,014.65	$ 1,014.66	4%	$ 0.01	$ 865.40	$ 865.40	Friday, July 29, 2011	6	$ -
Daily log	111.5												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.5	8.75	$ 914.38	$ 36.58	$ 950.95	$ 950.96	4%	0.01	819.94	819.94	Wednesday, August 17, 2011	9	$ -
Daily log	104.5												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	8.75	$ 936.25	$ 37.45	$ 973.70	$ 973.70	4%		$ 836.17	$ 836.17	Wednesday, August 31, 2011	8	$ -
Daily log	107												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113	8.75	$ 988.75	$ 39.55	$ 1,028.30	$ 1,028.30	4%		$ 875.14	$ 875.14	Friday, September 16, 2011	8	$ -
Daily log	104												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113	8.75	$ 988.75	$ 39.55	$ 1,028.30	$ 988.75	4%	-39.55	846.91	846.91	Tuesday, October 4, 2011	11	$ -
Daily log	113												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	8.75	$ 770.00	$ 30.80	$ 800.80	$ 831.25	4%	$ 30.45	$ 734.51	$ 734.51	Monday, October 17, 2011	9	$ -
Daily log	88												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	8.75	$ 1,400.00	$ 56.00	$ 1,456.00	$ 1,456.00	4%	$ -	$ 1,187.19	$ 1,187.19	Monday, October 31, 2011	8	$ -
Daily log	88.5												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	62	8.75	$ 542.50	$ 21.70	$ 564.20	$ -	4%	-564.2	0			-8	$ -
Daily log	62												

Total Daily Log hours:	1033.5
Total ROE hours	1042

Period ending	2011-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	8.4	$ 882.00	$ 35.28	$ 917.28	$ 917.28	4%		$ 795.91	$ 795.91	Friday, April 15, 2011	7	$ -
Daily log	49												

Period ending	2011-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	8.4	$ 915.60	$ 36.62	$ 952.22	$ 952.22	4%		$ 820.84	$ 820.84	Friday, April 29, 2011	6	$ -
Daily log	108.5												

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.5	8.4	$ 711.98	$ 28.48	$ 740.46	$ 711.98	4%	-$ 28.48	$ 643.05	$ 643.05	Friday, May 13, 2011	5	$ -
Daily log	89.5												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	8.75	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 764.74	$ 764.74	Tuesday, May 31, 2011	8	$ -
Daily log	94												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126	8.75	$ 1,102.50	$ 44.10	$ 1,146.60	$ 1,146.60	4%		$ 959.55	$ 959.55	Thursday, June 16, 2011	8	$ -
Daily log	123												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112.5	8.75	$ 984.38	$ 39.38	$ 1,023.75	1023.76	4%		$ 871.89	$ 871.89	Thursday, June 30, 2011	7	$ -
Daily log	112												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40	$ 946.40	$ 946.40	4%		$ 816.69	$ 816.69	Friday, July 15, 2011	7	$ -
Daily log	97.5												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.5	8.75	$ 896.88	$ 35.88	$ 932.75	$ 932.76	4%		$ 806.96	$ 806.96	Friday, July 29, 2011	6	$ -
Daily log	102.5												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	8.75	$ 883.75	$ 35.35	$ 919.10	$ 919.10	4%	0	797.21	$ 797.21	Wednesday, August 17, 2011	9	$ -
Daily log	100												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	8.75	$ 883.75	$ 35.35	$ 919.10	$ 914.56	4%	-4.54	$ 793.97	$ 793.97	Wednesday, August 31, 2011	8	$ -
Daily log	101												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111	8.75	$ 971.25	$ 38.85	$ 1,010.10	$ 1,010.10	4%		$ 862.15	$ 862.15	Friday, September 16, 2011	8	$ -
Daily log	105												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111	8.75	$ 971.25	$ 38.85	$ 1,010.10	$ 971.25	4%	-$ 38.85	934.42	$ 934.42	Tuesday, October 4, 2011	11	$ -
Daily log	78												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91	8.75	$ 796.25	$ 31.85	$ 828.10	$ 575.75	4%	-$ 252.35	535.04	$ 535.04	Saturday, October 15, 2011	7	$ -

Daily log 91

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	59	8.75	$ 516.25	$ 20.65	$ 536.90	$ -	4%	-$ 536.90	$ -			-8	$ -
Daily log	59												

Total Daily Log Hours: 1310
Total ROE Hours 1319

Period ending	2011-03-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	8.9	$ 890.00	$ 35.60	$ 925.60	$ 925.60	4%		$ 801.84	$ 801.84	Thursday, March 31, 2011	8	$ -
Daily log	32												

Period ending	2011-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	8.9	$ 1,059.10	$ 42.36	$ 1,101.46	$ 1,101.46	4%		$ 927.34	$ 927.34	Friday, April 15, 2011	7	$ -
Daily log	106												

Period ending	2011-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113	8.9	$ 1,005.70	$ 40.23	$ 1,045.93	$ 1,045.93	4%		$ 887.72	$ 887.72	Friday, April 29, 2011	6	$ -
Daily log	112.5												

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124.5	8.9	$ 1,108.05	$ 44.32	$ 1,152.37	$ 791.39	4%	-$ 360.98	705.99	705.99	Friday, May 13, 2011	5	$ -
Daily log	124.5												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85.5	8.9	$ 760.95	$ 30.44	$ 791.39	$ 791.39	4%		$ 705.99	$ 705.99	Tuesday, May 31, 2011	8	$ -
Daily log	60												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	129.5	9.24	$ 1,196.58	$ 47.86	$ 1,244.44	$ 1,129.13	4%	-$ 115.31	947.09	947.09	Thursday, June 16, 2011	8	$ -
Daily log	129.5												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112.5	9.24	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 912.80	$ 912.80	Thursday, June 30, 2011	7	$ -
Daily log	111.5												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	159	9.24	$ 1,469.16	$ 58.77	$ 1,527.93	$ 1,072.68	4%	-$ 455.25	909.37	909.37	Friday, July 15, 2011	7	$ -
Daily log	159												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	10	9.24	$ 92.40	$ 3.70	$ 96.10	$ -	4%	-$ 96.10				-8	$ -
Daily log	10												

Total Daily Log hours= 845 hours

Total ROE Hours = 845 hours

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	50	8.66	$ 433.00	$ 17.32	$ 450.32	$ 450.32	4%		$ 427.23	$ 427.23	Friday, April 15, 2011	7	$	-
Daily log	50													
Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	118.5	8.66	$ 1,026.21	$ 41.05	$ 1,067.26	$ 1,067.26	4%		$ 902.93	$ 902.93	Friday, April 29, 2011	6	$	-
Daily log	118.5													
Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.5	8.66	$ 870.33	$ 34.81	$ 905.14	$ 905.14	4%	-$ 0.00	$ 787.24	$ 787.24	Friday, May 13, 2011	5	$	-
Daily log	100.5													
Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	8.75	$ 822.50	$ 32.90	$ 855.40	$ 855.40	4%		$ 751.75	$ 751.75	Tuesday, May 31, 2011	8	$	-
Daily log	94													
Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126	8.85	$ 1,115.10	$ 44.60	$ 1,159.70	$ 1,159.70	4%		$ 968.90	$ 968.90	Thursday, June 16, 2011	8	$	-
Daily log	126													
Period ending	2011-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113	8.85	$ 1,000.05	$ 40.00	$ 1,040.05	$ 1,040.05	4%		$ 883.52	$ 883.52	Thursday, June 30, 2011	7	$	-
Daily log	113													
Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	8.85	$ 991.20	$ 39.65	$ 1,030.85	$ 1,030.85	4%		$ 876.95	$ 876.95	Friday, July 15, 2011	7	$	-
Daily log	112													
Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111.5	8.85	$ 986.78	$ 39.47	$ 1,026.25	$ 1,026.25	4%		$ 873.67	$ 873.67	Friday, July 29, 2011	6	$	-
Daily log	111.5													
Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104.5	8.85	$ 924.83	$ 36.99	$ 961.82	$ 961.82	4%	0.002	827.7	827.7	Wednesday, August 17, 2011	9	$	-
Daily log	104.5													
Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.5	8.85	$ 871.73	$ 34.87	$ 906.59	$ 906.60	4%	$ 0.01	$ 788.28	$ 788.28	Wednesday, August 31, 2011	8	$	-
Daily log	98.5													
Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	8.85	$ 1,035.45	$ 41.42	$ 1,076.87	$ 1,076.87	4%		$ 909.79	$ 909.79	Friday, September 16, 2011	8	$	-
Daily log	108.5													
Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	8.85	$ 1,035.45	$ 41.42	$ 1,076.87	$ 1,076.86	4%		$ 909.79	$ 909.79	Friday, September 30, 2011	7	$	-
Daily log	117													
Period ending	2011-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	8.85	$ 1,062.00	$ 42.48	$ 1,104.48	$ 1,104.48	4%		$ 929.50	$ 929.50		-8	$	-

Daily log 55

Period ending *2011-10-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55	8.85	$ 486.75	$ 19.47	$ 506.22	$ -	4%	-506.22	0		Friday, September 30, 2011	-8	$ -
Daily log	55												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	59	11	$ 649.00	$ 25.96	$ 674.96	$ -	4%	-$ 674.96	$ -			-8	$ -
Daily log	59												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	202.5	8.75	$ 1,771.88	$ 70.88	$ 1,842.75	$ 1,842.75	4%		$ 1,458.83	$ 1,458.83	Thursday, June 16, 2011	8	$ -
Daily log	124.5												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121.5	8.75	$ 1,063.13	$ 42.53	$ 1,105.65	$ 1,105.65	4%		$ 930.34	$ 930.34	Thursday, June 30, 2011	7	$ -
Daily log	116												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	134	8.75	$ 1,172.50	$ 46.90	$ 1,219.40	$ 996.46	4%	-$ 222.94	852.41	852.41	Friday, July 15, 2011	7	$ -
Daily log	134												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.5	8.75	$ 975.63	$ 39.03	$ 1,014.65	$ 1,014.66	4%		$ 865.40	$ 865.40	Friday, July 29, 2011	6	$ -
Daily log	111.5												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.5	8.75	$ 914.38	$ 36.58	$ 950.95	$ 950.96	4%	0.01	819.94	819.94	Wednesday, August 17, 2011	9	$ -
Daily log	104.5												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	8.75	$ 936.25	$ 37.45	$ 973.70	$ 973.70	4%	$ -	$ 836.17	$ 836.17	Wednesday, August 31, 2011	8	$ -
Daily log	107												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	8.75	$ 1,050.00	$ 42.00	$ 1,092.00	$ 1,092.00	4%		$ 920.58	$ 920.58	Friday, September 16, 2011	8	$ -
Daily log	120												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	8.75	$ 1,050.00	$ 42.00	$ 1,092.00	$ 1,050.00	4%	-$ 42.00	$ 890.62	$ 890.62	Tuesday, October 4, 2011	11	$ -
Daily log	120												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95	8.75	$ 831.25	$ 33.25	$ 864.50	$ 906.50	4%	$ 42.00	$ 788.22	$ 788.22	Monday, October 17, 2011	9	$ -
Daily log	36												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	51	8.75	$ 446.25	$ 17.85	$ 464.10	$ -	4%	-$ 464.10	$ -			-8	$ -
Daily log	51												

July

Period Ending	2011-07-31					
Date	Weight Picked	Rate	Hours	Rate	Earnings per day-Piece Rate	Earnings per day - Hours
19-Jul	124	$ 0.41	5	$ 10.00	$ 50.84	$ 50.00
20-Jul	259	$ 0.41	11	$ 10.00	$ 106.19	$ 110.00
22-Jul	224	$ 0.41	9.5	$ 10.00	$ 91.84	$ 95.00
21-Jul	119	$ 0.41	6	$ 10.00	$ 48.79	$ 60.00
23-Jul	215	$ 0.41	9	$ 10.00	$ 88.15	$ 90.00
25-Jul	184	$ 0.41	8	$ 10.00	$ 75.44	$ 80.00
26-Jul	218	$ 0.41	10	$ 10.00	$ 89.38	$ 100.00
27-Jul	260	$ 0.41	11	$ 10.00	$ 106.60	$ 110.00
28-Jul	262	$ 0.41	11.5	$ 10.00	$ 107.42	$ 115.00
30-Jul	159	$ 0.41	7	$ 10.00	$ 65.19	$ 70.00
31-Jul	263	$ 0.41	12	$ 10.00	$ 107.83	$ 120.00
			100			$ 1,000.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	100	10	$ 1,000.00	$ 40.00	$ 1,040.00	1040	$ -
Daily log	100						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
883.49	883.49	2011-08-17	9	0

August

Period Ending	2011-08-15					
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours
01-Aug	203	$ 0.41	8.5	$ 9.00	$ 83.23	$ 76.50
03-Aug	259	$ 0.41	11.5	$ 9.00	$ 106.19	$ 103.50
05-Aug	338	$ 0.41	14.5	$ 9.00	$ 138.58	$ 130.50
06-Aug	216	$ 0.41	10	$ 9.00	$ 88.56	$ 90.00
07-Aug	197	$ 0.41	8.5	$ 9.00	$ 80.77	$ 76.50
08-Aug	279	$ 0.41	12	$ 9.00	$ 114.39	$ 108.00
11-Aug	359	$ 0.41	15.5	$ 9.00	$ 147.19	$ 139.50
12-Aug-11	204	$ 0.41	9	$ 9.00	$ 83.64	$ 81.00
13-Aug-11	150	$ 0.41	7	$ 9.00	$ 61.50	$ 63.00
14-Aug-11	238	$ 0.41	10.5	$ 9.00	$ 97.58	$ 94.50
15-Aug-11	297	$ 0.41	13	$ 9.00	$ 121.77	$ 117.00
			120			$ 1,080.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	120	9	1080	$ 43.20	$ 1,123.20	1123.2	$ -
Daily log	120						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 942.86	$ 942.86	Wednesday, August 31, 2011	8	$ -

Period Ending	2011-08-31					
16-Aug-11	281	$ 0.41	12	$ 9.00	$ 115.21	$ 108.00
17-Aug-11	327	$ 0.41	14.5	$ 9.00	$ 134.07	$ 130.50
18-Aug-11	400	$ 0.41	18	$ 9.00	$ 164.00	$ 162.00
20-Aug-11	200	$ 0.41	9	$ 9.00	$ 82.00	$ 81.00
21-Aug-11	325	$ 0.41	14	$ 9.00	$ 133.25	$ 126.00
23-Aug-11	302	$ 0.41	13	$ 9.00	$ 123.82	$ 117.00
24-Aug-11	406	$ 0.41	18	$ 9.00	$ 166.46	$ 162.00
25-Aug-11	202	$ 0.41	9	$ 9.00	$ 82.82	$ 81.00
27-Aug-11	326	$ 0.41	14	$ 9.00	$ 133.66	$ 126.00
30-Aug-11	242	$ 0.41	10.5	$ 9.00	$ 99.22	$ 94.50
31-Aug-11	187	$ 0.41	8	$ 9.00	$ 76.67	$ 72.00
			140			$ 1,260.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	140	9	1260	$ 50.40	$ 1,310.40	$ 1,260.00	-$ 50.40
Daily log	140						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
1041.05	1041.05	2011-09-16	8	0

September

Period Ending	2011-09-15					
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours
02-Sep	241	$ 0.41	10.5	$ 9.00	$ 98.81	$ 94.50
3-Sep-11	271	$ 0.41	11.5	$ 9.00	$ 111.11	$ 103.50
5-Sep-11	262	$ 0.41	11.5	$ 9.00	$ 107.42	$ 103.50
6-Sep-11	235	$ 0.41	10.5	$ 9.00	$ 96.35	$ 94.50
7-Sep-11	290	$ 0.41	12.5	$ 9.00	$ 118.90	$ 112.50
8-Sep-11	239	$ 0.41	10.5	$ 9.00	$ 97.99	$ 94.50
9-Sep-11	265	$ 0.41	11.5	$ 9.00	$ 108.65	$ 103.50
10-Sep-11	306	$ 0.41	13	$ 9.00	$ 125.46	$ 117.00
11-Sep-11	217	$ 0.41	9.5	$ 9.00	$ 88.97	$ 85.50
12-Sep-11	259	$ 0.41	11.5	$ 9.00	$ 106.19	$ 103.50
14-Sep-11	296	$ 0.41	13	$ 9.00	$ 121.36	$ 117.00
15-Sep-11	335	$ 0.41	14.5	$ 9.00	$ 137.35	$ 130.50
			140			$ 1,260.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	140	9	1260	$ 50.40	$ 1,310.40	$ 1,260.00	-$ 50.40
Daily log	140						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
1041.05	1041.05	Friday, September 30, 2011	7	$ -

Period Ending	2011-09-30					
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours
17-Sep-11	251	$ 0.41	11	$ 9.00	$ 102.91	$ 99.00
18-Sep-11	231	$ 0.41	10	$ 9.00	$ 94.71	$ 90.00
19-Sep-11	201	$ 0.41	9	$ 9.00	$ 82.41	$ 81.00
20-Sep-11	219	$ 0.41	10	$ 9.00	$ 89.79	$ 90.00
21-Sep-11	236	$ 0.41	9	$ 9.00	$ 96.76	$ 81.00
28-Sep-11	213	$ 0.41	9	$ 9.00	$ 87.33	$ 81.00
30-Sep-11	272	$ 0.41	11.5	$ 9.00	$ 111.52	$ 103.50
			69.5			$ 625.50

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	160	9	1440	$ 57.60	$ 1,497.60	$ 1,548.00	$ 50.40
Daily log	92.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,254.67	$ 1,254.67	Monday, October 17, 2011	9	$ -

Period ending	*2011-10-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	57	9	$ 513.00	$ 20.52	$ 533.52	$ 449.28	-$ 84.24	$ 426.26	$ 426.26	Monday, October 31, 2011	8	$ -

Daily log 57

Period ending	2011-10-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	9	$ 432.00	$ 17.28	$ 449.28	$ -	-$ 449.28	$ -			-40855	$ -
Daily log	48											

Total Daily Log Hours	708.0
Total ROE Hours	708

July

Period Ending	2011-07-31						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
19-Jul	228	$ 0.41	10	$ 10.00	$ 93.48	$	100.00
22-Jul	220	$ 0.41	10	$ 10.00	$ 90.20	$	100.00
23-Jul	261	$ 0.41	10	$ 10.00	$ 107.01	$	100.00
24-Jul	219	$ 0.41	10	$ 10.00	$ 89.79	$	100.00
			40			$	400.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	120	10	$ 1,200.00	$ 48.00	$ 1,248.00	1248	$ -
Daily log	100						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
1032.11	1032.11	Wednesday, August 17, 2011	9	$ -

August

Period Ending	2011-08-15						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
02-Aug	248	$ 0.41	10	$ 9.00	$ 101.68	$	90.00
03-Aug	223	$ 0.41	10	$ 9.00	$ 91.43	$	90.00
04-Aug	257	$ 0.41	10	$ 9.00	$ 105.37	$	90.00
05-Aug	257	$ 0.41	10	$ 9.00	$ 105.37	$	90.00
09-Aug	201	$ 0.41	9	$ 9.00	$ 82.41	$	81.00
10-Aug	229	$ 0.41	10	$ 9.00	$ 93.89	$	90.00
11-Aug	228	$ 0.41	10	$ 9.00	$ 93.48	$	90.00
2011-08-14	225	$ 0.41	10	$ 9.00	$ 92.25	$	90.00
			79			$	711.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	150	9	$ 1,350.00	$ 54.00	$ 1,404.00	1404	$ -
Daily log	140						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,148.42	$ 1,148.42	Wednesday, August 31, 2011	8	$ -

Period Ending	2011-08-31						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
2011-08-16	233	$ 0.41	10	$ 9.00	$ 95.53	$	90.00
2011-08-22	251	$ 0.41	10.5	$ 9.00	$ 102.91	$	94.50
2011-08-23	163	$ 0.41	10	$ 9.00	$ 66.83	$	90.00
2011-08-27	200	$ 0.41	10	$ 9.00	$ 82.00	$	90.00
			40.5			$	364.50

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	173	9	$ 1,557.00	$ 62.28	$ 1,619.28	1619.28	$ -
Daily log	140.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,305.93	$ 1,305.93	Friday, September 16, 2011	8	$ -

Period ending	*2011-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	9	$ 1,512.00	$ 60.48	$ 1,572.48	$ 1,512.00	4%	-$ 60.48	$ 1,228.78	$ 1,228.78	Tuesday, October 4, 2011	11	$ -
Daily log	155												

Period ending	*2011-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	182	9	$ 1,638.00	$ 65.52	$ 1,703.52	$ 1,764.00	4%	$ 60.48	$ 1,407.70	$ 1,407.70	Monday, October 17, 2011	9	$ -
Daily log	153												

Period ending	*2011-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	185	9	$ 1,665.00	$ 66.60	$ 1,731.60	$ 1,581.84	4%	-$ 149.76	$ 1,279.01	$ 1,279.01	Monday, October 31, 2011	2011-10-31	$ -
Daily log	185												

Period ending	*2011-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	70	9	$ 630.00	$ 25.20	$ 655.20		4%	-$ 655.20				-8	$ -
Daily log	70												

Total Daily Log Hours	943.5
Total ROE Hours	962

July

Period Ending	2011-07-31						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
25-Jul-11	202	$ 0.41	8.5	$ 9.00	$ 82.82	$ 76.50	
26-Jul-11	175	$ 0.41	7.5	$ 9.00	$ 71.75	$ 67.50	
27-Jan-11	89	$ 0.41	4.5	$ 9.00	$ 36.49	$ 40.50	
28-Jul-11	164	$ 0.41	7	$ 9.00	$ 67.24	$ 63.00	
29-Jul-11	283	$ 0.41	12.5	$ 9.00	$ 116.03	$ 112.50	
30-Jul-11	174	$ 0.41	7.5	$ 9.00	$ 71.34	$ 67.50	
31-Jul-11	283	$ 0.41	12.5	$ 9.00	$ 116.03	$ 112.50	
			60			$ 540.00	

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	120	9	$ 1,080.00	$ 43.20	$ 1,123.20	1123.2	$ -
Daily log	100						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 942.86	$ 942.86	Wednesday, August 17, 2011	9	$ -

August

Period Ending	2011-08-15						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
1-Aug-11	354	$ 0.41	15.5	$ 9.00	$ 145.14	$ 139.50	
2-Aug-11	319	$ 0.41	14.5	$ 9.00	$ 130.79	$ 130.50	
3-Aug-11	350	$ 0.41	15	$ 9.00	$ 143.50	$ 135.00	
8-Aug-11	347	$ 0.41	15	$ 9.00	$ 142.27	$ 135.00	
9-Aug-11	353	$ 0.41	15.5	$ 9.00	$ 144.73	$ 139.50	
10-Aug-11	329	$ 0.41	14.5	$ 9.00	$ 134.89	$ 130.50	
11-Aug-11	225	$ 0.41	10	$ 9.00	$ 92.25	$ 90.00	
13-Aug-11	316	$ 0.41	13.5	$ 9.00	$ 129.56	$ 121.50	
14-Aug-11	201	$ 0.41	9	$ 9.00	$ 82.41	$ 81.00	
			122.5			$ 1,102.50	

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	122.5	9	$ 1,102.50	$ 44.10	$ 1,146.60	1123.2	-$ 23.40
Daily log	122.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
942.86	942.86	Wednesday, August 31, 2011	8	$ -

Period Ending	2011-08-31						
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours	
16-Aug-11	202	$ 0.41	8.5	$ 9.00	$ 82.82	$ 76.50	
17-Aug-11	297	$ 0.41	13	$ 9.00	$ 121.77	$ 117.00	
19-Aug-11	194	$ 0.41	8.5	$ 9.00	$ 79.54	$ 76.50	
20-Aug-11	187	$ 0.41	8	$ 9.00	$ 76.67	$ 72.00	
21-Aug-11	167	$ 0.41	7	$ 9.00	$ 68.47	$ 63.00	
23-Aug-11	174	$ 0.41	8	$ 9.00	$ 71.34	$ 72.00	
24-Aug-11	196	$ 0.41	9	$ 9.00	$ 80.36	$ 81.00	
25-Aug-11	216	$ 0.41	9	$ 9.00	$ 88.56	$ 81.00	
26-Aug-11	153	$ 0.41	6.5	$ 9.00	$ 62.73	$ 58.50	
27-Aug-11	246	$ 0.41	11	$ 9.00	$ 100.86	$ 99.00	
28-Aug-11	108	$ 0.41	4.5	$ 9.00	$ 44.28	$ 40.50	
29-Aug-11	178	$ 0.41	8	$ 9.00	$ 72.98	$ 72.00	
31-Aug-11	175	$ 0.41	7.5	$ 9.00	$ 71.75	$ 67.50	
30-Aug-11	139	$ 0.41	6	$ 9.00	$ 56.99	$ 54.00	
			114.5			$ 1,030.50	

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	145	9	$ 1,305.00	$ 52.20	$ 1,357.20	1357.2	
Daily log	114.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,113.53	$ 1,113.53	Friday, September 16, 2011	8	$ -

Period ending	*2011-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	159.5	9	$ 1,435.50	$ 57.42	$ 1,492.92	$ 1,357.20	4%	-$ 135.72	$ 1,113.53	$ 1,113.53	Friday, September 30, 2011	7	$ -	
Daily log	159.5													

Period ending	*2011-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	170	9	$ 1,530.00	$ 61.20	$ 1,591.20	$ 1,591.20	4%	$ -	$ 1,285.74	$ 1,285.74	Monday, October 17, 2011	9	$ -	
Daily log	152													

Period ending	*2011-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	168	9	$ 1,512.00	$ 60.48	$ 1,572.48	$ 1,553.76	4%	-$ 18.72	$ 1,258.81	$ 1,258.81	Monday, October 31, 2011	8	$ -	
Daily log	168													

Period ending	*2011-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.5	9	$ 805.50	$ 32.22	$ 837.72	$ 804.96	4%	-$ 32.76	$ 715.75	$ 715.75	Wednesday, November 23, 2011	15	$ -	
Daily log	89.5													

Period ending	*2011-11-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -	$ 804.96	4%	$ 804.96				-40870	$ -	
Daily log	86													

Total Daily Log Hours	992
Total ROE Hours	952

July

Period Ending	2011-07-31							
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours		
25-Jul-11	197	$ 0.41	8.5	$ 8.00	$ 80.77	$ 68.00		
27-Jul-11	204	$ 0.41	9.5	$ 8.00	$ 83.64	$ 76.00		
28-Jul-11	244	$ 0.41	10.5	$ 8.00	$ 100.04	$ 84.00		
29-Jul-11	271	$ 0.41	11.5	$ 8.00	$ 111.11	$ 92.00		
30-Jul-11	182	$ 0.41	8	$ 8.00	$ 74.62	$ 64.00		
31-Jul-11	273	$ 0.41	12	$ 8.00	$ 111.93	$ 96.00		
			60			$ 480.00		

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	100	9	$ 900.00	$ 36.00	$ 936.00	$ 936.00	$ -
Daily log	60						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 809.27	$ 809.27	2011-08-17	9	$ -

August

Period Ending	2011-08-15							
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours		
1-Aug-11	335	$ 0.41	13	$ 9.00	$ 137.35	$ 117.00		
2-Aug-11	303	$ 0.41	13	$ 9.00	$ 124.23	$ 117.00		
3-Aug-11	287	$ 0.41	13	$ 9.00	$ 117.67	$ 117.00		
4-Aug-11	454	$ 0.41	19.5	$ 9.00	$ 186.14	$ 175.50		
5-Aug-11	381	$ 0.41	16.5	$ 9.00	$ 156.21	$ 148.50		
7-Aug-11	165	$ 0.41	5.5	$ 9.00	$ 67.65	$ 49.50		
8-Aug-11	322	$ 0.41	14	$ 9.00	$ 132.02	$ 126.00		
9-Aug-11	410	$ 0.41	18	$ 9.00	$ 168.10	$ 162.00		
10-Aug-11	401	$ 0.41	18	$ 9.00	$ 164.41	$ 162.00		
11-Aug-11	348	$ 0.41	14	$ 9.00	$ 142.68	$ 126.00		
13-Aug-11	173	$ 0.41	8	$ 9.00	$ 70.93	$ 72.00		
14-Aug-11	251	$ 0.41	7.5	$ 9.00	$ 102.91	$ 67.50		
15-Aug-11	212	$ 0.41	9	$ 9.00	$ 86.92	$ 81.00		
			169			$ 1,521.00		

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	169	9	$ 1,521.00	$ 60.84	$ 1,581.84	1123.2	-$ 458.64
Daily log	169						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 942.86	$ 942.86	Wednesday, August 31, 2011	8	$ -

Period Ending	2011-08-31							
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours		
16-Aug-11	183	$ 0.41	8	$ 9.00	$ 75.03	$ 72.00		
17-Aug-11	196	$ 0.41	9	$ 9.00	$ 80.36	$ 81.00		
18-Aug-11	189	$ 0.41	8	$ 9.00	$ 77.49	$ 72.00		
19-Aug-11	176	$ 0.41	7.5	$ 9.00	$ 72.16	$ 67.50		
20-Aug-11	180	$ 0.41	8	$ 9.00	$ 73.80	$ 72.00		
22-Aug-11	228	$ 0.41	10	$ 9.00	$ 93.48	$ 90.00		
23-Aug-11	172	$ 0.41	8	$ 9.00	$ 70.52	$ 72.00		
24-Aug-11	231	$ 0.41	10	$ 9.00	$ 94.71	$ 90.00		
25-Aug-11	213	$ 0.41	9	$ 9.00	$ 87.33	$ 81.00		
26-Aug-11	156	$ 0.41	7	$ 9.00	$ 63.96	$ 63.00		
27-Aug-11	206	$ 0.41	9	$ 9.00	$ 84.46	$ 81.00		
28-Aug-11	133	$ 0.41	6	$ 9.00	$ 54.53	$ 54.00		
30-Aug-11	287	$ 0.41	13	$ 9.00	$ 117.67	$ 117.00		
			112.5			$ 1,012.50		

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	120	9	$ 1,080.00	$ 43.20	$ 1,123.20	1123.2	
Daily Log	112.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 942.86	$ 942.86	Friday, September 16, 2011	8	$ -

September

Period Ending	2011-09-15							
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours		
1-Sep-11	127	$ 0.41	6	$ 9.00	$ 52.07	$ 54.00		
2-Sep-11	284	$ 0.41	12.5	$ 9.00	$ 116.44	$ 112.50		
3-Sep-11	245	$ 0.41	10.5	$ 9.00	$ 100.45	$ 94.50		
5-Sep-11	310	$ 0.41	14	$ 9.00	$ 127.10	$ 126.00		
6-Sep-11	261	$ 0.41	11.5	$ 9.00	$ 107.01	$ 103.50		
7-Sep-11	237	$ 0.41	10.5	$ 9.00	$ 97.17	$ 94.50		
8-Sep-11	235	$ 0.41	10.5	$ 9.00	$ 96.35	$ 94.50		
9-Sep-11	143	0.41	6.5	$ 9.00	$ 58.63	$ 58.50		
10-Sep-11	236	$ 0.41	10	$ 9.00	$ 96.76	$ 90.00		
11-Sep-11	148	0.41	6.5	$ 9.00	$ 60.68	$ 58.50		
14-Sep-11	252	$ 0.41	11	$ 9.00	$ 103.32	$ 99.00		
15-Sep-11	236	$ 0.41	10.5	$ 9.00	$ 96.76	$ 94.50		
			120			$ 1,080.00		

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	120	9	$ 1,080.00	$ 43.20	$ 1,123.20	1123.2	$ -
Daily Log	120						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 942.86	$ 942.86	Friday, September 30, 2011	7	$ -

Period Ending	2011-09-30							
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours		
16-Sep-11	238	$ 0.41	10.5	$ 9.00	$ 97.58	$ 94.50		
17-Sep-11	277	$ 0.41	12	$ 9.00	$ 113.57	$ 108.00		
18-Sep-11	256	$ 0.41	11	$ 9.00	$ 104.96	$ 99.00		
19-Sep-11	177	$ 0.41	8	$ 9.00	$ 72.57	$ 72.00		
20-Sep-11	265	$ 0.41	11.5	$ 9.00	$ 108.65	$ 103.50		
21-Sep-11	197	$ 0.41	9	$ 9.00	$ 80.77	$ 81.00		
22-Sep-11	327	$ 0.41	14	$ 9.00	$ 134.07	$ 126.00		
23-Sep-11	225	$ 0.41	10	$ 9.00	$ 92.25	$ 90.00		
24-Sep-11	248	$ 0.41	10.5	$ 9.00	$ 101.68	$ 94.50		
25-Sep-11	214	$ 0.41	9	$ 9.00	$ 87.74	$ 81.00		
26-Sep-11	191	$ 0.41	8.5	$ 9.00	$ 78.31	$ 76.50		

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	160	9	$ 1,440.00	$ 57.60	$ 1,497.60	1497.6	$ -
Daily Log	150.5						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,218.21	$ 1,218.21	Monday, October 17, 2011	9	$ -

27-Sep-11	235	$ 0.41	8.5	$ 9.00	$ 96.35	$	76.50
28-Sep-11	214	$ 0.41	9	$ 9.00	$ 87.74	$	81.00
29-Sep-11	234	$ 0.41	10	$ 9.00	$ 95.94	$	90.00
30-Sep-11	209	$ 0.41	9	$ 9.00	$ 85.69	$	81.00
			150.5			$	1,354.50

October

Period Ending	2011-10-15					
Date	Weight Picked	Rate	Hours	Rate	Earnings per day	Earnings per day - Hours
1-Oct-11	183	0.41	8	$ 9.00	75.03	$ 72.00

	Hours	Rate	Earnings	Vacation Pay	Gross Earnings	Total Earnings Paid	Amount Owing
Payroll Company	174	9	$ 1,566.00	$ 62.64	$ 1,628.64	1591.2	-$ 37.44
Daily Log	174						

Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
$ 1,285.74	$ 1,285.74	Monday, October 31, 2011	8	$ -

Period ending 2011-10-31

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	161	9	$ 1,449.00	$ 57.96	$ 1,506.96	$ 1,506.96	4%		$ 1,225.15	$ 1,225.15	Wednesday, November 23, 2011	15	$ -
Daily log	57												

Period ending 2011-11-15

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	161	9	$ 1,449.00	$ 57.96	$ 1,506.96	$ 1,506.96	4%						$ -
Daily log	161												

Total Daily Log Hours	991
Total ROE Hours	951

Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	100	11.5	$ 1,150.00	$ 46.00					$ 951.23	$ 951.23	2011-07-05	-3	0	

Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ 1,265.00	$ 50.60				Yes	$ 1,036.97	$ 951.23	2011-07-19	-4	$ 85.74	

Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-01	-7	$ -	

Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-19	-4	$ -	

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-20	12	$ -	

Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-23	0	$ -	

Period ending	2011-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-30	-8	$ -	

Total Vacation Pay Owed	$	372.60
$ 9,315.00	$	372.60

BR: Palwinder Dhaliwal

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4% Gross	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10.25	$ 492.00	$ 19.68			$ 511.68		$ 466.90	$ 466.90	2012-08-15	-8	$ -
Daily log	48												

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00			$ 1,066.00		$ 879.55	$ 879.55	2012-08-31	-8	$ -
Daily log	100												

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	74.5	10.25	$ 763.63	$ 30.55					$ 685.69	$ 685.69	2012-09-15	-8	$ -
Daily log	74.5												

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	0	0	$ -	$ -					$ -				$ -
Daily log													

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -
Daily log													

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	0	0	$ -	$ -					$ -				$ -
Daily log													

Period Ending	hours	rate	gross	income tax	cpp employee	EI- EE	Vacation	25% accomodat	Immi fee	medical	total	cheque	difference
Aug 15 2012	48	10.25	492	17.31	18.11	9.36	19.68				466.90	466.9	0.00
Aug 31 2012	100	10.25	1025	121.39	45.55	19.51	41				879.55	879.55	0.00
sept 15 2012	74.5	10.25	763.63	61.87	32.09	14.53	30.55				685.69	685.69	-0.01
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00
			0								0.00		0.00

BR Employee: Ramlal Ahuja

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	48	10.25	$ 492.00	$ 19.68					$ 466.90	$ 466.90	2012-08-15	-8	$ -	

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	74	10.25	$ 758.50	$ 30.34					$ 681.87	$ 681.87	2012-08-31	-8	$ -	

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -	

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -	

BR Employee: Rajwant Brar

Period ending														
2012-08-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	48	10.25	$ 492.00	$ 19.68					$ 466.90	$ 466.90	2012-08-15	-8	$ -
2012-08-31	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	99	10.25	$ 1,014.75	$ 40.59					$ 871.95	$ 871.95	2012-08-31	-8	$ -
2012-09-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	96	10.25	$ 984.00	$ 39.36					$ 849.14	$ 849.14	2012-09-15	-8	$ -
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -

BR Employee: Manjit Grang

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	48	10.25	$ 492.00	$ 19.68					$ 466.90	$ 466.90	2012-08-15	-8	$ -

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	100	10.25	$ 1,025.00	$ 41.00					$ 879.55	$ 879.55	2012-08-31	-8	$ -

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	125	10.25	$ 1,281.25	$ 51.25					$ 1,071.58	$ 1,071.58	2012-09-15	-8	$ -

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -

Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -

Gurdial Dhillon

Period ending	*2012-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48.5	10.25	$ 497.13	$ 19.89					$ 471.13	$ 471.13	2012-06-15	-8	$	-
Daily log														

Period ending	*2012-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80					$ 727.49	$ 727.49	2012-06-30	-8	$	-
Daily log														

Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40					$ 399.32	$ 399.32	2012-07-15	-8	$	-
Daily log														



Rashpal Dhaliwal

Period ending													
2012-05-31	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	60	10.25	$ 615.00	$ 24.60				$ 568.26	$ 568.26	2012-05-31	-8	$ -	
2012-06-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	55	10.25	$ 563.75	$ 22.55				$ 526.02	$ 526.02	2012-06-15	-8	$ -	
2012-06-30	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40				$ 411.13	$ 411.13	2012-06-30	-8	$ -	
2012-07-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	41	10.25	$ 420.25	$ 16.81				$ 420.02	$ 420.02	2012-07-15	-8	$ -	
2012-07-31	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	45	10.25	$ 461.25	$ 18.45				$ 455.60	$ 455.60	2012-07-31	-8	$ -	
2012-08-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40				$ 411.13	$ 411.13	2012-08-15	-8	$ -	
2012-08-31	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40				$ 411.13	$ 411.13	2012-08-31	-8	$ -	
2012-09-15	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	39	10.25	$ 399.75	$ 15.99				$ 402.23	$ 402.23	2012-09-15	-8	$ -	
2012-09-30	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -				$ -			-41190	$ -	

Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	13	10.25	$ 133.25	$ 5.33					$ 136.04	$ 136.04	2012-05-31	-8	$ -

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	90.5	10.25	$ 927.63	$ 37.11					$ 682.34	$ 682.34	2012-06-15	-8	$ -

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	121	10.25	$ 1,240.25	$ 49.61					$ 819.81	$ 819.81	2012-06-30	-8	$ -

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	149	10.25	$ 1,527.25	$ 61.09					$ 1,141.01	$ 1,141.01	2012-07-15	-8	$ -

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	154.75	10.25	$ 1,586.19	$ 63.45					$ 1,146.01	$ 1,146.01	2012-07-31	-8	$ -

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	148	10.25	$ 1,517.00	$ 60.68					$ 1,177.42	$ 1,177.42	2012-08-15	-8	$ -

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	81.75	10.25	$ 837.94	$ 33.52					$ 590.16	$ 613.44	2012-08-29	-10	-$ 23.28

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Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Company	48	10.25	$ 492.00	$ 19.68					$ 466.90	$ 466.90	2012-08-15	-8	$ -	
Daily log														

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00					$ 879.55	$ 879.55	2012-08-31	-8	$ -	
Daily log														

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97					$ 1,008.80	$ 1,008.80	2012-09-15	-8	$ -	
Daily log														

Janak D. Sailopal

Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.75	10.25	$ 991.69	$ 39.67					$ 854.85	$ 854.85	2012-05-31	-8	$ -	
Daily log														

Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111.75	10.25	$ 1,145.44	$ 45.82					$ 968.88	$ 968.88	2012-06-15	-8	$ -	
Daily log														

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	116	10.25	$ 1,189.00	$ 47.56					$ 1,001.20	$ 1,001.20	2012-06-30	-8	$ -	
Daily log														

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	10.25	$ 1,640.00	$ 65.60					$ 1,345.30	$ 1,345.30	2012-07-15	-8	$ -	
Daily log														

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	151	10.25	$ 1,547.75	$ 61.91					$ 1,276.34	$ 1,276.34	2012-07-31	-8	$ -	
Daily log														

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	161.25	10.25	$ 1,652.81	$ 66.11					$ 1,354.87	$ 1,354.87	2012-08-15	-8	$ -	
Daily log														

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50					$ 1,268.68	$ 1,268.68	2012-08-31	-8	$ -	
Daily log														

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	10.25	$ 1,640.00	$ 65.60					$ 1,345.30	$ 1,345.30	2012-09-15	-8	$ -	
Daily log														

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	10.25	$ 1,640.00	$ 65.60					$ 1,345.30	$ 1,345.30	2012-09-30	-8	$ -	
Daily log														

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40					$ 824.82	$ 824.82	2011-07-05	-3	$ -
Daily log	112							Yes					

Period ending	2011-07-15											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40				$ 824.82	$ 824.82	2011-07-20	-3	$ -
Daily log	104											

Period ending	2011-07-31											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00				$ 1,045.18	$ 1,045.18	2011-07-10	-29	$ -
Daily log	140											

Period ending	2011-08-15											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00				$ 1,045.18	$ 1,045.18	2011-08-20	-3	$ -
Daily log	140											

Period ending	2011-08-31											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00				$ 1,045.18	$ 1,045.18	2011-09-05	-3	$ -
Daily log	140											

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	35	8.75	$ 306.25	$ 12.25					$ 269.68	$ 269.68	2011-08-12	4	$ -
Daily log	45							Yes					

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	8.75	$ 669.38	$ 26.78					$ 569.66	$ 569.66	2011-08-20	-3	$ -
Daily log	76.5												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	8.75	$ 840.00	$ 33.60					$ 711.89	$ 711.89	2011-09-05	-3	$ -
Daily log													

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00					$ 1,045.18	$ 1,045.18	2011-09-20	-3	$ -
Daily log	150							Yes					

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00					$ 1,045.18	$ 1,045.18	2011-10-05	-3	$ -
Daily log	140												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	8.75	$ 525.00	$ 21.00					$ 455.20	$ 455.20	2011-08-20	-3	$ -
Daily log	60												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00					$ 1,045.18	$ 1,045.18	2011-09-05	-3	$ -
Daily log	140												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00					$ 1,045.00	$ 1,045.00	2011-09-20	-3	$ -
Daily log	140												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	8.75	$ 1,137.50	$ 45.50					$ 971.51	$ 971.51	2011-09-20	-18	$ -
Daily log	130												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	8.75	$ 1,137.50	$ 45.50					$ 971.51	$ 971.51	2011-10-05	-18	$ -
Daily log													

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	8.75	$ 1,050.00	$ 42.00					$ 895.85				$ 895.85
Daily log													

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00			4%	Under-payed (Yes or No)	$ 1,048.18	$ 1,048.18	2011-08-20	-3	$ -
Daily log	140												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	8.75	$ 1,225.00	$ 49.00			4%		$ 1,048.18	$ 1,048.18	2011-09-05	-3	$ -
Daily log	140												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	8.75	$ 1,137.50	$ 45.50			4%		$ 971.51	$ 971.51	2011-09-20	-3	$ -
Daily log	130												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	8.75	$ 1,137.50	$ 45.50			4%		$ 971.51	$ 971.51	2011-10-05	-3	$ -
Daily log	130												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	8.75	$ 875.00	$ 35.00			4%		$ 746.55				$ 746.55
Daily log													

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate			Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	8.75	$ 962.50	$ 38.50			4%		$ 821.21				$ 821.21
Daily log													

Period ending	2011-07-31				Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 788.82	$ 788.82	2011-08-05	-3	$ -
Payroll Company	104	8.75	$ 910.00	$ 36.40									
Daily log	100												

Period ending	2011-08-15				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 788.82	$ 788.82	2011-08-20	-3	$ -
Payroll Company	104	8.75	$ 910.00	$ 36.40									
Daily log	104												

Period ending	2011-08-31				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 836.14	$ 836.14	2011-09-05	-3	$ -
Payroll Company	112	8.75	$ 980.00	$ 39.20									
Daily log	112												

Period ending	2011-09-15				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 836.14	$ 836.14	2011-09-20	-3	$ -
Payroll Company	112	8.75	$ 980.00	$ 39.20									
Daily log	140							Yes					

Period ending	2011-9-31				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 836.14	$ 836.14	2011-10-02	-6	$ -
Payroll Company	112	8.75	$ 980.00	$ 39.20									
Daily log	140							Yes					

Period ending	2011-10-15				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 1,044.39				$ 1,044.39
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log													

Period ending	2011-10-31				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 656.96				$ 656.96
Payroll Company	88	8.75	$ 770.00	$ 30.80									
Daily log													

Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	44	8.75	$ 385.00	$ 15.40					$ 328.00	$ 328.00	2011-08-14	6	$ -	
Daily log	44													

Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82.75	8.75	$ 724.06	$ 28.96					$ 617.76	$ 617.76	2011-08-20	-3	$ -	
Daily log	103.25							Yes						

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	8.75	$ 840.00	$ 33.60					$ 711.89	$ 711.89	2011-09-05	-3	$ -	
Daily log														

Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	8.75	$ 840.00	$ 33.60					$ 711.89	$ 711.89	2011-09-20	-3	$ -	
Daily log	96													

Period ending	2011-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	8.75	$ 1,225.00	$ 49.00					$ 1,045.18	$ 1,045.18	2011-10-05	-3	$ -	
Daily log	140													

Period ending	2011-10-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	8.75	$ 1,050.00	$ 42.00					$ 895.85				$ 895.85	
Daily log														

Period ending	2011-10-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	8.75	$ 840.00	$ 33.60					$ 716.69				$ 716.69	
Daily log														

Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	44	8.75	$ 385.00	$ 15.40					$ 328.00	$ 328.00	2011-08-12	4	$ -	
Daily log	44													

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	22.25	8.75	$ 194.69	$ 7.79					$ 166.10	$ 166.10	2011-08-20	-3	$ -
Daily log	22.25												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 378.84				$ 378.84
Payroll Company	48	8.75	$ 420.00	$ 16.80									
Daily log	48												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 1,045.18	$ 1,045.18	2011-08-10	2	$ -
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 1,045.18				$ 1,045.18
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 1,045.18				$ 1,045.18
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 1,045.18				$ 1,045.18
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	138												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 1,045.18				$ 1,045.18
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
									$ 895.85				$ 895.85
Payroll Company	120	8.75	$ 1,050.00	$ 42.00									
Daily log													

Period ending	2011-08-31								Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payod (*Yes or No*)	$ 789.22	$ 789.22	2011-09-05	-3	$ -
Payroll Company	104	8.75	$ 910.00	$ 36.40									
Daily log	104												

Period ending	2011-09-15							Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	$ 816.89	$ 816.89	2011-09-26	3	$ -
Payroll Company	108	8.75	$ 945.00	$ 37.80								
Daily log	108											

Period ending	2011-07-15				Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 835.00	$ 835.00	2011-07-20	-3	
Payroll Company	108	8.75	$ 945.00	$ 37.80									
Daily log	108												

Period ending	2011-07-31				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 1,045.18	$ 1,045.18	2011-08-05	-3	
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-08-15				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 1,045.00	$ 1,045.00	2011-08-20	-3	
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-08-31				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 1,045.00	$ 1,045.00	2011-09-05	-3	
Payroll Company	140	8.75	$ 1,225.00	$ 49.00									
Daily log	140												

Period ending	2011-09-15				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay					$ 798.84	$ 798.84	2011-09-20	-3	
Payroll Company	107	8.75	$ 936.25	$ 37.45									
Daily log	94												

Period ending	2011-09-30				Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	Hours	Rate	Earnings	Vacation Pay									
Payroll Company			$ -	$ -									
Daily log	105							Yes					

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	11	$ 1,760.00	$ 70.40					$1,538.61			-40732	$1,538.61
Daily log	160							Yes					

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	286	11	$ 3,146.00	$ 125.84					$2,645.30			-40763	$2,645.30
Daily log	286							Yes					

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	284.75	11	$ 3,132.25	$ 125.29					$2,535.41	$2,535.41	2011-09-27	19	$ -
Daily log	284.5												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	247.75	11	$ 2,725.25	$ 109.01					$2,235.14	$2,235.14	2011-10-03	-5	$ -
Daily log	247.75												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	11	$ 440.00	$ 17.60					$424.83			-40855	$424.83
Daily log	40							Yes					

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.25	10	$ 1,052.50	$ 42.10					$1,023.60	$1,023.60	2011-09-09	1	$	-
Daily log	105.25													

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	259.75	10	$ 2,597.50	$ 103.90					$2,139.89	$2,139.89	2011-08-16	8	$ -
Daily log	259.75												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	270	10	$ 2,700.00	$ 108.00					$2,216.32	$2,216.32	2011-09-02	-6	$ -
Daily log	270												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	268.75	10	$ 2,687.50	$ 107.50					$2,307.00	$2,307.00	2011-10-18	10	$ -
Daily log	268.75												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	39.25	10	$ 392.50	$ 15.70					$392.50	$392.50	2011-10-18	-21	$ -
Daily log	39.25												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.75	8.75	$ 864.06	$ 34.56					$820.35	$820.35	2011-08-18	10	$ -
Daily log	98.75												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,140.82	$2,140.82	2011-09-07	-1	$ -
Daily log	297												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	267.25	8.75	$ 2,338.44	$ 93.54					$1,951.39			-40824	$1,951.39
Daily log	267.25							Yes					

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	25.5	8.75	$ 223.13	$ 8.93					$219.16			-40855	$219.16
Daily log	25.5							Yes					

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	8.75	$ 1,312.50	$ 52.50					$1,197.72	$1,197.72	2011-08-18	10	$ -
Daily log	150												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,140.82	$2,140.82	2011-09-07	-1	$ -
Daily log	297												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	267.25	8.75	$ 2,338.44	$ 93.54					$1,951.39			-40824	$1,951.39
Daily log	267.75							Yes					

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	25.5	8.75	$ 223.13	$ 8.93					$219.16			-40855	$219.16
Daily log	25.5							Yes					

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	165	8.75	$ 1,443.75	$ 57.75					$1,347.55	$1,347.55	2011-08-08	0	$ -
Daily log	165												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,140.82	$2,140.82	2011-09-05	-3	$ -
Daily log	297												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	257.75	8.75	$ 2,255.31	$ 90.21					$2,036.16	$2,036.16	2011-10-12	-4	$ -
Daily log	257.75												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	49.75	8.75	$ 435.31	$ 17.41					$437.34			-40855	$437.34
Daily log	49.75							Yes					

Period ending	2011-01-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	175.75	10	$ 1,757.50	$ 70.30					$1,727.10	$1,727.10	2011-02-22	14	$	-
Daily log	175.75													

Period ending	2011-02-28													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10	$ 1,500.00	$ 60.00					$1,474.05	$1,474.05	2011-02-28	-8	$	-
Daily log														

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	50.75	10	$ 507.50	$ 20.30					$498.72	$498.72	2011-03-22	-17	$	-
Daily log	50.75													

Period ending	*2011-07-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	200	8.75	$ 1,750.00	$ 70.00					$1,531.48	$1,531.48	2011-08-18	10	$	-
Daily log	200													

Period ending	*2011-08-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,140.82	$2,140.82	2011-09-07	-1	$	-
Daily log	297													

Period ending	*2011-09-30*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	227.75	8.75	$ 1,992.81	$ 79.71					$1,704.75	$1,704.75	2011-10-03	-5	$	-
Daily log	227.75													

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	154	8.75	$ 1,347.50	$ 53.90					$1,268.20	$1,268.20	2011-08-08	0	$ -
Daily log	154												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,218.32	$2,218.32	2011-09-05	-3	$ -
Daily log	297												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company		8.75	$ -	$ -					$1,711.30	$1,711.30	2011-10-20	12	$ -
Daily log	220							Yes					

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company		8.75	$ -	$ -					$400.63	$400.63	2011-10-20	-19	$ -
Daily log	45.5							Yes					

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	165	8.75	$ 1,443.75	$ 57.75					$1,347.55	$1,347.55	2011-08-08	0	$ -
Daily log	165												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	297	8.75	$ 2,598.75	$ 103.95					$2,218.32	$2,218.32	2011-09-05	-3	$ -
Daily log	297												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	229.25	8.75	$ 2,005.94	$ 80.24					$1,771.38	$1,771.38	2011-10-20	12	$ -
Daily log	229.25												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45.5	8.75	$ 398.13	$ 15.93					$400.63	$400.63	2011-10-20	-19	$ -
Daily log	45.5												

Period ending	2011-06-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	100	11.5	$ 1,150.00	$ 46.00					$ 951.23	$ 951.23	2011-07-05	-3	0	
Period ending	2011-07-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ 1,265.00	$ 50.60				Yes	$ 1,036.97	$ 951.23	2011-07-19	-4	$	85.74
Period ending	2011-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-01	-7	$	-
Period ending	2011-08-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-19	-4	$	-
Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-20	12	$	-
Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-23	0	$	-
Period ending	2011-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-30	-8	$	-
			Total Vacation Pay Owed	$ 372.60										
			$ 9,315.00	$ 372.60										

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-20	28	$ -

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-20	12	$ -

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-23	0	$ -

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-30	-8	$ -

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	100	10	$ 1,000.00	$ 40.00					$ 854.94	$ 854.94	2011-10-16	-7	$ -

Total Vacation Pay Owed	$	280.00
	$ 7,000.00	$ 280.00

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 616.04	$ 616.04	2011-06-30	-8	$ -
Daily log													
Period ending	*2011-07-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	88	9.28	$ 816.64	$ 32.67					$ 692.33	$ 692.33	2011-07-15	-8	$ -
Daily log													
Period ending	*2011-07-31*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 637.24	$ 637.24	2011-08-01	-7	$ -
Daily log													
Period ending	*2011-08-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	76.45	9.28	$ 709.46	$ 28.38					$ 614.85				$ 614.85
Daily log								Yes					
Period ending	*2011-08-31*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 637.24	$ 637.24	2011-09-01	-7	$ -
Daily log													
Period ending	*2011-09-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 658.43				$ 658.43
Daily log								Yes					

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00				$ 1,220.00
Daily log								Yes					

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00				$ 1,220.00
Daily log								Yes					

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-25	2	$ -
Daily log													

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-30	-8	$ -
Daily log													

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00				$ 1,220.00
Daily log								Yes					

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00				$ 1,220.00
Daily log								Yes					

Total Vacation Pay Owed	$	360.00
	$	9,000.00

Period ending	2011-05-01												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	$ 9.65	$ 386.05	$ 15.44	?				$ 381.13	$ 294.13	2011-06-06	28	$ 87.00
Daily log								Yes					
Period ending	*2011-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	$ 23.17	$ 926.82	$ 37.07					$ 818.29	$ 533.30	2011-06-07	-1	$ 284.99
Daily log								Yes					
Period ending	*2011-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 616.04	$ 616.04	2011-06-30	-8	$ -
Daily log													
Period ending	*2011-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	9.28	$ 816.64	$ 32.67					$ 692.33	$ 692.33	2011-07-15	-8	$ -
Daily log													
Period ending	*2011-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 637.24	$ 637.24	2011-08-01	-7	$ -
Daily log													
Period ending	*2011-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	242.3	9.28	$ 2,248.54	$ 89.94					$ 1,710.44	$ 1,710.44	2011-08-19	-4	$ -
Daily log													
Period ending	*2011-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 637.24	$ 637.24	2011-09-01	-7	$ -
Daily log													
Period ending	*2011-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 637.24				$ 637.24
Daily log								Yes					
	Total Vacation Pay Owed			29.696									

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	$ 14.85	$ 593.92	$ 23.76					$ 562.24	$ 499.20	2011-06-30	-8	$ 63.04
Daily log								Yes					

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	9.28	$ 816.64	$ 32.67					$ 717.33	$ 717.33	2011-07-15	-8	$ -
Daily log													

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 712.24	$ 712.24	2011-08-01	-7	$ -
Daily log													

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	73.45	9.28	$ 681.62	$ 27.26					$ 617.64	$ 617.64	2011-08-19	-4	$ -
Daily log													

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 662.24	$ 662.24	2011-09-01	-7	$ -
Daily log													

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 662.24				$ 662.24
Daily log								Yes					

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	9.28	$ 593.92	$ 23.76					$ 499.20	$ 499.20	2011-06-30	-8	$ -
Daily log													
Period ending	*2011-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	9.28	$ 816.64	$ 32.67					$ 717.33	$ 717.33	2011-07-15	-8	$ -
Daily log													
Period ending	*2011-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	78.15	9.28	$ 725.23	$ 29.01					$ 700.19	$ 700.19	2011-08-01	-7	$ -
Daily log													
Period ending	*2011-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	66	9.28	$ 612.48	$ 24.50					$ 558.33	$ 558.33	2011-08-19	-4	$ -
Daily log													
Period ending	*2011-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 662.24	$ 662.24	2011-09-01	-7	$ -
Daily log													
Period ending	*2011-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.28	$ 742.40	$ 29.70					$ 662.24				$ 662.24
Daily log								Yes					
	Total Vacation Pay Owed			$ 23.76									

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	11.5	$ 1,150.00	$ 46.00					$ 951.23				$ 951.23
Daily log								Yes					

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	11.5	$ 1,265.00	$ 50.60					$ 1,036.97	$ 951.23	2011-07-19	-4	$ 85.74
Daily log								Yes					

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-01	-7	$ -
Daily log													

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-08-19	-4	$ -
Daily log													

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-20	12	$ -
Daily log													

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-09-23	0	$ -
Daily log													

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.5	$ 1,380.00	$ 55.20					$ 1,122.71	$ 1,122.71	2011-10-06	-2	$ -
Daily log													

Total Vacation Pay Owed $ 372.60

$ 9,315.00

Period ending	2011-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-20	12	$	-

Period ending	2011-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	165	10	$ 1,650.00	$ 66.00					$ 1,328.02	$ 1,345.00	2011-09-21	-2	$	-

Total Vacation Pay Owed $ 126.00

$ 3,150.00

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-20	28	
Daily log													

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10	$ 1,500.00	$ 60.00					$ 1,220.00	$ 1,220.00	2011-09-20	12	
Daily log													

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	170	10	$ 1,700.00	$ 68.00					$ 1,363.99	$ 1,363.99	2011-09-25	2	
Daily log													

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	170	10	$ 1,700.00	$ 68.00					$ 1,363.99	$ 1,363.99	2011-09-26	-12	
Daily log													

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	170	10	$ 1,700.00	$ 68.00					$ 1,363.99	$ 1,363.99	2011-10-16	-7	
Daily log													

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	170	10	$ 1,700.00	$ 68.00					$ 1,363.99				
Daily log								Yes					

Total Vacation Pay Owed		$	392.00
	$ 9,800.00	$	392.00

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	$ 8.75	$ 770.00	$ 30.80					$ 712.79	$ 712.79	2011-07-22	-1	$ -
Daily log	88												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	8.75	$ 1,251.25	$ 50.05					$ 1,071.85	$ 1,071.85	2011-08-08	0	$ -
Daily log	143												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	8.75	$ 1,155.00	$ 46.20					$ 998.51	$ 998.51	2011-08-22	-1	$ -
Daily log	132												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	133.5	8.75	$ 1,168.13	$ 46.73					$ 1,008.26	$ 1,008.26	2011-09-08	0	$ -
Daily log	133.5												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	8.75	$ 1,251.25	$ 50.05					$ 1,071.85	$ 1,071.85	2011-09-22	-1	$ -
Daily log	143												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40					$ 816.68	$ 816.68	2011-10-08	0	$ -
Daily log	104												

Period ending	2011-10-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	8.75	$ 770.00	$ 30.80					$ 712.79	$ 712.79	2011-10-22	-1	$ -
Daily log	88												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	8.75	$ 350.00	$ 14.00					$ 346.72	$ 346.72	2011-11-08	0	$ -
Daily log	40												

Period ending								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			
Period ending	**Hours**	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%
Payroll Company Daily log			$ -	$ -			

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	$ 9.62	$ 769.60	$ 30.78					$ 712.30	$ 712.30	2011-07-15	-8	$ -
Daily log	80												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	9.62	$ 1,269.84	$ 50.79					$ 1,086.67	$ 1,086.67	2011-08-08	0	$ -
Daily log	132												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	9.62	$ 1,375.66	$ 55.03					$ 1,168.14	$ 1,168.14	2011-08-22	-1	$ -
Daily log	143												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	154	9.62	$ 1,481.48	$ 59.26					$ 1,249.26	$ 1,249.26	2011-09-08	0	$ -
Daily log	154												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	9.62	$ 1,269.84	$ 50.79					$ 1,086.07	$ 1,086.07	2011-09-22	-1	$ -
Daily log	132												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	9.62	$ 1,154.40	$ 46.18					$ 997.89	$ 997.89	2011-10-08	0	$ -
Daily log	120												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	$ 8.75	$ 350.00	$ 14.00					$ 346.42	$ 346.42	2011-05-31	-8	$ -
Daily log													

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.75	8.75	$ 776.56	$ 31.06					$ 711.94	$ 711.94	2011-06-22	-1	$ -
Daily log													

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56.5	8.75	$ 494.38	$ 19.78					$ 486.21	$ 486.21	2011-07-08	0	$ -
Daily log													

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	8.75	$ 840.00	$ 33.60					$ 759.03	$ 759.03	2011-07-22	-1	$ -
Daily log													

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40					$ 810.97	$ 810.97	2011-08-08	0	$ -
Daily log													

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	116.75	8.75	$ 1,021.56	$ 40.86					$ 893.77	$ 893.77	2011-08-22	-1	$ -
Daily log													

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	127	8.75	$ 1,111.25	$ 44.45					$ 960.33	$ 960.33	2011-09-08	0	$ -
Daily log													

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121	8.75	$ 1,058.75	$ 42.35					$ 921.37	$ 921.37	2011-09-22	-1	$ -
Daily log													

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	8.75	$ 875.00	$ 35.00					$ 784.99	$ 784.99	2011-10-08	0	$ -
Daily log													

Period ending	2011-04-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	8	$ 704.00	$ 28.16					$ 659.04			-40656	$ 659.04
Daily log	98.5							Yes					

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109.25	8	$ 874.00	$ 34.96					$ 789.98	$ 789.98	2011-05-08	0	$ -
Daily log	109.25												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.5	8.75	$ 756.88	$ 30.28					$ 702.64	$ 702.64	2011-05-18	-5	$ -
Daily log	86.5												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.5	8.75	$ 1,028.13	$ 41.13					$ 904.36	$ 904.36	2011-06-08	0	$ -
Daily log	105												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91.25	8.75	$ 798.44	$ 31.94					$ 733.89	$ 733.89	2011-06-22	-1	$ -
Daily log	91.25												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	19	8.75	$ 166.25	$ 6.65					$ 168.48	$ 168.48	2011-07-08	0	$ -
Daily log	19												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payod (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	16	8.75	$ 140.00	$ 5.60					$ 143.01	$ 143.01	2011-06-08	0	$ -
Daily log	16												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.5	8.75	$ 756.88	$ 30.28					$ 702.64	$ 702.64	2011-06-22	-1	$ -
Daily log	86.5												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	8.75	$ 700.00	$ 28.00					$ 655.74	$ 655.74	2011-07-08	0	$ -
Daily log	80												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	8.75	$ 560.00	$ 22.40					$ 540.31	$ 540.31	2011-07-22	-1	$ -
Daily log	64												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	8.75	$ 875.00	$ 35.00					$ 790.71	$ 790.71	2011-08-08	0	$ -
Daily log	56												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	8.75	$ 1,050.00	$ 42.00					$ 920.58	$ 920.58	2011-08-22	-1	$ -
Daily log	120												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	139.5	8.75	$ 1,220.63	$ 48.83					$ 1,048.10	$ 1,048.10	2011-09-08	0	$ -
Daily log	139.5												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	8.75	$ 980.00	$ 39.20					$ 868.65	$ 868.65	2011-09-22	-1	$ -
Daily log	112												

Period ending	2011-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8.75	$ 910.00	$ 36.40					$ 816.68	$ 816.68	2011-10-08	0	$ -
Daily log	104												

Period ending	2011-03-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	31	8	$ 248.00	$ 9.92					$ 247.78	$ 247.78	2011-03-22	-1	$	-
Daily log	31													

Period ending	2011-03-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102	8	$ 816.00	$ 32.64					$ 741.21	$ 741.21	2011-04-08	0	$	-
Daily log	102													

Period ending	2011-04-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	55	8	$ 440.00	$ 17.60					$ 434.02	$ 669.97	2011-04-15	-8	-$	235.95
Daily log	55													

Period ending	2011-04-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	63.25	8	$ 506.00	$ 20.24					$ 495.78	$ 495.78	2011-05-08	0	$	-
Daily log	63.25													

Period ending	2011-05-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	31	8.75	$ 271.25	$ 10.85					$ 270.33	$ 270.33	2011-05-18	-5	$	-
Daily log	31													

Period ending	2011-05-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72.75	8.75	$ 636.56	$ 25.46					$ 603.44	$ 603.44	2011-06-08	0	$	-
Daily log	72.75													

Period ending	2011-01-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55.75	8	$ 446.00	$ 17.84					$ 440.08	$ 440.08	2011-01-21	-2	$ -
Daily log	55.75												

Period ending	2011-01-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	71	8	$ 568.00	$ 22.72					$ 546.91	$ 546.91	2011-02-08	0	$ -
Daily log	71												

Period ending	2011-02-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	49.5	8	$ 396.00	$ 15.84					$ 391.34	$ 391.34	2011-02-21	-2	$ -
Daily log	49.5												

Period ending	2011-02-28												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54.25	8	$ 434.00	$ 17.36					$ 428.21	$ 428.21	2011-03-08	0	$ -
Daily log	54.25												

Period ending	2011-03-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	68.75	8	$ 550.00	$ 22.00					$ 532.06	$ 532.06	2011-03-22	-1	$ -
Daily log	68.75												

Period ending	2011-03-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	23.5	8	$ 188.00	$ 7.52					$ 189.58	$ 189.58	2011-04-08	0	$ -
Daily log	23.5												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	8.75	$ 525.00	$ 21.00					$ 511.45	$ 511.45	2011-08-22	-1	$ -
Daily log	39.75												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.5	8.75	$ 721.88	$ 28.88					$ 673.79	$ 673.79	2011-09-08	0	$ -
Daily log	71.5												

Period ending	2011-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32.25	8.75	$ 282.19	$ 11.29					$ 280.95	$ 280.95	2011-11-08	0	$ -
Daily log	32.25												

Period ending	2011-01-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.25	8	$ 658.00	$ 26.32					$ 621.31	$ 621.31	2011-01-21	-2	$ -
Daily log	82.25												

Period ending	2011-01-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99.5	8	$ 796.00	$ 31.84					$ 732.08	$ 732.08	2011-02-08	0	$ -
Daily log	99.5												

Period ending	2011-02-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	8	$ 840.00	$ 33.60					$ 764.75	$ 764.75	2011-02-21	-2	$ -
Daily log	105												

Period ending	2011-02-28												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92.75	8	$ 742.00	$ 29.68					$ 690.37	$ 690.37	2011-03-08	0	$ -
Daily log	92.75												

Period ending	2011-03-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	8	$ 744.00	$ 29.76					$ 692.02	$ 692.02	2011-03-22	-1	$ -
Daily log	104							Yes					

Period ending	2011-03-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124.75	8	$ 998.00	$ 39.92					$ 882.00	$ 882.00	2011-04-08	0	$ -
Daily log	127.75							Yes					

Period ending	2011-04-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.75	8	$ 830.00	$ 33.20					$ 757.32	$ 735.05	2011-04-15	-8	$ 22.27
Daily log	107.25							Yes					

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.25	8	$ 834.00	$ 33.36					$ 757.32	$ 757.32	2011-05-08	0	$ -
Daily log	104.25												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.25	8.75	$ 920.94	$ 36.84					$ 824.81	$ 824.81	2011-05-18	-5	$ -
Daily log	105.25												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106.75	8.75	$ 934.06	$ 37.36					$ 834.54	$ 834.54	2011-06-08	0	$ -
Daily log	93.25												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91.25	8.75	$ 798.44	$ 31.94					$ 733.89	$ 733.89	2011-06-22	-1	$ -
Daily log	91.25												

Period ending	2011-01-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	35	8	$ 280.00	$ 11.20					$ 278.96	$ 278.96	2011-01-21	-2	$ -
Daily log	35												

Period ending	2011-01-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	8	$ 736.00	$ 29.44					$ 685.48	$ 685.48	2011-02-08	0	$ -
Daily log	92												

Period ending	2011-02-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32.5	8	$ 260.00	$ 10.40					$ 259.42	$ 259.42	2011-02-21	-2	$ -
Daily log	32.5												

Period ending	2011-01-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	61.75	8	$ 494.00	$ 19.76					$ 486.02	$ 486.02	2011-01-21	-2	$ -
Daily log	61.75												

Period ending	2011-01-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	8	$ 832.00	$ 33.28					$ 758.81	$ 758.81	2011-02-08	0	$ -
Daily log	104												

Period ending	2011-02-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.25	8	$ 882.00	$ 35.28					$ 795.91	$ 795.91	2011-02-21	-2	$ -
Daily log	88.25												

Period ending	2011-02-28												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	77.5	8	$ 620.00	$ 24.80					$ 589.78	$ 589.78	2011-03-08	0	$ -
Daily log	62												

Period ending	2011-04-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	65.5	8	$ 524.00	$ 20.96					$ 510.62	$ 510.62	2011-05-08	0	$ -
Daily log	51.5												

Period ending	2011-05-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	29	8.75	$ 253.75	$ 10.15					$ 253.36	$ 253.36	2011-05-18	-5	$ -
Daily log	29												

Period ending	2011-05-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	8.75	$ 350.00	$ 14.00					$ 346.72	$ 346.72	2011-06-08	0	$ -
Daily log	40												

Period ending	2011-06-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.75	8.75	$ 916.56	$ 36.66					$ 818.31	$ 818.31	2011-06-22	-1	$ -
Daily log	97.75												

Period ending	2011-06-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108.5	8.75	$ 949.38	$ 37.98					$ 845.91	$ 845.91	2011-07-08	0	$ -
Daily log	108.5												

Period ending	2011-07-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.5	8.75	$ 774.38	$ 30.98					$ 716.03	$ 716.03	2011-07-22	-1	$ -
Daily log	88.5												

Period ending	2011-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.75	8.75	$ 846.56	$ 33.86					$ 769.61	$ 769.61	2011-08-08	0	$ -
Daily log	76.75												

Period ending	2011-08-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.75	8.75	$ 846.56	$ 33.86					$ 769.61	$ 769.61	2011-08-22	-1	$ -
Daily log	76.75												

Period ending	2011-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113.5	8.75	$ 993.13	$ 39.73					$ 878.38	$ 878.38	2011-09-08	0	$ -
Daily log	113.5												

Period ending	2011-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	131.75	8.75	$ 1,152.81	$ 46.11					$ 996.88	$ 996.88	2011-09-22	-1	$ -
Daily log	98.75												

Period ending	2011-09-30											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.5	8.75	$ 861.88	$ 34.48				$ 780.98	$ 780.98	2011-10-08	0	$ -
Daily log	98.5											

Period ending	2011-10-15											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.25	8.75	$ 859.69	$ 34.39				$ 779.36	$ 779.36	2011-10-22	-1	$ -
Daily log	98.25											

Period ending	2011-10-31											
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.75	8.75	$ 899.06	$ 35.96				$ 808.57	$ 808.57	2011-11-08	0	$ -
Daily log	102.75											

Period ending	2011-07-30								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	
Payroll Company	120	10	$ 1,200.00	$ 48.00	Cheque				
Daily log					No Vacation Paid				

Period ending	2011-08-13						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	125	10	$ 1,250.00	$ 50.00	Cheque		
Daily log					No Vacation Paid		

Period ending	2011-08-27						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	120	10	$ 1,200.00	$ 48.00	Cheque		
Daily log					No Vacation Paid		

Gross Earnings	$ 4,850.00
Vacation Total	$ 194.00

Period ending	2011-09-10						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	120	10	$ 1,200.00	$ 48.00	Cheque		
Daily log					No Vacation Paid		

Period ending	2011-09-24						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	0	10	$ -	$ -	Did Not Work		
Daily log							

Period ending	2011-10-08						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Did Not Work		
Daily log							

Period ending	2011-10-22						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Did Not Work		
Daily log							

Period ending	2011-11-05						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -	Did Not Work		
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company			$ -	$ -			
Daily log							

Wage Rates	
Sunday, May 1, 2011	$8.50
Tuesday, November 1, 2011	$8.75

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)		
	2011-07-30										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-08-13										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-08-27										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-09-10										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-09-24										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Gross Earnings	$	4,800.00
	2011-10-08								Vacation Total	$	192.00
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-10-22										
Payroll Company		120	10	$ 1,200.00	$ 48.00	Cheque					
Daily log						No Vacation Paid					
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	2011-11-05										
Payroll Company				$ -	$ -	Did Not Work					
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											
Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%			
	1900-01-00										
Payroll Company				$ -	$ -						
Daily log											

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	*1900-01-00*					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-07-30							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-08-13*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-08-27*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-09-10*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-09-24*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-10-08*							Gross Earnings $ 4,800.00
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Vacation Total $ 192.00
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-10-22*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	120	10	$ 1,200.00	$ 48.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*2011-11-05*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company	90	10	$ 900.00	$ 36.00	*Cheque*			
Daily log					*No Vacation Paid*			
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								
Period ending	*1900-01-00*							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	
Payroll Company			$ -	$ -				
Daily log								

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending	1900-01-00					
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -		
Daily log						

Period ending								
	2011-07-30							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company Daily log	110	10	$ 1,100.00	$ 44.00	Cheque			
Period ending	2011-08-13							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	120	10	$ 1,200.00	$ 48.00	Cheque			
Period ending	2011-08-27							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	130	10	$ 1,300.00	$ 52.00	Cheque			
Period ending	2011-09-10							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	120	10	$ 1,200.00	$ 48.00	Cheque			
Period ending	2011-09-24							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	120	10	$ 1,200.00	$ 48.00	Cheque			
Period ending	2011-10-08							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	120	10	$ 1,200.00	$ 48.00	Cheque			
Period ending	2011-10-22							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log	120	10	$ 1,200.00	$ 48.00	Cheque			
Period ending	2011-11-05							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -	Did Not Work			
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				
Period ending	1900-01-00							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	
Payroll Company Daily log			$ -	$ -				

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-07-30	Payroll Company			$ -	$ -				
	Daily log								
2011-08-13	Payroll Company			$ -	$ -				
	Daily log								
2011-08-27	Payroll Company			$ -	$ -				
	Daily log								
2011-09-10	Payroll Company			$ -	$ -				
	Daily log								
2011-09-24	Payroll Company	20	9	$ 180.00	$ 7.20	Direct Deposit			
	Daily log								
2011-10-08	Payroll Company			$ -	$ -	No Work			
	Daily log								
2011-10-22	Payroll Company			$ -	$ -				
	Daily log								
2011-11-05	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								
1900-01-00	Payroll Company			$ -	$ -				
	Daily log								

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-07-30	Payroll Company Daily log			$ -	$ -				
2011-08-13	Payroll Company Daily log			$ -	$ -				
2011-08-27	Payroll Company Daily log			$ -	$ -				
2011-09-10	Payroll Company Daily log			$ -	$ -				
2011-09-24	Payroll Company Daily log	20	9	$ 180.00	$ 7.20	Direct Deposit			
2011-10-08	Payroll Company Daily log			$ -	$ -				
2011-10-22	Payroll Company Daily log			$ -	$ -				
2011-11-05	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending		Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
2011-07-30	Payroll Company Daily log			$ -	$ -				
2011-08-13	Payroll Company Daily log			$ -	$ -				
2011-08-27	Payroll Company Daily log			$ -	$ -				
2011-09-10	Payroll Company Daily log			$ -	$ -				
2011-09-24	Payroll Company Daily log	10	9	$ 90.00	$ 3.60	Cheque			
2011-10-08	Payroll Company Daily log			$ -	$ -				
2011-10-22	Payroll Company Daily log			$ -	$ -				
2011-11-05	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				
1900-01-00	Payroll Company Daily log			$ -	$ -				

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	1900-01-00						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company			$ -	$ -			
Daily log							

Period ending	2011-08-31								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	*Wage Rates*
Payroll Company	300	10	$ 3,000.00	$ 120.00	*Cheque#:* s22				Sunday, May 1, 2011 $8.50
Daily log									Tuesday, November 1, 2011 $8.75

Period ending	2011-09-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	290	10	$ 2,900.00	$ 116.00	*Cheque#:* s22		
Daily log							

Period ending	2011-10-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company	150	10	$ 1,500.00	$ 60.00	*Cheque#* s22		
Daily log							

Vacation Pay payable: $ 296.00

Period ending	2011-08-31								
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	Cheque#:	s22			

Period ending	2011-09-30							
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	Cheque#:	s22		

Period ending	2011-10-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%
Payroll Company Daily log	290	10	$ 2,900.00	$ 116.00	Cheque#:	s22		

Period ending	2011-11-15							
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%
Payroll Company Daily log	40	10	$ 400.00	$ 16.00	NO CHEQUE			

Vacation Pay payable: $ 252.00

Period ending	2011-01-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company Daily log	0		$ 3,000.00	$ 120.00	Cheque#: s22			

Period ending	2011-03-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log			$ 3,000.00	$ 120.00	Cheque#: s22		

Period ending	2011-04-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log			$ 3,000.00	$ 120.00	Cheque# s22		

Period ending	2011-05-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log			$ 3,000.00	$ 120.00	Cheque# s22		

Period ending	2011-06-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log			$ 3,000.00	$ 120.00	Cheque#: s22		

Vacation Pay payable: $ 360.00

Period ending	2011-07-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (*Yes or No*)
Payroll Company	220	10	$ 2,200.00	$ 88.00	*Cheque#:* s22			
Daily log								

Period ending	2011-08-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	300	10	$ 3,000.00	$ 120.00	Cheque#: s22		
Daily log							

Period ending	2011-10-18						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company	290	10	$ 2,900.00	$ 116.00	*Cheque#:* s22		
Daily log							

Vacation Pay payable: $ 324.00

Period ending	2011-07-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)
Payroll Company Daily log	220	10	$ 2,200.00	$ 88.00	*Cheque#:* s22			

Period ending	2011-08-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	*Cheque#:* s22		

Period ending	2011-09-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%
Payroll Company Daily log	290	10	$ 2,900.00	$ 116.00	*Cheque#:* s22		

Vacation Pay payable: $ 324.00

Period ending	2011-07-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company Daily log	220	10	$ 2,200.00	$ 88.00	Cheque# s22			

Period ending	2011-08-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	Cheque#: s22		

Period ending	2011-09-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log	260	10	$ 2,600.00	$ 104.00	Cheque#: s22		

Vacation Pay payable: $ 312.00

Period ending	2011-07-31								
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company Daily log	220	10	$ 2,200.00	$ 88.00	Cheque#:	s22			

Period ending	2011-08-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	Cheque#:	s22		

Period ending	2011-10-18							
	Hours	Rate	Earnings	Vacation Pay	Payment Method		Vacation pay rate	4%
Payroll Company Daily log	290	10	$ 2,900.00	$ 116.00	Cheque#:	s22		

Vacation Pay payable: $ 324.00

Period ending	2011-07-31								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	
Payroll Company Daily log	220	10	$ 2,200.00	$ 88.00	Cheque#: s22				

Period ending	2011-08-31						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	Cheque#: s22		

Period ending	2011-09-30						
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%
Payroll Company Daily log	260	10	$ 2,600.00	$ 104.00	Cheque#: s22		

Vacation Pay payable: $ 312.00

Period ending	2011-01-31								
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)	
Payroll Company Daily log	0	8.5	$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-03-31*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0	8.5	$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-04-30*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0	8.5	$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-05-31*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0	8.5	$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-06-30*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0	8.5	$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-07-31*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0		$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-08-31*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0		$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-09-30*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0		$ 2,800.00	$ 112.00	Cheque#: s22				
Period ending	*2011-10-31*								
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Payment Method**	*Vacation pay rate*	4%		
Payroll Company Daily log	0		$ 2,800.00	$ 112.00	Cheque#: s22				

Vacation Pay payable: $ 336.00

Period ending	2011-08-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	Vacation pay rate	4%	Under-payed (Yes or No)
Payroll Company	40.5	10	$ 405.00	$ 16.20	Cheque# s22			
Daily log								

Vacation Pay : $ 16.20

Period ending	2011-08-31							
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	**Under-payed** (*Yes or No*)
Payroll Company Daily log	300	10	$ 3,000.00	$ 120.00	*Cheque#:* s22			

Vacation Pay payable: $ 120.00

Period ending														
2012-02-04	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Monday, February 6, 2012	-6	$ -
Daily log	48												
Period ending	*2012-02-18*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, February 18, 2012	-8	$ -
Daily log	48												
Period ending	*2012-03-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, March 17, 2012	-8	$ -
Daily log	48												
Period ending	*2012-03-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, March 31, 2012	-8	$ -
Daily log	48												
Period ending	*2012-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	4	10.25	$ 41.00	$ 1.64	$ 42.64	$ 42.64	4%		$ 41.86	$ 41.86	Friday, July 6, 2012	-2	$ -
Daily log	4												
Period ending	*2012-07-27*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Monday, August 13, 2012	9	$ -
Daily log	110												
Period ending	*2012-08-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 16, 2012	-3	$ -
Daily log	120												
Period ending	*2012-08-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 30, 2012	-3	$ -
Daily log	120												
Period ending	*2012-09-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 13, 2012	-3	$ -
Daily log	120												
Period ending	*2012-09-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -
Daily log	120												
Period ending	*2012-10-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 11, 2012	-3	$ -
Daily log	120												
Period ending	*2012-10-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 25, 2012	-3	$ -
Daily log	120												

Period ending													
2012-07-27	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Monday, August 13, 2012	9	$ -
Daily log	110												
Period ending													
2012-08-11	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%	Yes	$ 1,052.59	$ 1,052.59	Thursday, August 16, 2012	-3	$ -
Daily log	130												
Period ending													
2012-08-25	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 30, 2012	-3	$ -
Daily log	120												
Period ending													
2012-09-08	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 13, 2012	-3	$ -
Daily log	120												
Period ending													
2012-09-22	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -
Daily log	120												
Period ending													
2012-10-06	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,071.30	$ 1,071.30	Thursday, October 11, 2012	-3	$ -
Daily log	120												
Period ending													
2012-10-20	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 25, 2012	-3	$ -
Daily log	120												
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Monday, August 13, 2012	9	$ -	
Daily log	110													
Period ending	*2012-08-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 16, 2012	-3	$ -	
Daily log	120													
Period ending	*2012-08-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 30, 2012	-3	$ -	
Daily log	120													
Period ending	*2012-09-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 13, 2012	-3	$ -	
Daily log	110													
Period ending	*2012-09-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -	
Daily log	120													
Period ending	*2012-10-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 11, 2012	-3	$ -	
Daily log	120													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-07-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Monday, August 13, 2012	9	$ -
Daily log	110												
Period ending	*2012-08-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 16, 2012	-3	$ -
Daily log	120												
Period ending	*2012-08-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 30, 2012	-3	$ -
Daily log	120												
Period ending	*2012-09-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 13, 2012	-3	$ -
Daily log	120												
Period ending	*2012-09-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -
Daily log	120												
Period ending	*2012-10-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 11, 2012	-3	$ -
Daily log	110												
Period ending	*2012-10-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 25, 2012	-3	$ -
Daily log	120												
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-02-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 489.74	$ 489.74	Saturday, February 18, 2012	-8	$ -
Daily log	48												

Period ending	2012-03-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 489.74	$ 489.74	Saturday, March 17, 2012	-8	$ -
Daily log	48												

Period ending	2012-06-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	7	10.25	$ 71.75	$ 2.87	$ 74.62	$ 74.62	4%		$ 73.25	$ 73.25	Thursday, June 7, 2012	-3	$ -
Daily log	7												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	4	10.25	$ 41.00	$ 1.64	$ 42.64	$ 42.64	4%		$ 41.86	$ 41.86	Friday, July 6, 2012	-2	$ -
Daily log	4												

Period ending	2012-07-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Monday, August 13, 2012	9	$ -
Daily log	120												

Period ending	2012-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, August 16, 2012	-3	$ -
Daily log	120												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, August 30, 2012	-3	$ -
Daily log	120												

Period ending	2012-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, September 13, 2012	-3	$ -
Daily log	110												

Period ending	2012-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, September 27, 2012	-3	$ -
Daily log	120												

Period ending	2012-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, October 11, 2012	-3	$ -
Daily log	120												

Period ending	2012-10-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,097.88	$ 1,097.88	Thursday, October 25, 2012	-3	$ -
Daily log	120												

Period ending	2012-05-19												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30	10.25	$ 307.50	$ 12.30	$ 319.80	$ 319.80	4%		$ 304.78	$ 304.78	Monday, May 28, 2012	1	$ -
Daily log	30												

Period ending	2012-06-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.72	$ 83.72	Thursday, June 7, 2012	-3	$ -
Daily log	8												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	4	10.25	$ 41.00	$ 1.64	$ 42.64	$ 42.64	4%		$ 41.86	$ 41.86	Friday, July 6, 2012	-2	$ -
Daily log	4												

Period ending	2012-07-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Monday, August 13, 2012	9	$ -
Daily log	110												

Period ending	2012-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%	Yes	$ 1,052.59	$ 1,052.59	Thursday, August 16, 2012	-3	$ -
Daily log	130												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, August 30, 2012	-3	$ -
Daily log	120												

Period ending	2012-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 13, 2012	-3	$ -
Daily log	120												

Period ending	2012-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -
Daily log	120												

Period ending	2012-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 11, 2012	-3	$ -
Daily log	120												

Period ending	2012-03-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, March 17, 2012	-8	$	-
Daily log	48													

Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Monday, April 2, 2012	-6	$	-
Daily log	48													

Period ending	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30	10.25	$ 307.50	$ 12.30	$ 319.80	$ 319.80	4%		$ 304.78	$ 304.78	Monday, May 28, 2012	1	$	-
Daily log	30													

Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	15	10.25	$ 153.75	$ 6.15	$ 159.90	$ 159.90	4%		$ 155.72	$ 155.72	Thursday, June 7, 2012	-3	$	-
Daily log	15													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	4	10.25	$ 41.00	$ 1.64	$ 42.64	$ 42.64	4%		$ 41.86	$ 41.86	Friday, July 6, 2012	-2	$	-
Daily log	4													

Period ending	2012-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%	No	$ 489.74	$ 489.74	Saturday, March 17, 2012	-6	$	-
Daily log	48													

Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 489.74	$ 489.74	Saturday, March 31, 2012	-8	$	-
Daily log	48													

Period ending	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30	10.25	$ 307.50	$ 12.30	$ 319.80	$ 319.80	4%		$ 313.95	$ 313.95	Monday, May 28, 2012	1	$	-
Daily log	30													

Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ -	4%		$ 83.72	$ 83.72	Thursday, June 7, 2012	-3	$	-
Daily log	8													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	4	10.25	$ 41.00	$ 1.64	$ 42.64	$ 42.64	4%		$ 41.86	$ 41.86	Friday, July 6, 2012	-2	$	-
Daily log	4													

Period ending	*2012-03-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, March 17, 2012	-8	$ -
Daily log	48												

Period ending	*2012-03-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10	$ 480.00	$ 19.20	$ 499.20	$ 499.20	4%		$ 470.81	$ 470.81	Saturday, March 31, 2012	-8	$ -
Daily log	48												

Period ending	*2012-05-18*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	5	10	$ 50.00	$ 2.00	$ 52.00	$ 52.00	4%		$ 51.01	$ 51.01	Monday, May 21, 2012	-5	$ -
Daily log	5												

Period ending	2012-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 590.90	$ 590.90	Thursday, September 13, 2012	-3	$ -
Daily log	60												

Period ending	2012-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, September 27, 2012	-3	$ -
Daily log	120												

Period ending	2012-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 11, 2012	-3	$ -
Daily log	120												

Period ending	2012-10-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.59	$ 1,052.59	Thursday, October 25, 2012	-3	$ -
Daily log	120												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-02-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 817.64	$ 817.64	Saturday, February 11, 2012	-8	$ -	
Daily log	80													
Period ending	*2012-02-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 948.19	$ 948.19	Saturday, February 25, 2012	-8	$ -	
Daily log	96													
Period ending	*2012-03-10*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 948.19	$ 948.19	Saturday, March 10, 2012	-8	$ -	
Daily log	96													
Period ending	*2012-03-24*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 948.19	$ 948.19	Saturday, March 24, 2012	-8	$ -	
Daily log	96													
Period ending	*2012-04-07*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 916.99	$ 916.99	Saturday, April 7, 2012	-8	$ -	
Daily log	96													
Period ending	*2012-04-21*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 916.99	$ 916.99	Wednesday, April 25, 2012	-4	$ -	
Daily log	96													
Period ending	*2012-05-05*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24	$ 1,098.24	4%		$ 916.99	$ 916.99	Saturday, May 5, 2012	-8	$ -	
Daily log	96													
Period ending	*2012-05-19*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	11	$ 352.00	$ 14.08	$ 366.08	$ 366.08	4%		$ 347.92	$ 347.92	Saturday, May 19, 2012	-8	$ -	
Daily log	32													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-04-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	9.5	$ 456.00	$ 18.24	$ 474.24	$ 474.24	4%	Yes	$ 448.75	$ 448.75	Saturday, April 7, 2012	-8	$	-
Daily log	56													

Period ending	2012-04-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	9.5	$ 836.00	$ 33.44	$ 869.44	$ 869.44	4%		$ 753.81	$ 753.81	Wednesday, April 25, 2012	-4	$	-
Daily log	88													

Period ending	2012-05-05													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	9.5	$ 940.50	$ 37.62	$ 978.12	$ 978.12	4%		$ 869.56	$ 869.56	Saturday, May 5, 2012	-8	$	-
Daily log	99													

Period ending	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41056	-$	909.47
Daily log	96													

Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 834.24			-41070	-$	834.24
Daily log	88													

Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 834.24			-41084	-$	834.24
Daily log	88													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41098	-$	909.47
Daily log	96													

Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 834.24			-41112	-$	834.24
Daily log	88													

Period ending	2012-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 909.47	Tuesday, August 7, 2012	2	$	-
Daily log	96													

Period ending	2012-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 759.00	$ 759.00	Tuesday, August 14, 2012	-5	$	-
Daily log	80													

Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 759.00	$ 759.00	Wednesday, August 29, 2012	-4	$	-
Daily log	80													

Period ending	2012-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 683.76	$ 683.76	Wednesday, September 12, 2012	-4	$	-
Daily log	72													

Period ending	2012-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 759.00	$ 759.00	Wednesday, September 26, 2012	-4	$	-
Daily log	80													

Period ending	*2012-10-06*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 834.24	$ 834.24	Wednesday, October 10, 2012	-4	$ -
Daily log	88												

Period ending	*2012-10-20*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 759.00	$ 759.00	Wednesday, October 24, 2012	-4	$ -
Daily log	80												

Period ending	*2012-11-03*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 909.47	Thursday, November 8, 2012	-3	$ -
Daily log	96												

Period ending														
	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11	$ 792.00	$ 31.68	$ 823.68	$ 823.68	4%		$ 733.32			-41056	-$	733.32
Daily log	72													
Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	11	$ 836.00	$ 33.44	$ 869.44	$ 869.44	4%		$ 773.69	$ 773.69	Saturday, June 2, 2012	-8	$	-
Daily log	76													
Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11	$ 792.00	$ 31.68	$ 823.68	$ 823.68	4%		$ 733.32			-41084	-$	733.32
Daily log	72													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11	$ 792.00	$ 31.68	$ 823.68	$ 823.68	4%		$ 733.32			-41098	-$	733.32
Daily log	72													
Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	11	$ 704.00	$ 28.16	$ 732.16	$ 732.16	4%		$ 652.57			-41112	-$	652.57
Daily log	64													
Period ending	2012-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	11	$ 704.00	$ 28.16	$ 732.16	$ 732.16	4%		$ 652.57	$ 652.57	Tuesday, August 7, 2012	2	$	-
Daily log	64													
Period ending	2012-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	11	$ 704.00	$ 28.16	$ 732.16	$ 732.16	4%		$ 652.57	$ 652.57	Tuesday, August 14, 2012	-5	$	-
Daily log	64													
Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 814.05	$ 814.05	Wednesday, August 29, 2012	-4	$	-
Daily log	80													
Period ending	2012-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 814.05	$ 814.05	Wednesday, September 12, 2012	-4	$	-
Daily log	80													
Period ending	2012-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	11	$ 616.00	$ 24.64	$ 640.64	$ 640.64	4%		$ 571.84	$ 571.84	Wednesday, September 26, 2012	-4	$	-
Daily log	56													
Period ending	2012-10-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11	$ 792.00	$ 31.68	$ 823.68	$ 823.68	4%		$ 733.32	$ 733.32	Wednesday, October 24, 2012	10	$	-
Daily log	72													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
			$ -	$ -	$ -		4%					-8	$ -	

Payroll Company
Daily log

Period ending	2012-04-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	9.5	$ 912.00	$ 36.48	$ 948.48	$ 948.48	4%		$ 810.18	$ 810.18	Saturday, April 7, 2012	-8	$ -
Daily log	96												

Period ending	2012-04-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 697.44	$ 697.44	Wednesday, April 25, 2012	-4	$ -
Daily log	80												

Period ending	2012-05-05												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	9.5	$ 940.50	$ 37.62	$ 978.12	$ 978.12	4%		$ 831.32	$ 831.32	Saturday, May 5, 2012	-8	$ -
Daily log	99												

Period ending	2012-05-19												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.59			-41056	-$ 863.59
Daily log	96												

Period ending	2012-06-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 802.76			-41070	-$ 802.76
Daily log	88												

Period ending	2012-06-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 802.76			-41084	-$ 802.76
Daily log	88												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.59			-41098	-$ 863.59
Daily log	96												

Period ending	2012-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 802.76			-41112	-$ 802.76
Daily log	88												

Period ending	2012-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.94	$ 741.94	Tuesday, August 7, 2012	2	$ -
Daily log	80												

Period ending	2012-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.94	$ 741.94	Tuesday, August 14, 2012	-5	$ -
Daily log	80												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 697.44	$ 697.44	Wednesday, August 29, 2012	-4	$ -
Daily log	80												

Period ending	2012-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 681.11	$ 681.11	Wednesday, September 12, 2012	-4	$ -
Daily log	72												

Period ending	2012-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.94	$ 741.94	Wednesday, September 26, 2012	-4	$ -
Daily log	80												

Period ending	2012-10-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 479.86	$ 479.86	Wednesday, October 10, 2012	-4	$ -	
Daily log	48													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 940.17			-41056	-$	940.17
Daily log	96													

Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 940.17			-41070	-$	940.17
Daily log	96													

Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 940.17			-41084	-$	940.17
Daily log	96													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 940.17			-41098	-$	940.17
Daily log	96													

Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 940.17			-41112	-$	940.17
Daily log	96													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending														
2012-02-25	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	9.5	$ 380.00	$ 15.20	$ 395.20	$ 395.20	4%	Yes	$ 375.07	$ 375.07	Saturday, February 25, 2012	-8	$ -
Daily log	48												
Period ending													
2012-03-10	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	9.5	$ 912.00	$ 36.48	$ 948.48	$ 948.48	4%		$ 841.37	$ 841.37	Saturday, March 10, 2012	-8	$ -
Daily log	40												
Period ending													
2012-03-24	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 724.81	$ 724.81	Saturday, March 24, 2012	-8	$ -
Daily log	80												
Period ending													
2012-04-07	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	9.5	$ 912.00	$ 36.48	$ 948.48	$ 948.48	4%		$ 810.18	$ 810.18	Saturday, April 7, 2012	-8	$ -
Daily log	96												
Period ending													
2012-04-21	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	9.5	$ 456.00	$ 18.24	$ 474.24	$ 474.24	4%		$ 448.75	$ 448.75	Wednesday, April 25, 2012	-4	$ -
Daily log	48												
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-04-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10	$ 960.00	$ 38.40	$ 998.40	$ 998.40	4%		$ 887.45	$ 887.45	Wednesday, April 25, 2012	-4	$	-
Daily log	96													
Period ending	2012-05-05													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10	$ 960.00	$ 38.40	$ 998.40	$ 998.40	4%		$ 887.45	$ 887.45	Saturday, May 5, 2012	-8	$	-
Daily log	96													
Period ending	2012-05-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 887.45			-41056	-$	887.45
Daily log	96													
Period ending	2012-06-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41070	-$	909.47
Daily log	96													
Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vocation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41084	-$	909.47
Daily log	96													
Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41084	-$	909.47
Daily log	96													
Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47			-41112	-$	909.47
Daily log	96													
Period ending	2012-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 909.47	Tuesday, August 7, 2012	2	$	-
Daily log	96													
Period ending	2012-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 909.47	Tuesday, August 14, 2012	-5	$	-
Daily log	96													
Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 909.47	Wednesday, August 29, 2012	-4	$	-
Daily log	96													
Period ending	2012-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 909.47	$ 887.45	Wednesday, September 12, 2012	-4	-$	22.02
Daily log	96													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-03-24												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	9.5	$ 836.00	$ 33.44	$ 869.44	$ 869.44	4%		$ 777.29	$ 777.29	Saturday, March 24, 2012	-8	$ -
Daily log	88												

Period ending	2012-04-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 697.44	$ 697.44	Saturday, April 7, 2012	-8	$ -
Daily log	80												

Period ending	2012-04-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	9.5	$ 836.00	$ 33.44	$ 869.44	$ 869.44	4%		$ 753.81	$ 753.81	Wednesday, April 25, 2012	-4	$ -
Daily log	88												

Period ending	2012-05-05												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91	9.5	$ 864.50	$ 34.58	$ 899.08	$ 899.08	4%		$ 799.84	$ 799.84	Saturday, May 5, 2012	-8	$ -
Daily log	91												

Period ending	2012-05-19												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 608.54			-41056	-$ 608.54
Daily log	64												

Period ending	2012-06-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 307.60			-41070	-$ 307.60
Daily log	32												

Period ending													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	9.5	$ 940.50	$ 37.62	$ 978.12	$ 978.12	4%		$ 831.32	$ 831.32	Thursday, April 5, 2012	-3	$	-
Daily log	99													
Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	9.5	$ 684.00	$ 27.36	$ 711.36	$ 711.36	4%		$ 638.07	$ 638.07	Friday, April 20, 2012	-2	$	-
Daily log	72													
Period ending	2012-04-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	9.5	$ 513.00	$ 20.52	$ 533.52	$ 533.52	4%		$ 497.16	$ 497.16	Monday, May 7, 2012	1	$	-
Daily log	54													
Period ending	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	46	10.25	$ 471.50	$ 18.86	$ 490.36	$ 490.36	4%		$ 462.96	$ 462.96	Monday, July 16, 2012	1	$	-
Daily log	46													
Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	66	10.25	$ 676.50	$ 27.06	$ 703.56	$ 703.56	4%		$ 631.89	$ 631.89	Friday, July 27, 2012	-2	$	-
Daily log	58													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,097.98	4%		$ 916.80	$ 916.80	Friday, August 10, 2012	-2	$	-
Daily log	103													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, August 24, 2012	-2	$	-
Daily log	108													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 985.88	$ 985.88	Monday, September 10, 2012	1	$	-
Daily log	112													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, September 21, 2012	-2	$	-
Daily log	109													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, October 5, 2012	-2	$	-
Daily log	108													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending													
2012-07-21	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 479.86	$ 479.86	Friday, July 27, 2012	-2	$ -
Daily log	48												
Period ending													
2012-08-04	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	$ 1,204.58	$ 1,204.58	4%		$ 993.83	$ 993.83	Friday, August 10, 2012	-2	$ -
Daily log	113												
Period ending													
2012-08-18	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 964.42	Friday, August 24, 2012	-2	$ 2.00
Daily log	109												
Period ending													
2012-09-01	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,001.77	$ 1,001.77	Monday, September 10, 2012	1	$ -
Daily log	114												
Period ending													
2012-09-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 947.21	$ 947.21	Friday, September 21, 2012	-2	$ -
Daily log	107												
Period ending													
2012-09-29	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 970.02	$ 970.02	Friday, October 5, 2012	-2	$ -
Daily log	110												
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending													
1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	71	10.25	$ 727.75	$ 29.11	$ 756.86	$ 756.86	4%		$ 673.52	$ 673.52	Monday, July 16, 2012	1	$	-
Daily log	71													
Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	$ 1,012.70	4%		$ 855.98	$ 855.98	Friday, July 27, 2012	-2	$	-
Daily log	95													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,001.77	$ 1,001.77	Friday, August 10, 2012	-2	$	-
Daily log	114													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, August 24, 2012	-2	$	-
Daily log	108													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,001.77	$ 1,001.77	Monday, September 10, 2012	1	$	-
Daily log	114													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111	10.25	$ 1,137.75	$ 45.51	$ 1,183.26	$ 1,183.26	4%		$ 977.94	$ 944.94	Friday, September 21, 2012	-2	-$	33.00
Daily log	111													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, October 5, 2012	-2	$	-
Daily log	109													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, July 27, 2012	-2	$ -	
Daily log	96													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	116	10.25	$ 1,189.00	$ 47.56	$ 1,236.56	$ 1,236.56	4%		$ 1,017.66	$ 1,017.66	Friday, August 10, 2012	-2	$ -	
Daily log	116													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 947.21	$ 947.21	Friday, August 24, 2012	-2	$ -	
Daily log	107													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 985.88	$ 985.88	Monday, September 10, 2012	1	$ -	
Daily log	112													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, September 21, 2012	-2	$ -	
Daily log	109													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, October 5, 2012	-2	$ -	
Daily log	109													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	15	10.25	$ 153.75	$ 6.15	$ 159.90		4%					-41119	$ -	
Daily log	15													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	129	10.25	$ 1,322.25	$ 52.89	$ 1,375.14	$ 1,375.14	4%		$ 1,120.92	$ 1,120.92	Friday, August 10, 2012	-2	$ -	
Daily log	114													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, August 24, 2012	-2	$ -	
Daily log	109													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,001.77	$ 1,001.77	Monday, September 10, 2012	1	$ -	
Daily log	114													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,427.22	4%		$ 1,025.61	$ 1,025.61	Friday, September 21, 2012	-2	$ -	
Daily log	117													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, October 5, 2012	-2	$ -	
Daily log	109													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	11	10.25	$ 112.75	$ 4.51	$ 117.26	$ 117.26	4%		$ 115.11	$ 115.11	Monday, July 16, 2012	1	$ -	
Daily log	11													
Period ending	*2012-07-21*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	87	10.25	$ 891.75	$ 35.67	$ 927.42	$ 927.42	4%		$ 795.16	$ 795.16	Friday, July 27, 2012	-2	$ -	
Daily log	87													
Period ending	*2012-08-04*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 985.88	$ 985.88	Friday, August 10, 2012	-2	$ -	
Daily log	112													
Period ending	*2012-08-18*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, August 24, 2012	-2	$ -	
Daily log	108													
Period ending	*2012-09-01*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	$ 1,204.58	$ 1,204.58	4%		$ 993.83	$ 993.83	Monday, September 10, 2012	1	$ -	
Daily log	113													
Period ending	*2012-09-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, September 21, 2012	-2	$ -	
Daily log	109													
Period ending	*2012-09-29*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, October 5, 2012	-2	$ -	
Daily log	108													
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-06-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86	10.25	$ 881.50	$ 35.26	$ 916.76	$ 916.76	4%		$ 787.55	$ 787.55	Friday, June 29, 2012	-2	$ -
Daily log	86												

Period ending	2012-07-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 906.10	4%		$ 779.95	$ 779.95	Monday, July 16, 2012	1	$ -
Daily log	85												

Period ending	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,034.02	4%		$ 971.19	$ 971.19	Friday, July 27, 2012	-2	$ -
Daily log	97												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 985.88	$ 985.88	Friday, August 10, 2012	-2	$ -
Daily log	112												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 947.21	$ 947.21	Friday, August 24, 2012	-2	$ -
Daily log	107												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 985.88	$ 985.88	Monday, September 10, 2012	1	$ -
Daily log	112												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 947.21	$ 947.21	Friday, September 21, 2012	-2	$ -
Daily log	107												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 947.21	$ 947.21	Friday, October 5, 2012	-2	$ -
Daily log	107												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-06-09												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70		4%				Wednesday, August 15, 2012	59	$ -
Daily log	45												

Period ending	2012-06-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	148	10.25	$ 1,517.00	$ 60.68	$ 1,577.68	$ 1,577.68	4%		$ 692.65	$ 692.65	Friday, June 29, 2012	-2	$ -
Daily log	103												

Period ending	2012-07-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 479.70	4%		$ 453.84	$ 453.84	Monday, July 16, 2012	1	$ -
Daily log	45												

Period ending	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	57	10.25	$ 584.25	$ 23.37	$ 607.62	$ 607.62	4%		$ 555.88	$ 555.88	Friday, July 27, 2012	-2	$ -
Daily log	57												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76	10.25	$ 779.00	$ 31.16	$ 810.16	$ 810.16	4%		$ 711.52	$ 711.52	Friday, August 10, 2012	-2	$ -
Daily log	76												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,097.98	4%		$ 916.80	$ 916.80	Friday, August 24, 2012	-2	$ -
Daily log	103												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	123	10.25	$ 1,260.75	$ 50.43	$ 1,311.18	$ 1,311.18	4%		$ 1,073.27	$ 1,073.27	Monday, September 10, 2012	1	$ -
Daily log	123												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, September 21, 2012	-2	$ -
Daily log	109												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	$ 1,161.94	4%		$ 962.42	$ 962.42	Friday, October 5, 2012	-2	$ -
Daily log	109												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-05-26												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.96	$ 817.96	Monday, June 4, 2012	1	$ -
Daily log	90												

Period ending	2012-06-09												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.81	$ 954.81	Friday, June 15, 2012	-2	$ -
Daily log	101												

Period ending	2012-06-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	10.25	$ 1,035.25	$ 41.41	$ 1,076.66	$ 1,076.66	4%		$ 901.60	$ 901.60	Friday, June 29, 2012	-2	$ -
Daily log	101												

Period ending	2012-07-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	74	10.25	$ 758.50	$ 30.34	$ 788.84	$ 788.84	4%	Yes	$ 696.32	$ 696.32	Monday, July 16, 2012	1	$ -
Daily log	78												

Period ending	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	$ 831.48	4%		$ 726.73	$ 726.73	Friday, July 27, 2012	-2	$ -
Daily log	78												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,009.72	$ 1,009.72	Friday, August 10, 2012	-2	$ -
Daily log	115												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111	10.25	$ 1,137.75	$ 45.51	$ 1,183.26	$ 1,183.26	4%		$ 977.94	$ 977.94	Friday, August 24, 2012	-2	$ -
Daily log	111												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	123	11.5	$ 1,414.50	$ 56.58	$ 1,471.08	$ 1,471.08	4%		$ 1,191.16	$ 1,191.16	Monday, September 10, 2012	1	$ -
Daily log	123												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	11.5	$ 1,265.00	$ 50.60	$ 1,315.60	$ 1,315.60	4%		$ 1,076.50	$ 1,076.50	Friday, September 21, 2012	-2	$ -
Daily log	110												

Period ending													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.5	$ 924.00	$ 36.96	$ 960.96		4%		$ 877.52	$ 877.52	31-Mar-12	-8	$ -
Daily log	88												

Period ending	2012-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60		4%		$ 780.19		15-Apr-12	-8	-$ 780.19
Daily log	80												

Period ending	2012-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60		4%		$ 780.19		30-Apr-12	-8	-$ 780.19
Daily log	80												

Period ending	2012-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60		4%		$ 780.19		15-May-12	-8	-$ 780.19
Daily log	80												

Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60		4%		$ 780.19		31-May-12	-8	-$ 780.19
Daily log	80												

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.5	$ 924.00	$ 36.96	$ 960.96		4%		$ 845.27		15-Jun-12	-8	-$ 845.27
Daily log	88												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68		4%	Yes		$ 969.88		-41098	$ 969.88
Daily log	112												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$ 1,087.61		15-Jul-12	-8	-$ 1,087.61
Daily log	107							Overpaid					

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68		4%		$ 969.88		31-Jul-12	-8	-$ 969.88
Daily log	104												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30	10.5	$ 315.00	$ 12.60	$ 327.60		4%		$ 312.60		15-Aug-12	-8	-$ 312.60
Daily log													

Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$ 1,085.46		15-Jul-12	-8	-$	1,085.46
Daily log	107													
Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	137	10.5	$ 1,438.50	$ 57.54	$ 1,496.04		4%		$ 1,231.94		31-Jul-12	-8	-$	1,231.94
Daily log	137													
Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	136	10.5	$ 1,428.00	$ 57.12	$ 1,485.12		4%				15-Aug-12	-8	$	-
Daily log	135													
Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143	10.5	$ 1,501.50	$ 60.06	$ 1,561.56		4%		$ 1,280.25		31-Aug-12	-8	-$	1,280.25
Daily log	143													
Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92		4%		$ 1,142.43		15-Sep-12	-8	-$	1,142.43
Daily log	126													
Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08		4%		$ 928.80		30-Sep-12	-8	-$	928.80
Daily log	99													
Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68		4%		$ 556.92		15-Oct-12	-8	-$	556.92
Daily log	54													

Period ending	*2012-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$ 1,087.61		15-Jul-12	-8	-$ 1,087.61
Daily log	119												

Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	133	10.5	$ 1,396.50	$ 55.86	$ 1,452.36		4%		$ 1,201.54		31-Jul-12	-8	-$ 1,201.54
Daily log	133												

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	127	10.5	$ 1,333.50	$ 53.34	$ 1,386.84		4%		$ 1,152.71		15-Aug-12	-8	-$ 1,152.71
Daily log	127												

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	10.5	$ 1,501.50	$ 60.06	$ 1,561.56		4%		$ 1,282.39		31-Aug-12	-8	-$ 1,282.39
Daily log	143												

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92		4%		$ 1,144.57		15-Sep-12	-8	-$ 1,144.57
Daily log	126												

Period ending	*2012-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$ 1,128.30		30-Sep-12	-8	-$ 1,128.30
Daily log	124												

Period ending	*2012-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68		4%		$ 555.23		15-Oct-12	-8	-$ 555.23
Daily log	54												

Period ending	*2012-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32		4%	Yes	$ 907.58		30-Jun-12	-8	-$	907.58
Daily log	112													

Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$ 1,087.61		15-Jul-12	-8	-$	1,087.61
Daily log	107													

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	134	10.5	$ 1,407.00	$ 56.28	$ 1,463.28		4%		$ 1,209.68		31-Jul-12	-8	-$	1,209.68
Daily log	134													

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	135	10.5	$ 1,417.50	$ 56.70	$ 1,474.20		4%		$ 1,217.82		15-Aug-12	-8	-$	1,217.82
Daily log	134							Over						

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143	10.5	$ 1,501.50	$ 60.06	$ 1,561.56		4%		$ 1,282.39		31-Aug-12	-8	-$	1,282.39
Daily log	143													

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146	10.5	$ 1,533.00	$ 61.32	$ 1,594.32		4%		$ 1,305.94		15-Sep-12	-8	-$	1,305.94
Daily log	146													

Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08		4%		$ 930.95		30-Sep-12	-8	-$	930.95
Daily log	99													

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	145	10.5	$ 1,522.50	$ 60.90	$ 1,583.40		4%		$ 1,298.09		15-Oct-12	-8	-$	1,298.09
Daily log	145													

Period ending	*2012-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36		4%		$ 1,001.04		31-Oct-12	-8	-$	1,001.04
Daily log	108													

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	10	10.5	$ 105.00	$ 4.20	$ 109.20		4%		$ 107.20		15-Jul-12	-8	-$	107.20
Daily log	10													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	10.5	$ 336.00	$ 13.44	$ 349.44		4%		$ 343.05		31-Jul-12	-8	-$	343.05
Daily log	32													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	10.5	$ 336.00	$ 13.44	$ 349.44		4%		$ 343.05		15-Aug-12	-8	-$	343.05
Daily log	32													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	34	10.5	$ 357.00	$ 14.28	$ 371.28		4%		$ 364.49		31-Aug-12	-8	-$	364.49
Daily log	34													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30	10.5	$ 315.00	$ 12.60	$ 327.60		4%		$ 321.60		15-Sep-12	-8	-$	321.60
Daily log	30													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	28	10.5	$ 294.00	$ 11.76	$ 305.76		4%		$ 300.16		30-Sep-12	-8	-$	300.16
Daily log	28													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30	10.5	$ 315.00	$ 12.60	$ 327.60		4%		$ 321.30		15-Oct-12	-8	-$	321.30
Daily log	30													

Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$	1,090.73		15-Jul-12	-8	-$ 1,090.73
Daily log	107													

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$	1,131.42		31-Jul-12	-8	-$ 1,131.42
Daily log	124													

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92		4%		$	1,147.70			-41144	-$ 1,147.70
Daily log	126													

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	10.5	$ 1,501.50	$ 60.06	$ 1,561.56		4%		$	1,285.52			-41160	-$ 1,285.52
Daily log	143													

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	137	10.5	$ 1,438.50	$ 57.54	$ 1,496.04		4%		$	1,237.21			-41175	-$ 1,237.21
Daily log	137													

Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$	1,131.42			-41190	-$ 1,131.42
Daily log	124													

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64		4%		$	1,074.47			-41205	-$ 1,074.47
Daily log	117													

Period ending	*2012-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36		4%		$	1,004.16			-41221	-$ 1,004.16
Daily log	108													

Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60		4%		$ 780.19		31-May-12	-8	-$	780.19
Daily log	80													

Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68		4%		$ 969.88			-41083	-$	969.88
Daily log	104													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68		4%					-41098	$	-
Daily log	104													

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	10.5	$ 1,249.50	$ 49.98	$ 1,299.48		4%		$ 1,087.61		15-Jul-12	-8	-$	1,087.61
Daily log	107													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$ 1,128.30			-41129	-$	1,128.30
Daily log	124													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$ 1,128.30			-41144	-$	1,128.30
Daily log	124													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	123	10.5	$ 1,291.50	$ 51.66	$ 1,343.16		4%		$ 1,120.16			-41160	-$	1,120.16
Daily log	123													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.5	$ 1,113.00	$ 44.52	$ 1,157.52		4%		$ 985.46			-41175	-$	985.46
Daily log	106													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.5	$ 945.00	$ 37.80	$ 982.80		4%		$ 860.84			-41190	-$	860.84
Daily log	90													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 766.84			-41144	-$	766.84
Daily log	80													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143	10.25	$ 1,465.75	$ 58.63	$ 1,524.38		4%		$ 1,259.38			-41160	-$	1,259.38
Daily log	143													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146	10.25	$ 1,496.50	$ 59.86	$ 1,556.36		4%		$ 1,282.84			-41175	-$	1,282.84
Daily log	146													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124	10.25	$ 1,271.00	$ 50.84	$ 1,321.84		4%		$ 1,108.46			-41190	-$	1,108.46
Daily log	124													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22		4%		$ 1,053.61			-41205	-$	1,053.61
Daily log	117													

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22		4%		$ 1,053.61			-41221	-$	1,053.61
Daily log	117													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	127	10.5	$ 1,333.50	$ 53.34	$ 1,386.84		4%		$ 1,152.71			-41144	-$	1,152.71
Daily log	127													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	142	10.5	$ 1,491.00	$ 59.64	$ 1,550.64		4%		$ 1,274.54			-41160	-$	1,274.54
Daily log	142													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	136	10.5	$ 1,428.00	$ 57.12	$ 1,485.12		4%		$ 1,225.95			-41175	-$	1,225.95
Daily log	136													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$ 1,128.30			-41190	-$	1,128.30
Daily log	124													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92		4%		$ 1,144.57		15-Oct-12	-8	-$	1,144.57
Daily log	126													
Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36		4%		$ 1,001.04			-41221	-$	1,001.04
Daily log	108													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	8	10.5	$ 84.00	$ 3.36	$ 87.36		4%		$ 1,106.36			-41113	-$	1,106.36
Daily log	8													

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	77	10.5	$ 808.50	$ 32.34	$ 840.84		4%		$ 754.24			-41129	-$	754.24
Daily log	77													

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64		4%		$ 1,071.34			-41144	-$	1,071.34
Daily log	117													

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	142	10.5	$ 1,491.00	$ 59.64	$ 1,550.64		4%		$ 1,274.54			-41160	-$	1,274.54
Daily log	142													

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146	10.5	$ 1,533.00	$ 61.32	$ 1,594.32		4%		$ 1,305.94			-41175	-$	1,305.94
Daily log	136													

Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124	10.5	$ 1,302.00	$ 52.08	$ 1,354.08		4%		$ 1,128.30			-41190	-$	1,128.30
Daily log	124													

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64		4%		$ 1,071.34			-41205	-$	1,071.34
Daily log	117													

Period ending	*2012-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64		4%		$ 1,071.34			-41221	-$	1,071.34
Daily log	108													

Period ending													
	2012-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	9.5	$ 608.00	$ 24.32	$ 632.32	$ 632.32	4%		$ 581.65	$ 581.65	Friday, April 20, 2012	-3	$ -
Daily log	64												
Period ending	2012-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	9.5	$ 608.00	$ 24.32	$ 632.32	$ 632.32	4%		$ 581.65	$ 581.65	Sunday, May 6, 2012	-2	$ -
Daily log	64												
Period ending	2012-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	44	10.25	$ 451.00	$ 18.04	$ 469.04	$ 469.04	4%		$ 437.80	$ 437.80	Monday, May 21, 2012	-2	$ -
Daily log	44												
Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126	10.25	$ 1,291.50	$ 51.66	$ 1,343.16	$ 1,343.16	4%		$ 1,105.11	$ 1,105.11	Tuesday, June 5, 2012	-3	$ -
Daily log	126												
Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55	10.25	$ 563.75	$ 22.55	$ 586.30	$ 586.30	4%		$ 545.19	$ 545.19	Thursday, June 21, 2012	-2	$ -
Daily log	55												
Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Sunday, August 19, 2012	-4	$ -
Daily log	150												
Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -
Daily log	160												
Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Thursday, September 20, 2012	-3	$ -
Daily log	150												
Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Sunday, October 7, 2012	-1	$ -
Daily log	130												
Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	27	10.25	$ 276.75	$ 11.07	$ 287.82	$ 287.82	4%		$ 275.52	$ 275.52	Saturday, October 20, 2012	-3	$ -
Daily log	27												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	66	10.25	$ 676.50	$ 27.06	$ 703.56	$ 703.56	4%		$ 644.28	$ 644.28	Monday, May 21, 2012	-2	$ -
Daily log	63												

Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 965.96	$ 965.96	Tuesday, June 5, 2012	-3	$ -
Daily log	108												

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	Thursday, June 21, 2012	-2	$ -
Daily log	117												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	Friday, July 6, 2012	-2	$ -
Daily log	117												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Sunday, July 22, 2012	-1	$ -
Daily log	130												

Period ending	2012-07-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Monday, August 6, 2012	-1	$ -
Daily log	160												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Sunday, August 19, 2012	-4	$ -
Daily log	150												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -
Daily log	160												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 829.11	$ 829.11	Monday, August 6, 2012	-2	$ -	
Daily log	90													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Sunday, August 19, 2012	-4	$ -	
Daily log	150													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -	
Daily log	160													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Thursday, September 20, 2012	-3	$ -	
Daily log	150													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 159.00	4%		$ 1,294.26	$ 1,294.26	Sunday, October 7, 2012	-1	$ -	
Daily log	150													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,057.45	$ 1,057.45	Saturday, October 20, 2012	-3	$ -	
Daily log	120													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-07-31	Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Monday, August 6, 2012	-2	$ -
	Daily log	160												
2012-08-15	Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Sunday, August 19, 2012	-4	$ -
	Daily log	150												
2012-08-31	Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -
	Daily log	160												
2012-09-15	Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Thursday, September 20, 2012	-3	$ -
	Daily log	150												
2012-09-30	Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Sunday, October 7, 2012	-1	$ -
	Daily log	130												
2012-10-15	Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 829.11	$ 829.11	Saturday, October 20, 2012	-3	$ -
	Daily log	81												
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													

Period ending	2012-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	37	9.5	$ 351.50	$ 14.06	$ 365.56	$ 351.50	4%		$ 334.89	$ 334.89	Saturday, January 21, 2012	-2	$ -	
Daily log	35.3					$ 14.06								
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending													
	2012-01-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	9.5	$ 456.00	$ 18.24	$ 474.24	$ 474.24	4%		$ 449.30	$ 449.30	Saturday, January 21, 2012	-2	$ -
Daily log	48												
Period ending	2012-01-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	128	9.5	$ 1,216.00	$ 48.64	$ 1,264.64	$ 1,264.64	4%		$ 1,046.81	$ 1,046.81	Sunday, February 5, 2012	-3	$ -
Daily log	128												
Period ending	2012-02-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Sunday, February 19, 2012	-4	$ -
Daily log	104												
Period ending	2012-02-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	9.5	$ 684.00	$ 27.36	$ 711.36	$ 711.36	4%		$ 644.28	$ 644.28	Monday, March 5, 2012	-3	$ -
Daily log	72												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Monday, August 20, 2012	-3	$ -
Daily log	150												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -
Daily log	160												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Thursday, September 20, 2012	-3	$ -
Daily log	150												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Sunday, October 7, 2012	-1	$ -
Daily log	150												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	Saturday, October 20, 2012	-3	$ -
Daily log	108												

Period ending	2012-10-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 479.70	4%		$ 454.39	$ 454.39	Tuesday, November 6, 2012	-2	$ -
Daily log	45												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 965.96	$ 965.96	Friday, July 6, 2012	-2	$ -
Daily log	108												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Friday, July 20, 2012	-3	$ -
Daily log	130												

Period ending	2012-07-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Saturday, August 4, 2012	-3	$ -
Daily log	160												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	Monday, August 20, 2012	-3	$ -
Daily log	150												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	Tuesday, September 4, 2012	-4	$ -
Daily log	160												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Thursday, September 20, 2012	-3	$ -
Daily log	100												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Sunday, October 7, 2012	-1	$ -
Daily log	100												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96	$ 596.96	4%		$ 553.63	$ 553.63	Saturday, October 20, 2012	-3	$ -
Daily log	56												

Period ending	2012-10-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 325.51	$ 325.51	Tuesday, November 6, 2012	-2	$ -
Daily log	32												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113.5	10.25	$ 1,163.38	$ 46.54	$ 1,209.91	$ 1,209.91	4%		$ 1,007.78	$ 1,007.78	Sunday, October 7, 2012	-1	$ -
Daily log	113.5												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113.5	10.25	$ 1,163.38	$ 46.54	$ 1,209.91	$ 1,209.91	4%		$ 1,007.78	$ 1,007.78	Saturday, October 20, 2012	-3	$ -
Daily log	113.5												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-03-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Tuesday, March 20, 2012	-3	$ -
Daily log	104												

Period ending	2012-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	9.5	$ 1,064.00	$ 42.56	$ 1,106.56	$ 1,106.52	4%		$ 934.06	$ 934.06	Tuesday, April 3, 2012	-5	$ -
Daily log	112												

Period ending	2012-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Friday, April 20, 2012	-3	$ -
Daily log	104												

Period ending	2012-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Sunday, May 6, 2012	-2	$ -
Daily log	104												

Period ending	2012-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 969.30	$ 969.30	Monday, May 21, 2012	-2	$ -
Daily log	63												

Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76	10.25	$ 779.00	$ 31.16	$ 810.16	$ 810.16	4%		$ 722.56	$ 722.56	Tuesday, June 5, 2012	-3	$ -
Daily log	76												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.5	9.5	$ 878.75	$ 35.15	$ 913.90		4%		$ 796.66		20-Apr-12	-3	-$	796.66
Daily log	92.5													
Period ending	2012-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	9.5	$ 888.25	$ 35.53	$ 923.78		4%		$ 803.70		4-May-12	-4	-$	803.70
Daily log	93.5													
Period ending	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71		4%		$ 855.73		18-May-12	-5	-$	855.73
Daily log	93.5													
Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104.5	10.25	$ 1,071.13	$ 42.85	$ 1,113.97		4%				5-Jun-12	-3	$	-
Daily log	104.5													
Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94.5	10.25	$ 968.63	$ 38.75	$ 1,007.37		4%		$ 871.62		22-Jun-12	-1	-$	871.62
Daily log	94.5													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99		4%		$ 946.55		9-Jul-12	1	-$	946.55
Daily log	101.5													
Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02		4%		$ 913.50		20-Jul-12	-3	-$	913.50
Daily log	97													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04		4%		$ 916.23		13-Aug-12	5	-$	916.23
Daily log	94													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.75	10.25	$ 1,083.94	$ 43.36	$ 1,127.30		4%		$ 988.97		24-Aug-12	1	-$	988.97
Daily log	105.75													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62		4%		$ 1,020.00		11-Sep-12	3	-$	1,020.00
Daily log	107													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%		$ 940.83		24-Sep-12	1	-$	940.83
Daily log	96													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35		4%		$ 973.53		11-Oct-12	3	-$	973.53
Daily log	97.5													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	

Payroll Company	66.5	10.25	$ 681.63	$ 27.27	$ 708.89	4%	$ 684.93	25-Oct-12	2	-$	684.93	
Daily log	66.5											

Period ending														
2012-03-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	9.5	$ 997.50	$ 39.90	$ 1,037.40		4%		$ 884.75		5-Apr-12	-3	-$	884.75
Daily log														
2012-04-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.5	9.5	$ 878.75	$ 35.15	$ 913.90		4%		$ 796.66		20-Apr-12	-3	-$	796.66
Daily log	92.5													
2012-04-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	9.5	$ 888.25	$ 35.53	$ 923.78		4%		$ 803.70		4-May-12	-4	-$	803.70
Daily log	93.5													
2012-05-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71		4%		$ 855.73		18-May-12	-5	-$	855.73
Daily log	93.5													
2012-05-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	$ 1,204.58		4%		$ 1,003.97		5-Jun-12	-3	-$	1,003.97
Daily log	113													
2012-06-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98		4%		$ 936.15		22-Jun-12	-1	-$	936.15
Daily log	103													
2012-06-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99		4%		$ 916.55		9-Jul-12	1	-$	916.55
Daily log	101.5													
2012-07-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02		4%		$ 913.62		20-Jul-12	-3	-$	913.62
Daily log	97													
2012-07-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04		4%		$ 924.11		13-Aug-12	5	-$	924.11
Daily log	94													
2012-08-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.75	10.25	$ 1,083.94	$ 43.36	$ 1,127.30		4%		$ 989.07		24-Aug-12	1	-$	989.07
Daily log	105.75													
2012-08-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92		4%		$ 1,062.90		11-Sep-12	3	-$	1,062.90
Daily log	112													
2012-09-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.5	10.25	$ 989.13	$ 39.57	$ 1,028.69		4%		$ 946.79		24-Sep-12	1	-$	946.79
Daily log	96.5													
2012-09-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	

Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35		4%		$ 973.37		11-Oct-12	3	-$	973.37
Daily log	97.5													

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	81.15	10.25	$ 831.79	$ 33.27	$ 865.06		4%		$ 805.08		25-Oct-12	2	-$	805.08
Daily log	81.15													

Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40		4%		$ 706.91		5-Apr-12	-3	-$	706.91
Daily log	80													

Period ending	2012-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	9.5	$ 726.75	$ 29.07	$ 755.82		4%		$ 796.66		20-Apr-12	-3	-$	796.66
Daily log	76.5													

Period ending	2012-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	59.5	9.5	$ 565.25	$ 22.61	$ 587.86		4%		$ 803.70		4-May-12	-4	-$	803.70
Daily log	59.5													

Period ending	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49		4%		$ 726.48		18-May-12	-5	-$	726.48
Daily log	76													

Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71		4%		$ 855.73		5-Jun-12	-3	-$	855.73
Daily log	93.5													

Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10		4%		$ 936.15		22-Jun-12	-1	-$	936.15
Daily log	85													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58.5	10.25	$ 599.63	$ 23.99	$ 623.61		4%		$ 574.76		9-Jul-12	1	-$	574.76
Daily log	58.5													

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10		4%		$ 913.62		20-Jul-12	-3	-$	913.62
Daily log	85													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75		4%		$ 810.11		13-Aug-12	5	-$	810.11
Daily log	87.5													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10		4%		$ 791.10		24-Aug-12	1	-$	791.10
Daily log	85													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	83.5	10.25	$ 855.88	$ 34.24	$ 890.11		4%		$ 779.70		11-Sep-12	3	-$	779.70
Daily log	83.5													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	33	10.25	$ 338.25	$ 13.53	$ 351.78		4%		$ 336.53		24-Sep-12	1	-$	336.53
Daily log	33													

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining

Payroll Company	89.5	10.25	$ 917.38	$ 36.70	$ 954.07		4%		$ 825.31		11-Oct-12	3	-$	825.31
Daily log	89.5													
Period ending	*2012-10-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	***Vacation pay rate***	**Under-payed (*Yes or No*)**	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	67.5	10.25	$ 691.88	$ 27.68	$ 719.55		4%		$ 650.77		25-Oct-12	2	-$	650.77
Daily log	67.5													
Period ending	*2012-10-31*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	***Vacation pay rate***	**Under-payed (*Yes or No*)**	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	80.5	10.25	$ 825.13	$ 33.01	$ 858.13		4%		$ 756.89		14-Nov-12	6	-$	756.89
Daily log	80.5													

Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30.75	10.25	$ 315.19	$ 12.61	$ 327.80		4%		$ 312.79		13-Aug-12	5	-$ 312.79
Daily log	30.7												

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	69.25	10.25	$ 709.81	$ 28.39	$ 738.21		4%		$ 665.55		24-Aug-12	1	-$ 665.55
Daily log	69.25												

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.75	10.25	$ 1,083.94	$ 43.36	$ 1,127.30		4%		$ 948.86		11-Sep-12	3	-$ 948.86
Daily log	105.75												

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	31.5	10.25	$ 322.88	$ 12.92	$ 335.79		4%		$ 320.25		24-Sep-12	1	-$ 320.25
Daily log	31.5												

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	42.25	10.25	$ 433.06	$ 17.32	$ 450.39		4%		$ 427.06		13-Aug-12	5	-$	427.06
Daily log	42.25													

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	49.75	10.25	$ 509.94	$ 20.40	$ 530.34		4%		$ 500.84		24-Aug-12	1	-$	500.84
Daily log	49.75													

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	69.75	10.25	$ 714.94	$ 28.60	$ 743.54		4%		$ 669.77		11-Sep-12	3	-$	669.77
Daily log	69.75													

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68.5	10.25	$ 702.13	$ 28.09	$ 730.21		4%		$ 659.22		24-Sep-12	1	-$	659.22
Daily log	68.5													

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 753.08		25-Oct-12	2	-$	753.08
Daily log	80													

Period ending	*2012-10-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,057.45		14-Nov-12	6	-$	1,057.45
Daily log	120													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40.25	10.25	$ 412.56	$ 16.50	$ 429.07		4%		$ 407.19		13-Aug-12	5	-$	407.19
Daily log	40.25													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	83.75	10.25	$ 858.44	$ 34.34	$ 892.78		4%		$ 781.60		24-Aug-12	1	-$	781.60
Daily log	83.75													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95.25	10.25	$ 976.31	$ 39.05	$ 1,015.37		4%		$ 869.02		11-Sep-12	3	-$	869.02
Daily log	95.25													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.75	10.25	$ 1,135.19	$ 45.41	$ 1,180.60		4%		$ 986.87		24-Sep-12	1	-$	986.87
Daily log	101.52													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103.45	10.25	$ 1,060.36	$ 42.41	$ 1,102.78		4%		$ 931.36		11-Oct-12	3	-$	931.36
Daily log	103.45													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 905.13		25-Oct-12	2	-$	905.13
Daily log	100													

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 905.13		14-Nov-12	6	-$	905.13
Daily log	100													

Period ending														
2012-01-07	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	52	10.58	$ 550.16	$ 22.01	$ 572.17	$ 572.12	4%		$ 495.54	$ 495.54	Friday, January 13, 2012	-2	$ -	
Daily log	52													
Period ending														
2012-01-21	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.58	$ 677.12	$ 27.08	$ 704.20	$ 704.20	4%		$ 632.40	$ 632.40	Friday, January 27, 2012	-2	$ -	
Daily log	64													
Period ending														
2012-05-12	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.75	10.58	$ 928.40	$ 37.14	$ 965.53	$ 965.53	4%		$ 822.35	$ 822.35	Friday, May 18, 2012	-2	$ -	
Daily log	87.75													
Period ending														
2012-05-26	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.75	10.58	$ 1,044.78	$ 41.79	$ 1,086.57	$ 1,086.57	4%		$ 908.67	$ 908.67	Friday, June 1, 2012	-2	$ -	
Daily log	98.75													
Period ending														
2012-06-09	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.58	$ 1,058.00	$ 42.32	$ 1,100.32	$ 1,100.32	4%		$ 918.47	$ 918.47	Friday, June 15, 2012	-2	$ -	
Daily log	100													
Period ending														
2012-06-23	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99.25	10.58	$ 1,050.07	$ 42.00	$ 1,092.07	$ 1,092.07	4%		$ 912.59	$ 912.59	Friday, June 29, 2012	-2	$ -	
Daily log	99													
Period ending														
2012-07-07	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.58	$ 1,015.68	$ 40.63	$ 1,056.31	$ 1,056.31	4%		$ 887.09	$ 887.09	Friday, July 13, 2012	-2	$ -	
Daily log	96													
Period ending														
2012-07-21	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	11.54	$ 1,084.76	$ 43.39	$ 1,128.15	$ 1,128.15	4%		$ 938.32	$ 938.32	Friday, July 27, 2012	-2	$ -	
Daily log	94													
Period ending														
2012-08-04	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78	11.54	$ 900.12	$ 36.00	$ 936.12	$ 936.12	4%		$ 801.37	$ 801.37	Friday, August 10, 2012	-2	$ -	
Daily log	78													
Period ending														
2012-08-18	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	11.54	$ 1,096.30	$ 43.85	$ 1,140.15	$ 1,140.15	4%		$ 946.88	$ 946.88	Friday, August 24, 2012	-2	$ -	
Daily log	95													
Period ending														
2012-09-01	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	11.54	$ 1,154.00	$ 46.16	$ 1,200.16	$ 1,200.16	4%		$ 990.54	$ 990.54	Friday, September 7, 2012	-2	$ -	
Daily log	100													
Period ending														
2012-09-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	11.54	$ 1,061.68	$ 42.47	$ 1,104.15	$ 1,104.15	4%		$ 921.20	$ 921.20	Friday, September 21, 2012	-2	$ -	
Daily log	92													
Period ending														
2012-09-29	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90.75	11.54	$ 1,047.26	$ 41.89	$ 1,089.15	$ 1,089.15	4%	Yes	$ 910.50	$ 910.50	Friday, October 5, 2012	-2	$ -	
Daily log	91.25													

Period ending	*2012-10-13*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.25	11.54	$ 1,076.11	$ 43.04	$ 1,119.15	$ 1,119.15	4%		$ 931.90	$ 931.90	Friday, October 19, 2012	-2	$ -	
Daily log	92.5													

Period ending	*2012-10-27*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60.5	11.54	$ 698.17	$ 27.93	$ 726.10	$ 726.10	4%		$ 649.75	$ 649.75	Friday, November 2, 2012	-2	$ -	
Daily log	60.5													

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2012-03-31													
Payroll Company				$ -	$ -	$ -		4%	Yes				-41007	$ -
Daily log		40.75												
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company				$ -	$ -	$ -		4%					-8	$ -
Daily log														

Period ending	2012-05-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,034.02	4%		$ 871.19	$ 871.19	Friday, May 18, 2012	-2	$ -
Daily log	97												

Period ending	2012-05-26												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102	10.25	$ 1,045.50	$ 41.82	$ 1,087.32	$ 1,087.32	4%		$ 909.20	$ 909.20	Friday, June 1, 2012	-2	$ -
Daily log	102												

Period ending	2012-06-09												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.5	10.25	$ 1,081.38	$ 43.26	$ 1,124.63	$ 1,124.64	4%		$ 935.81	$ 935.81	Friday, June 15, 2012	-2	$ -
Daily log	105.5												

Period ending	2012-06-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,325.82	4%		$ 1,099.08	$ 1,099.80	Friday, June 29, 2012	-2	$ 0.72
Daily log	126.25												

Period ending	2012-07-07												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115.75	10.25	$ 1,186.44	$ 47.46	$ 1,233.90	$ 1,233.90	4%		$ 1,015.68	$ 1,015.68	Friday, July 13, 2012	-2	$ -
Daily log	115.75												

Period ending	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.5	10.25	$ 1,071.13	$ 42.85	$ 1,113.97	$ 1,113.98	4%	Yes	$ 928.77	$ 928.77	Friday, July 27, 2012	-2	$ -
Daily log	116												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.25	10.25	$ 1,078.81	$ 43.15	$ 1,121.97	$ 1,121.97	4%		$ 933.91	$ 933.91	Friday, August 10, 2012	-2	$ -
Daily log	93.75												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108.5	10.25	$ 1,112.13	$ 44.49	$ 1,156.61	$ 1,156.62	4%		$ 958.62	$ 958.62	Friday, August 24, 2012	-2	$ -
Daily log	108.5												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.5	10.25	$ 1,142.88	$ 45.72	$ 1,188.59	$ 1,188.60	4%		$ 981.82	$ 981.82	Friday, September 7, 2012	-2	$ -
Daily log	100												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105.5	10.25	$ 1,081.38	$ 43.26	$ 1,124.63	$ 1,124.64	4%		$ 935.81	$ 935.81	Friday, September 21, 2012	-2	$ -
Daily log	105.5												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106.75	10.25	$ 1,094.19	$ 43.77	$ 1,137.96	$ 1,137.96	4%		$ 945.32	$ 945.32	Friday, October 5, 2012	-2	$ -
Daily log	106.75												

Period ending	2012-10-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115.75	10.25	$ 1,186.44	$ 47.46	$ 1,233.90	$ 1,233.90	4%		$ 1,015.68	$ 1,015.68	Friday, October 19, 2012	-2	$ -
Daily log	115.75												

Period ending	2012-10-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	77.75	10.25	$ 796.94	$ 31.88	$ 828.82	$ 828.82	4%		$ 724.84	$ 724.84	Friday, November 2, 2012	-2	$ -
Daily log	77.75												

Period ending	2012-11-10												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	81.25 81.25	10.25	$ 832.81	$ 33.31	$ 866.13	$ 866.13	4%		$ 751.44	$ 751.44	Friday, November 16, 2012	-2	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending														
	2012-03-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	9.5	$ 152.00	$ 6.08	$ 158.08	$ 158.08	4%		$ 154.03	$ 154.03	Friday, March 23, 2012	-2	$	-
Daily log	16													
Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.75	9.5	$ 729.13	$ 29.17	$ 758.29	$ 758.30	4%		$ 674.54	$ 674.54	Thursday, April 5, 2012	-3	$	-
Daily log	76.75													
Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.75	9.5	$ 938.13	$ 37.53	$ 975.65	$ 975.65	4%		$ 829.57	$ 829.57	Friday, April 20, 2012	-2	$	-
Daily log	11													
Period ending	2012-04-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114.25	9.5	$ 1,085.38	$ 43.42	$ 1,128.79	$ 1,128.80	4%		$ 938.78	$ 938.78	Friday, May 4, 2012	-2	$	-
Daily log	114.25													
Period ending	2012-05-12													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113.75	10.5	$ 1,194.38	$ 47.78	$ 1,242.15	$ 1,242.16	4%		$ 1,021.84	$ 1,021.84	Friday, May 18, 2012	-2	$	-
Daily log	113.75													
Period ending	2012-05-26													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113.25	10.5	$ 1,189.13	$ 47.57	$ 1,236.69	$ 1,236.70	4%		$ 1,017.77	$ 1,017.77		-41063	$	-
Daily log	113.25													
Period ending	2012-06-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94.25	10.5	$ 989.63	$ 39.59	$ 1,029.21	$ 1,029.22	4%		$ 867.77	$ 867.77	Friday, June 15, 2012	-2	$	-
Daily log														
Period ending	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	52	10.5	$ 546.00	$ 21.84	$ 567.84	$ 567.84	4%		$ 524.36	$ 524.36	Friday, July 13, 2012	-2	$	-
Daily log	52													
Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113.5	10.5	$ 1,191.75	$ 47.67	$ 1,239.42	$ 1,239.42	4%		$ 1,019.79	$ 1,019.72	Friday, July 27, 2012	-2	-$	0.07
Daily log	113.5													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104.5	10.5	$ 1,097.25	$ 43.89	$ 1,141.14	$ 1,141.14	4%		$ 947.59	$ 947.59	Friday, August 10, 2012	-2	$	-
Daily log	104.5													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	132	10.5	$ 1,386.00	$ 55.44	$ 1,441.44	$ 1,441.44	4%		$ 1,169.86	$ 1,169.86	Friday, August 24, 2012	-2	$	-
Daily log	132													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	123.75	10.5	$ 1,299.38	$ 51.98	$ 1,351.35	$ 1,351.36	4%		$ 1,103.21	$ 1,103.21	Monday, September 17, 2012	8	$	-
Daily log	123.75													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.75	10.5	$ 889.88	$ 35.60	$ 925.47	$ 925.48	4%		$ 793.77	$ 793.77	Friday, September 21, 2012	-2	$	-
Daily log	84.75													

Period ending	*2012-09-29*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	102	10.5	$ 1,071.00	$ 42.84	$ 1,113.84	$ 1,113.84	4%		$ 928.12	$ 928.12	Friday, October 5, 2012	-2	$ -
Daily log	102												

Period ending	*2012-10-13*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	85.5	10.5	$ 897.75	$ 35.91	$ 933.66	$ 933.66	4%		$ 799.61	$ 799.61	Friday, October 19, 2012	-2	$ -
Daily log	85.5												

Period ending	*2012-10-27*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	76.75	10.25	$ 786.69	$ 31.47	$ 818.16	$ 838.12	4%		$ 731.47	$ 731.47	Friday, November 2, 2012	-2	$ -
Daily log	76.75												

Period ending	*2012-11-10*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.77	$ 756.77	Friday, November 16, 2012	-2	$ -
Daily log	80												

Period ending	*1900-01-00*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-10-13	Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	$ 533.00	4%		$ 496.75	$ 496.75	Friday, October 19, 2012	-2	$ -
	Daily log	50												
2012-10-27	Payroll Company	21	10.25	$ 215.25	$ 8.61	$ 223.86	$ 223.86	4%		$ 215.34	$ 215.34	Friday, November 2, 2012	-2	$ -
	Daily log	21												
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													

Period ending													
	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	53.75	10.25	$ 550.94	$ 22.04	$ 572.98		4%					-41133	$ -
Daily log	53.75												
Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	210.25	10.25	$ 2,155.06	$ 86.20	$ 2,241.27	$ 2,177.07	4%		$ 1,084.27	$ 1,084.27	Friday, August 24, 2012	-2	$ -
Daily log	156.5												
Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.75	10.25	$ 1,063.44	$ 42.54	$ 1,105.98	$ 1,063.44	4%		$ 892.17	$ 892.17	Friday, September 7, 2012	-2	$ -
Daily log	103.75												
Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 984.00	4%		$ 835.51	$ 835.51	Friday, September 21, 2012	-2	$ -
Daily log	96												
Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,148.14	4%		$ 952.58	$ 952.58	Friday, October 5, 2012	-2	$ -
Daily log	94												
Period ending	2012-10-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90.75	10.25	$ 930.19	$ 37.21	$ 967.40	$ 967.40	4%		$ 823.68	$ 823.68	Friday, October 19, 2012	-2	$ -
Daily log	90.75												
Period ending	2012-10-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90.5	10.25	$ 927.63	$ 37.11	$ 964.73	$ 964.75	4%		$ 821.78	$ 821.78	Friday, November 2, 2012	-2	$ -
Daily log	90.5												
Period ending	2012-11-10												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96	$ 596.96	4%		$ 547.43	$ 547.43	Friday, November 16, 2012	-2	$ -
Daily log	56												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78.5	11.54	$ 905.89	$ 36.24	$ 942.13	$ 942.13	4%		$ 805.65	$ 805.65	Friday, July 27, 2012	-2	$ -	
Daily log	78.5													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	11.54	$ 992.44	$ 39.70	$ 1,032.14	$ 1,032.14	4%		$ 869.84	$ 869.84	Friday, August 10, 2012	-2	$ -	
Daily log	86													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.75	11.54	$ 1,012.64	$ 40.51	$ 1,053.14	$ 1,053.15	4%		$ 884.83	$ 884.83	Friday, August 24, 2012	-2	$ -	
Daily log	87.75													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.5	11.54	$ 1,032.83	$ 41.31	$ 1,074.14	$ 1,074.14	4%		$ 899.79	$ 899.79	Friday, September 7, 2012	-2	$ -	
Daily log	89.5													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.5	11.54	$ 975.13	$ 39.01	$ 1,014.14	$ 1,014.14	4%		$ 857.00	$ 857.00	Friday, September 21, 2012	-2	$ -	
Daily log	84.25													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	11.54	$ 369.28	$ 14.77	$ 384.05	$ 384.05	4%		$ 364.67	$ 364.67	Friday, October 5, 2012	-2	$ -	
Daily log	32													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-03-17	Payroll Company			$ -	$ -	$ -		4%	Yes			Friday, June 1, 2012	68	$ -
	Daily log	47.25												
2012-03-31	Payroll Company	68.5	10.5	$ 719.25	$ 28.77	$ 748.02	$ 748.02	4%		$ 667.13	$ 667.13	Thursday, April 5, 2012	-3	$ -
	Daily log	68.5												
2012-04-14	Payroll Company	101	10.5	$ 1,060.50	$ 42.42	$ 1,102.92	$ 1,102.92	4%		$ 920.33	$ 920.33	Friday, April 20, 2012	-2	$ -
	Daily log	101												
2012-04-28	Payroll Company	126.5	10.5	$ 1,328.25	$ 53.13	$ 1,381.38	$ 1,381.38	4%		$ 1,125.58	$ 1,125.58	Friday, May 4, 2012	-2	$ -
	Daily log	126.5												
2012-05-12	Payroll Company	125.75	10.5	$ 1,320.38	$ 52.82	$ 1,373.19	$ 1,373.20	4%		$ 1,119.48	$ 1,119.48	Friday, May 18, 2012	-2	$ -
	Daily log	109.5												
2012-05-26	Payroll Company	132.75	10.5	$ 1,393.88	$ 55.76	$ 1,449.63	$ 1,449.64	4%		$ 1,175.76	$ 1,175.76	Friday, June 1, 2012	-2	$ -
	Daily log	101.75												
2012-06-09	Payroll Company	94	10.5	$ 987.00	$ 39.48	$ 1,026.48	$ 1,025.48	4%		$ 865.81	$ 865.81	Friday, June 15, 2012	-2	$ -
	Daily log	94												
2012-06-23	Payroll Company	132.75	10.5	$ 1,393.88	$ 55.76	$ 1,449.63	$ 1,449.64	4%		$ 1,175.76	$ 1,175.76	Friday, June 29, 2012	-2	$ -
	Daily log	132.75												
2012-07-07	Payroll Company	132.5	10.5	$ 1,391.25	$ 55.65	$ 1,446.90	$ 1,446.90	4%		$ 1,173.78	$ 1,173.78	Friday, July 13, 2012	-2	$ -
	Daily log	132.5												
2012-07-21	Payroll Company	120.25	10.5	$ 1,262.63	$ 50.51	$ 1,313.14	$ 1,313.14	4%		$ 1,074.73	$ 1,074.73	Friday, July 27, 2012	-2	$ -
	Daily log	120.25												
2012-08-04	Payroll Company	93.75	10.5	$ 984.38	$ 39.38	$ 1,023.75	$ 1,023.76	4%		$ 863.87	$ 863.87	Friday, August 10, 2012	-2	$ -
	Daily log	93.75												
2012-08-18	Payroll Company	112.25	10.5	$ 1,178.63	$ 47.15	$ 1,225.77	$ 1,225.78	4%		$ 1,009.63	$ 1,009.63	Friday, August 24, 2012	-2	$ -
	Daily log	112.25												
2012-09-01	Payroll Company	120.25	10.5	$ 1,262.63	$ 50.51	$ 1,313.13	$ 1,313.14	4%		$ 1,074.73	$ 1,074.73	Friday, September 7, 2012	-2	$ -
	Daily log	108.75												

Period ending	*2012-09-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	112.5	10.5	$ 1,181.25	$ 47.25	$ 1,228.50	$ 1,228.50	4%		$ 1,011.65	$ 1,011.65	Friday, September 21, 2012	-2	$ -
Daily log	112.5												

Period ending	*2012-09-29*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	118.25	10.5	$ 1,241.63	$ 49.67	$ 1,291.29	$ 1,291.29	4%		$ 1,058.45	$ 1,058.45	Friday, October 5, 2012	-2	$ -
Daily log	118.25												

Period ending	*2012-10-13*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	116.5	10.5	$ 1,223.25	$ 48.93	$ 1,272.18	$ 1,272.18	4%		$ 1,044.20	$ 1,044.20	Friday, October 19, 2012	-2	$ -
Daily log	116.5												

Period ending	*2012-10-27*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	94.75	10.5	$ 994.88	$ 39.80	$ 1,034.67	$ 1,034.68	4%		$ 871.66	$ 871.66	Friday, November 2, 2012	-2	$ -
Daily log	80.75												

Period ending														
	2012-01-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	10.58	$ 804.08	$ 32.16	$ 836.24	$ 836.24	4%		$ 697.88	$ 697.88	Friday, January 13, 2012	-2	$ -	
Daily log	76													
Period ending	2012-01-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.58	$ 846.40	$ 33.86	$ 880.26	$ 880.26	4%		$ 761.52	$ 761.52	Friday, January 27, 2012	-2	$ -	
Daily log	80													
Period ending	2012-02-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.58	$ 1,015.68	$ 40.63	$ 1,056.31	$ 1,056.31	4%		$ 887.09	$ 887.09	Friday, February 10, 2012	-2	$ -	
Daily log	96													
Period ending	2012-02-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94.75	10.58	$ 1,002.46	$ 40.10	$ 1,042.55	$ 1,042.56	4%		$ 877.28	$ 877.28	Friday, February 24, 2012	-2	$ -	
Daily log	94.75													
Period ending	2012-03-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78.5	10.58	$ 830.53	$ 33.22	$ 863.75	$ 863.75	4%		$ 749.75	$ 749.75	Friday, March 9, 2012	-2	$ -	
Daily log	78.5													
Period ending	2012-03-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.58	$ 761.76	$ 30.47	$ 792.23	$ 792.23	4%		$ 698.74	$ 698.74	Friday, March 23, 2012	-2	$ -	
Daily log	72													
Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.58	$ 931.04	$ 37.24	$ 968.28	$ 968.28	4%		$ 824.30	$ 824.30	Thursday, April 5, 2012	-3	$ -	
Daily log	88													
Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.58	$ 677.12	$ 27.08	$ 704.20	$ 704.20	4%		$ 632.40	$ 632.40	Friday, April 20, 2012	-2	$ -	
Daily log	64													
Period ending	2012-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.58	$ 846.40	$ 33.86	$ 880.26	$ 880.26	4%	Yes	$ 761.52	$ 761.52	Friday, May 4, 2012	-1	$ -	
Daily log	82													
Period ending	2012-05-12													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	10.58	$ 989.23	$ 39.57	$ 1,028.80	$ 1,028.80	4%		$ 867.46	$ 867.46	Friday, May 18, 2012	-2	$ -	
Daily log	91.5													
Period ending	2012-05-26													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97	10.58	$ 1,026.26	$ 41.05	$ 1,067.31	$ 1,067.31	4%		$ 894.93	$ 894.93	Friday, June 1, 2012	-2	$ -	
Daily log														
Period ending	2012-06-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.58	$ 1,100.32	$ 44.01	$ 1,144.33	$ 1,144.33	4%		$ 949.86	$ 949.86	Friday, June 15, 2012	-2	$ -	
Daily log	104													
Period ending	2012-06-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	10.58	$ 1,068.58	$ 42.74	$ 1,111.32	$ 1,111.32	4%		$ 926.31	$ 926.31	Friday, June 29, 2012	-2	$ -	
Daily log	101													

Period ending	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.58	$ 1,015.68	$ 40.63	$ 1,056.31	$ 1,056.31	4%		$ 887.09	$ 887.09	Friday, July 13, 2012	-2	$ -	
Daily log	96													

Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86.5	12.04	$ 1,041.46	$ 41.66	$ 1,083.12	$ 1,083.12	4%		$ 906.21	$ 906.21	Friday, July 27, 2012	-2	$ -	
Daily log	86.5													

Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	12.04	$ 1,035.44	$ 41.42	$ 1,076.86	$ 1,076.86	4%		$ 901.74	$ 901.74	Friday, August 10, 2012	-2	$ -	
Daily log	86													

Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	12.04	$ 1,204.00	$ 48.16	$ 1,252.16	$ 1,252.16	4%	Yes	$ 1,029.29	$ 1,029.29	Friday, August 24, 2012	-2	$ -	
Daily log	100.25													

Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	12.04	$ 1,059.52	$ 42.38	$ 1,101.90	$ 1,101.90	4%		$ 919.60	$ 919.60	Friday, September 7, 2012	-2	$ -	
Daily log	88													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	12.04	$ 1,035.44	$ 41.42	$ 1,076.86	$ 1,076.86	4%		$ 901.74	$ 901.74	Friday, September 21, 2012	-2	$ -	
Daily log	86													

Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85.75	12.04	$ 1,032.43	$ 41.30	$ 1,073.73	$ 1,073.73	4%		$ 899.50	$ 899.50	Friday, October 5, 2012	-2	$ -	
Daily log	85.75													

Period ending	2012-10-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	77.25	12.04	$ 930.09	$ 37.20	$ 967.29	$ 967.29	4%		$ 823.59	$ 823.59	Friday, October 19, 2012	-2	$ -	
Daily log	77.25													

Period ending	2012-10-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	69.5	12.04	$ 836.78	$ 33.47	$ 870.25	$ 870.25	4%		$ 754.38	$ 754.38	Friday, November 2, 2012	-2	$ -	
Daily log	69.5													

Period ending	2012-11-10													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	79.5	12.04	$ 957.18	$ 38.29	$ 995.47	$ 995.47	4%		$ 843.69	$ 843.69	Friday, November 16, 2012	-2	$ -	
Daily log	79.5													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-01-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68	10.58	$ 719.44	$ 28.78	$ 748.22	$ 748.22	4%		$ 635.04	$ 635.04	Friday, January 13, 2012	-2	$ -	
Daily log	68													
Period ending	2012-01-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.58	$ 846.40	$ 33.86	$ 880.26	$ 880.26	4%		$ 761.52	$ 761.52	Friday, January 27, 2012	-2	$ -	
Daily log	80													
Period ending	2012-02-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.58	$ 1,015.68	$ 40.63	$ 1,056.31	$ 1,056.31	4%		$ 887.09	$ 887.09	Friday, February 10, 2012	-2	$ -	
Daily log	96													
Period ending	2012-02-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.58	$ 1,015.68	$ 40.63	$ 1,056.31	$ 1,056.31	4%		$ 887.09	$ 887.09	Friday, February 24, 2012	-2	$ -	
Daily log	96													
Period ending	2012-03-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72.5	10.58	$ 767.05	$ 30.68	$ 797.73	$ 797.73	4%		$ 702.67	$ 702.67	Friday, March 9, 2012	-2	$ -	
Daily log	72.5													
Period ending	2012-03-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.58	$ 761.76	$ 30.47	$ 792.23	$ 792.23	4%		$ 698.74	$ 698.74	Friday, March 23, 2012	-2	$ -	
Daily log	72													
Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.58	$ 952.20	$ 38.09	$ 990.29	$ 990.29	4%		$ 840.00	$ 840.00	Thursday, April 5, 2012	-3	$ -	
Daily log	90													
Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	10.58	$ 592.48	$ 23.70	$ 616.18	$ 616.18	4%		$ 562.65	$ 562.65	Friday, April 20, 2012	-2	$ -	
Daily log	56													
Period ending	2012-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.58	$ 169.28	$ 6.77	$ 176.05	$ 176.05	4%		$ 164.12	$ 164.12	Friday, May 4, 2012	-1	$ -	
Daily log	16													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-01-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10	$ 960.00	$ 38.40	$ 998.40		4%		$ 882.46	$ 882.46		-40930	$ -	
Daily log	96													

Period ending	2012-01-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10	$ 1,080.00	$ 43.20	$ 1,123.20		4%		$ 991.94	$ 991.94	3-Feb-12	-2	$ -	
Daily log	108													

Period ending	2012-09-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	22	10.25	$ 225.50	$ 9.02	$ 234.52		4%		$ 207.37	$ 207.37	28-Sep-12	-8	$ -	
Daily log	22													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%				19-Aug-10	40401	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24		4%		$ 970.04	$ 970.04	Sunday, July 8, 2012	0	$ -	
Daily log	96													
Period ending	*2012-09-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47	Wednesday, September 12, 2012	-4	$ -	
Daily log	108													
Period ending	*2012-09-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47	Friday, September 28, 2012	-2	$ -	
Daily log	108													
Period ending	*2012-10-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47	12-Oct-12	-2	$ -	
Daily log	108													
Period ending	*2012-10-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	11	$ 1,320.00	$ 52.80	$ 1,372.80		4%		$ 1,210.89	$ 1,210.89	29-Oct-12	1	$ -	
Daily log	120													
Period ending	*2012-10-27*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	11	$ 440.00	$ 17.60	$ 457.60		4%		$ 408.07	$ 408.07	2-Nov-12	-2	$ -	
Daily log	40													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11	$ 792.00	$ 31.68	$ 823.68		4%		$ 729.20	$ 729.20		-41084	$ -	
Daily log	72													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	11	$ 704.00	$ 28.16	$ 732.16		4%		$ 648.91	$ 648.91		-41098	$ -	
Daily log	64													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	36	11	$ 396.00	$ 15.84	$ 411.84		4%		$ 367.93	$ 367.93		-41160	$ -	
Daily log	36													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11	$ 1,056.00	$ 42.24	$ 1,098.24		4%		$ 970.04	$ 970.04		-41098	$ -	
Daily log	96													

Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41112	$ -	
Daily log	108													

Period ending	2012-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41126	$ -	
Daily log	108													

Period ending	2012-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41140	$ -	
Daily log	108													

Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41154	$ -	
Daily log	108													

Period ending	2012-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41168	$ -	
Daily log	108													

Period ending	2012-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41182	$ -	
Daily log														

Period ending	2012-10-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41196	$ -	
Daily log														

Period ending	2012-10-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	11	$ 1,320.00	$ 52.80	$ 1,372.80		4%		$ 1,210.89	$ 1,210.89		-41210	$ -	
Daily log														

Period ending	2012-10-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	11	$ 440.00	$ 17.60	$ 457.60		4%		$ 408.07	$ 408.07		-41217	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	96	11	$ 1,056.00	$ 42.24	$ 1,098.24		4%		$ 970.04	$ 970.04		-41098	$ -	
Period ending	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41112	$ -	
Period ending	2012-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41126	$ -	
Period ending	2012-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41140	$ -	
Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41154	$ -	
Period ending	2012-089-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		#VALUE!	$ -	
Period ending	2012-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41182	$ -	
Period ending	2012-10-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11	$ 1,320.00	$ 52.80	$ 1,372.80		4%		$ 1,210.89	$ 1,210.89		-41210	$ -	
Period ending	2012-10-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	11	$ 440.00	$ 17.60	$ 457.60		4%		$ 408.07	$ 408.07		-41217	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	2012-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41112	$ -	
Period ending	*2012-07-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41126	$ -	
Period ending	*2012-08-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41140	$ -	
Period ending	*2012-08-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41154	$ -	
Period ending	*2012-09-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41168	$ -	
Period ending	*2012-09-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41182	$ -	
Period ending	*2012-10-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,090.47	$ 1,090.47		-41196	$ -	
Period ending	*2012-10-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	11	$ 1,320.00	$ 52.80	$ 1,372.80		4%		$ 1,210.89	$ 1,210.89		-41210	$ -	
Period ending	*2012-10-27*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	11	$ 440.00	$ 17.60	$ 457.60		4%		$ 408.07	$ 408.07		-41217	$ -	
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-08-25	Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 1,016.57	$ 1,016.57		-41154	$ -
2012-09-08	Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 1,016.57	$ 1,016.57		-41168	$ -
2012-09-22	Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 1,016.57	$ 1,016.57		-41182	$ -
2012-10-06	Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 1,016.57	$ 1,016.57		-41196	$ -
2012-10-20	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,128.77	$ 1,128.77		-41210	$ -
2012-10-27	Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 380.71	$ 380.71		-41217	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending														
	2012-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 1,016.57	$ 1,016.57		-41168	$ -	
Period ending	2012-10-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	90	10.25	$ 922.50	$ 36.90	$ 959.40		4%		$ 848.04	$ 848.04		-41196	$ -	
Period ending	2012-10-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,128.77	$ 1,128.77		-41210	$ -	
Period ending	2012-10-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 380.71	$ 380.71		-41217	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2012-09-22													
Payroll Company Daily log		27	10.25	$ 276.75	$ 11.07	$ 287.82		4%		$ 264.65	$ 264.65	19-Aug-10	-773	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -

End	Chq	Late	
2012-01-14		-40930	
2012-01-28	2012-02-03	-2	
2012-02-11	2012-02-17	-2	
2012-02-25	2012-03-05	1	Yes
2012-03-10	2012-03-16	-2	
2012-03-24	2012-03-30	-2	
2012-04-07	2012-04-13	-2	
2012-04-21	2012-04-27	-2	
2012-05-05	2012-05-10	-3	
2012-05-19	2012-05-24	-3	
2012-06-02	2012-06-07	-3	
2012-06-16	2012-06-21	-3	
2012-06-30	2012-07-05	-3	
2012-07-14	2012-07-20	-2	
2012-07-28	2012-08-04	-1	
2012-08-11	2012-08-17	-2	

2012-08-25	2012-08-31	-2
2012-09-08	2012-09-14	-2
2012-09-22	2012-09-28	-2
2012-10-06	2012-10-12	-2
2012-10-20	2012-10-29	1
2012-10-27	2012-11-01	-3

Period ending	2012-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	9.5	$ 855.00	$ 34.20	$ 889.20	$ 889.20	4%		$ 779.04	$ 779.04	Tuesday, January 24, 2012	1	$ -	
Daily log	90													
Period ending	*2012-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	9.5	$ 1,083.00	$ 43.32	$ 1,126.32	$ 1,126.32	4%		$ 948.16	$ 948.16	Tuesday, February 7, 2012	-1	$ -	
Daily log	98													
Period ending	*2012-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	9.5	$ 912.00	$ 36.48	$ 948.48	$ 948.48	4%		$ 851.32	$ 851.32	Wednesday, February 22, 2012	-1	$ -	
Daily log	96													
Period ending	*2012-02-29*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%	Yes	$ 706.91	$ 706.91	Wednesday, March 7, 2012	-1	$ -	
Daily log	96													
Period ending	*2012-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	9.5	$ 807.50	$ 32.30	$ 839.80	$ 839.80	4%		$ 743.81	$ 743.81	Thursday, March 22, 2012	-1	$ -	
Daily log	85													
Period ending	*2012-03-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 706.91	$ 706.91	Thursday, April 5, 2012	-8	$ -	
Daily log	80													
Period ending	*2012-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41022	$ -	
Daily log	80													
Period ending	*2012-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Monday, May 7, 2012	-1	$ -	
Daily log	104													
Period ending	*2012-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 874.72	$ 874.72	Tuesday, May 22, 2012	-1	$ -	
Daily log	96													
Period ending	*2012-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	10.25	$ 1,035.25	$ 41.41	$ 1,076.66	$ 1,076.66	4%		$ 912.74	$ 912.74	Thursday, June 7, 2012	-1	$ -	
Daily log	101													
Period ending	*2012-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.26	4%		$ 874.72	$ 874.72	Friday, June 22, 2012	-1	$ -	
Daily log	96													
Period ending	*2012-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 829.11	$ 829.11	Friday, July 6, 2012	-2	$ -	
Daily log	82													
Period ending	*2012-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10.25	$ 768.75	$ 30.75	$ 799.50	$ 799.50	4%		$ 714.11	$ 714.11	Monday, July 23, 2012	0	$ -	
Daily log	75													

Period ending													
	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	[illegible]		$ -	$ -	$ -		4%	Yes				-41129	$ -
Daily log	88												
Period ending	2012-08-05												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Wednesday, August 22, 2012	9	$ -
Daily log	100												
Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 859.52	$ 859.52	Friday, September 7, 2012	-1	$ -
Daily log	94												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

88 daily log		96 log
75	8	8
8	8	8
9	8	8
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8	8	8
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8	8	8
141	8	8
	8	8
	88	8

96

Period ending														
	2012-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	9.5	$ 684.00	$ 27.36	$ 711.36	$ 711.36	4%		$ 644.28	$ 644.28	Tuesday, January 24, 2012	1	$	-
Daily log	72													
Period ending	2012-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	$ 790.40	4%		$ 706.91	$ 706.91	Tuesday, February 7, 2012	-1	$	-
Daily log	80													
Period ending	2012-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	9.5	$ 684.00	$ 27.36	$ 711.36	$ 711.36	4%	Yes	$ 644.28	$ 644.28	Wednesday, February 22, 2012	-1	$	-
Daily log	80													
Period ending	2012-02-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	9.5	$ 152.00	$ 6.08	$ 158.08	$ 158.08	4%		$ 154.58	$ 154.58	Wednesday, March 7, 2012	-1	$	-
Daily log	8													
Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	9.5	$ 1,026.00	$ 41.04	$ 1,067.04	$ 1,067.04	4%		$ 905.88	$ 905.88	Thursday, April 5, 2012	-3	$	-
Daily log	108													
Period ending	2012-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41022	$	-
Daily log	55													
Period ending	2012-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	9.5	$ 779.00	$ 31.16	$ 810.16	$ 810.16	4%		$ 72.56	$ 722.56	Monday, May 7, 2012	-1	$	650.00
Daily log	82													
Period ending	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 753.08	$ 753.08	Tuesday, May 22, 2012	-1	$	-
Daily log	80													
Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41068	$	-
Daily log	96													
Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 768.29	$ 768.29	Friday, June 22, 2012	-1	$	-
Daily log	82													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 753.08	$ 752.08	Friday, July 6, 2012	-2	-$	1.00
Daily log	80													
Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	51	10.25	$ 522.75	$ 20.91	$ 543.66	$ 543.66	4%		$ 511.40	$ 511.40	Monday, July 23, 2012	0	$	-
Daily log	24													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.72	4%	Yes	$ 844.31	$ 844.31	Wednesday, August 8, 2012	0	$	-
Daily log	100													

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30	10.25	$ 307.50	$ 12.30	$ 319.80	$ 319.80	4%		$ 305.34	$ 305.34	Wednesday, August 22, 2012	-1	$ -
Daily log	30												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 768.29	$ 768.29	Friday, September 7, 2012	-1	$ -
Daily log	82												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
2012-01-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87	8.75	$ 761.25	$ 30.45	$ 791.70	$ 791.70	4%	Yes	$ 707.94	$ 707.94	Tuesday, January 24, 2012	1	$	-
Daily log	88													
Period ending														
2012-01-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	$ 1,027.52	4%		$ 877.70	$ 877.70	Tuesday, February 7, 2012	-1	$	-
Daily log	104													
Period ending														
2012-02-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	9.5	$ 950.00	$ 38.00	$ 988.00	$ 988.00	4%		$ 849.51	$ 849.51	Wednesday, February 22, 2012	-1	$	-
Daily log	100													
Period ending														
2012-02-29	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	9.5	$ 608.00	$ 24.32	$ 632.32	$ 632.32	4%		$ 581.65	$ 581.65	Wednesday, March 7, 2012	-1	$	-
Daily log	64													
Period ending														
2012-03-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	9.5	$ 722.00	$ 28.88	$ 750.88	$ 750.88	4%		$ 675.59	$ 675.59	Thursday, March 22, 2012	-1	$	-
Daily log	76													
Period ending														
2012-03-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88.25	9.5	$ 838.38	$ 33.54	$ 871.91	$ 871.92	4%		$ 766.72	$ 766.72	Thursday, April 5, 2012	-3	$	-
Daily log	88.25													
Period ending														
2012-04-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	9.5	$ 722.00	$ 28.88	$ 750.88	$ 628.16	4%		$ 576.59	$ 576.59	Saturday, April 21, 2012	-2	$	-
Daily log	76													
Period ending														
2012-04-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	9.5	$ 1,035.50	$ 41.42	$ 1,076.92	$ 1,076.92	4%		$ 912.92	$ 912.92	Monday, May 7, 2012	-1	$	-
Daily log	109													
Period ending														
2012-05-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 981.16	$ 981.16	Tuesday, May 22, 2012	-1	$	-
Daily log	110													
Period ending														
2012-05-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 1,129.96	4%		$ 950.78	$ 950.78	Thursday, June 7, 2012	-1	$	-
Daily log	106													
Period ending														
2012-06-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Friday, June 22, 2012	-1	$	-
Daily log	100													
Period ending														
2012-06-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,011.57	$ 1,011.57	Friday, July 6, 2012	-2	$	-
Daily log	114													
Period ending														
2012-07-15	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Monday, July 23, 2012	0	$	-
Daily log	100													

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 981.16	$ 981.16	Wednesday, August 8, 2012	0	$ -	
Daily log	110													
Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.50	4%		$ 829.11	$ 829.11	Wednesday, August 22, 2012	-1	$ -	
Daily log	90													
Period ending	*2012-08-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	Friday, September 7, 2012	0	$ -	
Daily log	117													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	36	10.25	$ 369.00	$ 14.76	$ 383.76	$ 383.76	4%		$ 364.96	$ 364.96	Tuesday, May 22, 2012	-1	$ -	
Daily log	28													
Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84	10.25	$ 861.00	$ 34.44	$ 895.44	$ 895.44	4%		$ 783.49	$ 783.49	Thursday, June 7, 2012	-1	$ -	
Daily log	84													
Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	$ 831.48	4%		$ 737.87	$ 737.87	Friday, June 22, 2012	-1	$ -	
Daily log	76													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 688.78	$ 688.78	Friday, July 6, 2012	-2	$ -	
Daily log	72													
Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68	10.25	$ 697.00	$ 27.88	$ 724.88	$ 724.88	4%		$ 654.99	$ 654.99	Monday, July 23, 2012	0	$ -	
Daily log	68													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41129	$ -	
Daily log	69													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	71	10.25	$ 727.75	$ 29.11	$ 756.86	$ 759.86	4%		$ 680.33	$ 680.33	Wednesday, August 22, 2012	-1	$ -	
Daily log	71													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 906.10	4%		$ 791.10	$ 791.10	Friday, September 7, 2012	-1	$ -	
Daily log	85													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

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Period ending														
	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 820.00	4%		$ 729.69	$ 729.69	Thursday, June 7, 2012	15	$ -	
Daily log	80													
Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10.25	$ 768.75	30.75	$ 799.50	$ 799.50	4%		$ 714.11	$ 714.11	Thursday, June 7, 2012	-1	$ -	
Daily log	67													
Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 768.29	$ 768.29	Friday, June 22, 2012	-1	$ -	
Daily log	82													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 768.29	$ 768.29	Friday, July 6, 2012	-2	$ -	
Daily log	82													
Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10.25	$ 768.75	$ 30.75	$ 799.50	$ 799.50	4%		$ 714.11	$ 714.11	Monday, July 23, 2012	0	$ -	
Daily log	75													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65	10.25	$ 666.25	$ 26.65	$ 692.90	$ 692.90	4%		$ 629.65	$ 629.65	Wednesday, August 8, 2012	0	$ -	
Daily log	57													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 587.42	$ 587.42	Wednesday, August 22, 2012	-1	$ -	
Daily log	60													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 587.42	$ 587.42	Friday, September 7, 2012	-1	$ -	
Daily log	52													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,019.07	$ 1,019.07	Friday, June 22, 2012	-1	$ -
Daily log	120												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 568.23	$ 568.23	Friday, July 6, 2012	-2	$ -
Daily log	60												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	73	10.25	$ 748.25	$ 29.93	$ 778.18	$ 778.18	4%		$ 673.88	$ 673.88	Monday, July 23, 2012	0	$ -
Daily log	49												

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.72	4%		$ 814.89	$ 814.89	Wednesday, August 8, 2012	0	$ -
Daily log	76												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.72	4%		$ 814.89	$ 814.89	Wednesday, August 22, 2012	-1	$ -
Daily log	84												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%	Yes				-41160	$ -
Daily log	82												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Monday, July 23, 2012	0	$ -
Daily log	130												

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	134	10.25	$ 1,373.50	$ 54.94	$ 1,428.44	$ 1,428.44	4%		$ 1,168.66	$ 1,168.66	Wednesday, August 8, 2012	0	$ -
Daily log	114												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10	$ 1,439.10	4%		$ 1,176.60	$ 1,176.60	Wednesday, August 22, 2012	-1	$ -
Daily log	135												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,057.45	$ 1,057.45	Friday, September 7, 2012	-1	$ -
Daily log	120												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%	Yes				-41022	$ -
Daily log	105												
Period ending	*2012-04-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	9.5	$ 997.50	$ 39.90	$ 1,037.40	$ 997.50	4%		$ 856.28	$ 856.28	Monday, May 7, 2012	-1	$ -
Daily log	100												
Period ending	*2012-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.72	4%		$ 844.31	$ 844.31	Tuesday, May 22, 2012	-1	$ -
Daily log	92												
Period ending	*2012-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,097.98	4%		$ 927.95	$ 927.95	Thursday, June 7, 2012	-1	$ -
Daily log	103												
Period ending	*2012-06-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.5	10.25	$ 1,050.63	$ 42.03	$ 1,092.65	$ 1,092.66	4%		$ 924.15	$ 924.15	Friday, June 22, 2012	-1	$ -
Daily log	102.5												
Period ending	*2012-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 981.16	$ 981.16	Friday, July 6, 2012	-2	$ -
Daily log	102												
Period ending	*2012-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 688.78	$ 688.78	Monday, July 23, 2012	0	$ -
Daily log	64												
Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Wednesday, August 8, 2012	0	$ -
Daily log	100												
Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	$ 1,055.34	4%		$ 897.54	$ 897.54	Wednesday, August 22, 2012	-1	$ -
Daily log	86												
Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,057.45	$ 1,057.45	Friday, September 7, 2012	-1	$ -
Daily log	120												
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

115/103

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Period ending										
	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	88	9.5	$ 836.00	$ 33.44	$ 869.44	4%		$ 764.95	15-Jan-12	-8
Daily log	88									
Period ending	*2012-01-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	69.5	9.5	$ 660.25	$ 26.41	$ 686.66	4%		$ 624.70	31-Jan-12	-8
Daily log	69.5									
Period ending	*2012-02-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	101.5	9.5	$ 964.25	$ 38.57	$ 1,002.82	4%		$ 860.08	15-Feb-12	-8
Daily log	101.5									
Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	106	9.5	$ 1,007.00	$ 40.28	$ 1,047.28	4%		$ 891.78	29-Feb-12	-8
Daily log	106									
Period ending	*2012-03-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	109.5	9.5	$ 1,040.25	$ 41.61	$ 1,081.86	4%		$ 916.45	15-Mar-12	-8
Daily log	109.5									
Period ending	*2012-03-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	124	9.5	$ 1,178.00	$ 47.12	$ 1,225.12	4%		$ 1,012.85	31-Mar-12	-8
Daily log	124									
Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	108	9.5	$ 1,026.00	$ 41.04	$ 1,067.04	4%		905.88	15-Apr-12	-8
Daily log	108									
Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	108	9.5	$ 1,026.00	$ 41.04	$ 1,067.04	4%		905.88	30-Apr-12	-8
Daily log	108									
Period ending	*2012-05-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.90	15-May-12	-8
Daily log	117									
Period ending	*2012-05-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.39	31-May-12	-8
Daily log	117									
Period ending	*2012-06-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Jun-12	-8
Daily log	108									
Period ending	*2012-06-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*		Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Jun-12	-8
Daily log	108									
Period ending	*2012-07-15*									

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%	$ 965.96	15-Jul-12	-8
Daily log	108								

Period ending *2012-07-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	126	10.25	$ 1,291.50	$ 51.66	$ 1,343.16	4%	$ 1,105.10	31-Jul-12	-8
Daily log	126								

Period ending *2012-08-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%	$ 965.96	15-Aug-12	-8
Daily log	108								

Period ending *2012-08-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	126	10.25	$ 1,291.50	$ 51.66	$ 1,343.16	4%	$ 1,105.11	31-Aug-12	-8
Daily log	126								

Period ending *2012-09-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%	$ 965.96	15-Sep-12	-8
Daily log	108								

Period ending *2012-09-30*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%	$ 965.96	30-Sep-12	-8
Daily log	108								

Period ending *2012-10-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%	$ 965.96	15-Oct-12	-8
Daily log	108								

Period ending *2012-10-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Net pay	Cheque date	Late by (days)
Payroll Company	123	10.25	$ 1,260.75	$ 50.43	$ 1,311.18	4%	$ 1,081.29	31-Oct-12	-8
Daily log	123								

Period ending	*2012-01-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	48	9.5	$ 456.00	$ 18.24	$ 474.24	4%		$ 449.30	31-Jan-12	-8
Daily log	48									

Period ending	*2012-02-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	82.5	9.5	$ 783.75	$ 31.35	$ 815.10	4%		$ 726.19	15-Feb-12	-8
Daily log	82.5									

Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	62.5	9.5	$ 593.75	$ 23.75	$ 617.50	4%		$ 569.90	29-Feb-12	-8
Daily log	62.5									

Period ending	*2012-02-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	72	9.5	$ 684.00	$ 27.36	$ 711.36	4%		$ 644.28	15-Feb-12	-8
Daily log	72									

Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	80	9.5	$ 760.00	$ 30.40	$ 790.40	4%		$ 706.91	29-Feb-12	-8
Daily log	80									

Period ending	*2012-03-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	106.5	9.5	$ 1,011.75	$ 40.47	$ 1,052.22	4%		$ 895.30	15-Mar-12	-8
Daily log	106.5									

Period ending	*2012-03-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	126	9.5	$ 1,197.00	$ 47.88	$ 1,244.88	4%		$ 1,026.95	31-Mar-12	-8
Daily log	126									

Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	9.5	$ 1,026.00	$ 41.04	$ 1,067.04	4%		$ 905.88	15-Apr-12	-8
Daily log	108									

Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	45	9.5	$ 427.50	$ 17.10	$ 444.60	4%		$ 421.67	30-Apr-12	-8
Daily log	45									

Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	8	9.5	$ 76.00	$ 3.04	$ 79.04	4%		$ 77.59	29-Feb-12	-8
Daily log	8									

Period ending	*2012-03-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	97.75	9.5	$ 928.63	$ 37.15	$ 965.77	4%		$ 833.66	15-Mar-12	-8
Daily log	97.75									

Period ending	*2012-03-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	54	9.5	$ 513.00	$ 20.52	$ 533.52	4%		$ 497.23	31-Mar-12	-8
Daily log	54									

Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	19	9.5	$ 180.50	$ 7.22	$ 187.72	4%		$ 182.21	15-Apr-12	-8
Daily log	19									

Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	104.5	9.5	$ 992.75	$ 39.71	$ 1,032.46	4%		$ 881.22	30-Apr-12	-8
Daily log	104.5									

Period ending	*2012-05-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	85.5	10.25	$ 876.38	$ 35.06	$ 911.43	4%		$ 794.90	15-May-12	-8
Daily log	85.5									

Period ending	*2012-05-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	133	10.25	$ 1,363.25	$ 54.53	$ 1,417.78	4%		$ 1,160.72	31-May-12	-8
Daily log	133									

Period ending	*2012-06-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	4%		$ 897.54	15-Jun-12	-8
Daily log	99									

Period ending	*2012-06-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Jun-12	-8
Daily log	108									

Period ending	*2012-07-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	4%		$ 996.37	15-Jul-12	-8
Daily log	112									

Period ending	*2012-07-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	125	10.25	$ 1,281.25	$ 51.25	$ 1,332.50	4%		$ 1,097.17	31-Jul-12	-8
Daily log	125									

Period ending	*2012-08-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	77	10.25	$ 789.25	$ 31.57	$ 820.82	4%		$ 730.28	15-Aug-12	-8
Daily log	77									

Period ending	*2012-08-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	109	10.25	$ 1,117.25	$ 44.69	$ 1,161.94	4%		$ 973.56	31-Aug-12	-8
Daily log	109									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	4%		$ 688.78	15-Sep-12	-8
Daily log	72									

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	4%		$ 454.39	30-Sep-12	-8
Daily log	45									

Period ending	2012-02-29									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	76.5	9.5	$ 726.75	$ 29.07	$ 755.82	4%		$ 679.51	29-Feb-12	-8
Daily log	76.5									

Period ending	2012-03-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	19	9.5	$ 180.50	$ 7.22	$ 187.72	4%		$ 182.21	15-Mar-12	-8
Daily log	19									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	63	9.5	$ 598.50	$ 23.94	$ 622.44	4%		$ 573.82	30-Apr-12	-8
Daily log	63									

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	4%		$ 897.54	15-May-12	-8
Daily log	99									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.39	31-May-12	-8
Daily log	117									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Jun-12	-8
Daily log	108									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	81	10.25	$ 830.25	$ 33.21	$ 863.46	4%		$ 760.69	30-Jun-12	-8
Daily log	81									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	18	10.25	$ 184.50	$ 7.38	$ 191.88	4%		$ 186.09	15-Jul-12	-8
Daily log	18									

Period ending	2012-04-30								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	112.5	11	$ 1,237.50	$ 49.50	$ 1,287.00	4%		$ 1,063.26	30-Apr-12	-8
Daily log	112.5									
Period ending	*2012-05-15*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	121.5	11	$ 1,336.50	$ 53.46	$ 1,389.96	4%		$ 1,139.99	15-May-12	-8
Daily log	121.5									
Period ending	*2012-05-31*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	133	11	$ 1,463.00	$ 58.52	$ 1,521.52	4%		$ 1,238.03	31-May-12	-8
Daily log	133									
Period ending	*2012-06-15*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	122.5	11	$ 1,347.50	$ 53.90	$ 1,401.40	4%		$ 1,148.51	15-Jun-12	-8
Daily log	122.5									
Period ending	*2012-06-30*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	102.5	11	$ 1,127.50	$ 45.10	$ 1,172.60	4%		$ 981.16	30-Jun-12	-8
Daily log	102.5									
Period ending	*2012-07-15*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	106	11	$ 1,166.00	$ 46.64	$ 1,212.64	4%		$ 1,009.72	15-Jul-12	-8
Daily log	106									
Period ending	*2012-07-31*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	123	11	$ 1,353.00	$ 54.12	$ 1,407.12	4%		$ 1,152.70	31-Jul-12	-8
Daily log	123									
Period ending	*2012-08-15*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	121	11	$ 1,331.00	$ 53.24	$ 1,384.24	4%		$ 1,135.73	15-Aug-12	-8
Daily log	121									
Period ending	*2012-08-31*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	140	11	$ 1,540.00	$ 61.60	$ 1,601.60	4%		$ 1,296.13	31-Aug-12	-8
Daily log	140									
Period ending	*2012-09-15*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	11	$ 1,287.00	$ 51.48	$ 1,338.48	4%		$ 1,101.63	15-Sep-12	-8
Daily log	117									
Period ending	*2012-09-30*								
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	36	11	$ 396.00	$ 15.84	$ 411.84	4%		$ 391.13	30-Sep-12	-8
Daily log	36									
			$ 13,585.00	$ 543.40	$ 14,128.40					

Period ending										
	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Apr-12	-8
	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-May-12	-8
	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	31-May-12	-8
	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Jun-12	-8
	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Jun-12	-8
	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Jul-12	-8
	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	127	10.25	$ 1,301.75	$ 52.07	$ 1,353.82	4%		$ 1,113.00	31-Jul-12	-8
	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	106.5	10.25	$ 1,091.63	$ 43.67	$ 1,135.29	4%		$ 954.56	15-Aug-12	-8
	2012-08-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	4%		$ 874.72	31-Aug-12	-8
	2012-09-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	54	10.25	$ 553.50	$ 22.14	$ 575.64	4%		$ 536.74	15-Sep-12	-8
	2012-09-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company Daily log	36	10.25	$ 369.00	$ 14.76	$ 383.76	4%		$ 364.96	30-Sep-12	-8
			$ 10,941.88	$ 437.68	$ 11,379.55					

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	18	12	$ 216.00	$ 8.64	$ 224.64	4%		$ 216.63	15-May-12	-8
Daily log	18									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	12	$ 1,404.00	$ 56.16	$ 1,460.16	4%		$ 1,192.30	31-May-12	-8
Daily log	117									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	12	$ 1,404.00	$ 56.16	$ 1,460.16	4%		$ 1,192.30	15-Jun-12	-8
Daily log	117									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	12	$ 1,296.00	$ 51.84	$ 1,347.84	4%		$ 1,108.60	30-Jun-12	-8
Daily log	108									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	110	12	$ 1,320.00	$ 52.80	$ 1,372.80	4%		$ 1,127.21	15-Jul-12	-8
Daily log	110									

Period ending	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	140	12	$ 1,680.00	$ 67.20	$ 1,747.20	4%		$ 1,400.70	31-Jul-12	-8
Daily log	140									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	151	12	$ 1,812.00	$ 72.48	$ 1,884.48	4%		$ 1,492.09	15-Aug-12	-8
Daily log	151									

Period ending	2012-08-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	127	12	$ 1,524.00	$ 60.96	$ 1,584.96	4%		$ 1,284.17	31-Aug-12	-8
Daily log	127									

Period ending	2012-09-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	12	$ 1,404.00	$ 56.16	$ 1,460.16	4%		$ 1,192.30	15-Sep-12	-8
Daily log	117									

Period ending	2012-09-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	45	12	$ 540.00	$ 21.60	$ 561.60	4%		$ 525.61	30-Sep-12	-8
Daily log	45									

					$ 13,104.00					

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	4%		$ 454.39	15-May-12	-8
Daily log	45									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	31-May-12	-8
Daily log	108									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Jun-12	-8
Daily log	108									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Jun-12	-8
Daily log	108									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	4%		$ 829.11	15-Jul-12	-8
Daily log	90									

Period ending	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	4%		$ 897.50	31-Jul-12	-8
Daily log	99									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Aug-12	-8
Daily log	108									

Period ending	2012-08-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.39	31-Aug-12	-8
Daily log	117									

Period ending	2012-09-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	4%		$ 897.54	15-Sep-12	-8
Daily log	99									

Period ending	2012-09-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	4%		$ 897.54	30-Sep-12	-8
Daily log	99									

Period ending	2012-10-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	15-Oct-12	-8
Daily log	99									

Period ending	2012-10-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	18	10.25	$ 184.50	$ 7.38	$ 191.88	4%		$ 186.09	31-Oct-12	-8
Daily log	18									

Period ending	*2012-05-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	62	10.25	$ 635.50	$ 25.42	$ 660.92	4%		$ 604.31	15-May-12	-8
Daily log	62									

Period ending	*2012-05-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10	4%		$ 1,176.60	31-May-12	-8
Daily log	135									

Period ending	*2012-06-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	$ 1,204.58	4%		$ 1,003.93	15-Jun-12	-8
Daily log	113									

Period ending	*2012-06-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	30-Jun-12	-8
Daily log	108									

Period ending	*2012-07-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	119	10.25	$ 1,219.75	$ 48.79	$ 1,268.54	4%		$ 1,049.60	15-Jul-12	-8
Daily log	119									

Period ending	2012-01-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	100	9.5	$ 950.00	$ 38.00		
Daily log	100					

Period ending	2012-01-31						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%	79.04
Ceridian	46	9.5	$ 437.00	$ 17.48			
Daily log	54	9.5	513	20.52			
				$ 3.04			

Period ending	2012-02-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	39	9.5	$ 370.50	$ 14.82		
Daily log	39					

Period ending	2012-04-30	april				
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	34	9.5	$ 323.00	$ 12.92		
Daily log	34					

Period ending	2012-05-15	may				
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	55	10.25	$ 563.75	$ 22.55		
Daily log	55					

Period ending	2012-05-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	80	10.25	$ 820.00	$ 32.80		
Daily log	80					

Period ending	2012-06-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	78	10.25	$ 799.50	$ 31.98		
Daily log	78					

Period ending	2012-06-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	92	10.25	$ 943.00	$ 37.72		
Daily log	92					

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	72	10.25	$ 738.00	$ 29.52		
Daily log	72					

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	100	10.25	$ 1,025.00	$ 41.00		
Daily log	100					

Period ending	2012-08-15	aug				
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	48	10.25	$ 492.00	$ 19.68		
Daily log	48					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	104	10.25	$ 1,066.00	$ 42.64		
Daily log	104					

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-01-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	105.25	9.5	$ 999.88	$ 40.00		
Daily log	105					

Period ending	2012-05-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	41	10.25	$ 420.25	$ 16.81		
Daily log	41					

Period ending	2012-05-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	65	10.25	$ 666.25	$ 26.65		
Daily log	65					

Period ending	2012-06-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	22.5	10.25	$ 230.63	$ 9.23		
Daily log	22.5					

Period ending	2012-06-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	21	10.25	$ 215.25	$ 8.61		
Daily log	21					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	40	10.25	$ 410.00	$ 16.40		
Daily log	40					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	*2012-03-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	54	9.5	$ 513.00	$ 20.52		
Daily log	54					

Period ending	*2012-04-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	110	9.5	$ 1,045.00	$ 41.80		
Daily log	110					

Period ending	*2012-04-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	117	9.5	$ 1,111.50	$ 44.46		
Daily log	117					

Period ending	*2012-may-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	96	10.25	$ 984.00	$ 39.36		
Daily log	96					

Period ending	*2012-05-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	94	10.25	$ 963.50	$ 38.54		
Daily log	94					

Period ending	*2012-06-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	104	10.25	$ 1,066.00	$ 42.64		
Daily log	104					

Period ending	*2012-06-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	117	10.25	$ 1,199.25	$ 47.97		
Daily log	117					

Period ending	*2012-07-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	117.5	10.25	$ 1,204.38	$ 48.18		
Daily log	117.5					

Period ending	*2012-07-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	107	10.25	$ 1,096.75	$ 43.87		
Daily log	107					

Period ending	*2012-08-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	50	10.25	$ 512.50	$ 20.50		
Daily log	50					

Period ending	*2012-09-15*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	45	10.25	$ 461.25	$ 18.45		
Daily log	45					

Period ending	*2012-09-30*					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	80	10.25	$ 820.00	$ 32.80		
Daily log	80					

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

4%

Period ending	2012-05-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	70	10.25	$ 717.50	$ 28.70		
Daily log	62					

Period ending	2012-06-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	90.5	10.25	$ 927.63	$ 37.11		
Daily log	90.5					

Period ending	2012-06-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	100	10.25	$ 1,025.00	$ 41.00		
Daily log	100					

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	97.5	10.25	$ 999.38	$ 39.98		
Daily log	97.5					

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	92	10.25	$ 943.00	$ 37.72		
Daily log	92					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	43	10.25	$ 440.75	$ 17.63		
Daily log	43					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	100	10.25	$ 1,025.00	$ 41.00		
Daily log	100					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-06-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	71.5	10.25	$ 732.88	$ 29.32		
Daily log	71.5					

Period ending	2012-06-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	60	10.25	$ 615.00	$ 24.60		
Daily log	60					

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	85	10.25	$ 871.25	$ 34.85		
Daily log	85					

Period ending	2012-07-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	82	10.25	$ 840.50	$ 33.62		
Daily log	82					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	48	10.25	$ 492.00	$ 19.68		
Daily log	48					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	104	10.25	$ 1,066.00	$ 42.64		
Daily log	104					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vocation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-06-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	80	10.25	$ 820.00	$ 32.80		
Daily log	80					

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	62	10.25	$ 635.50	$ 25.42		
Daily log	62					

Period ending	2012-07-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	80	10.25	$ 820.00	$ 32.80		
Daily log	80					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	48	10.25	$ 492.00	$ 19.68		
Daily log	48					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-06-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	58	10.25	$ 594.50	$ 23.78		
Daily log	58					

Period ending	2012-06-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	75	10.25	$ 768.75	$ 30.75		
Daily log	75					

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	97	10.25	$ 994.25	$ 39.77		
Daily log	97					

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	10.25	$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Coridian			$ -	$ -		
Daily log						

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	99	10.25	$ 1,014.75	$ 40.59		
Daily log	99					

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	70	10.25	$ 717.50	$ 28.70		
Daily log	70					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	40	10.25	$ 410.00	$ 16.40		
Daily log	40					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	70	10.25	$ 717.50	$ 28.70		
Daily log	70					

Period ending	2011-03-09					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-07-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	0	8	$ -	$ -		
Daily log						

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	40	10.25	$ 410.00	$ 16.40		
Daily log	40					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	45	10.25	$ 461.25	$ 18.45		
Daily log	45					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	100	10.25	$ 1,025.00	$ 41.00		
Daily log	100					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-07-31					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	104	10.25	$ 1,066.00	$ 42.64		
Daily log	104					

Period ending	2012-08-15					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	48	10.25	$ 492.00	$ 19.68		
Daily log	48					

Period ending	2012-09-30					
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian	120	10.25	$ 1,230.00	$ 49.20		
Daily log	120					

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending						
	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending

	Hours	Rate	Earnings	Vacation Pay	*Vacation pay rate*	4%
Ceridian			$ -	$ -		
Daily log						

Period ending	2012-01-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	109.25	8.75	$ 955.94	$ 38.24	$ 994.18	4%		$ 916.06		January 20, 2012	-3
Daily log	109.25										

Period ending	2012-01-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	128.25	9.5	$ 1,218.38	$ 48.74	$ 1,267.11	4%		$ 1,049.82		February 7, 2012	-1
Daily log	128.25										

Period ending	2012-02-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	102.25	9.5	$ 971.38	$ 38.86	$ 1,010.23	4%		$ 866.81		February 22, 2012	-1
Daily log	102.25										

Period ending	2012-02-29										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	102.75	9.5	$ 976.13	$ 39.05	$ 1,015.17	4%		$ 870.06		March 7, 2012	-1
Daily log	102.75										

Period ending	2012-03-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	108.5	9.5	$ 1,030.75	$ 41.23	$ 1,071.98	4%		$ 910.56		March 22, 2012	-1
Daily log	108.5										

Period ending	2012-03-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	152	9.5	$ 1,444.00	$ 57.76	$ 1,501.76	4%		$ 1,224.58		April 5, 2012	-3
Daily log	152										

Period ending	2012-04-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	120	9.5	$ 1,140.00	$ 45.60	$ 1,185.60	4%		$ 992.13		April 23, 2012	0
Daily log	120										

Period ending	2012-04-30										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	84	9.5	$ 798.00	$ 31.92	$ 829.92	4%		$ 738.13		May 7, 2012	-1
Daily log	84										

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	2012-01-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company	15	8.75	$ 131.25	$ 5.25	$ 136.50	4%			January 20, 2012	-3	
Daily log	15										

Period ending	2012-02-29										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company	15.75	9.5	$ 149.63	$ 5.99	$ 155.61	4%		$ 152.53	March 7, 2012	-1	
Daily log	15.75										

Period ending	2012-03-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company	14		$ -	$ -	$ -	4%			March 22, 2012	-1	
Daily log	14										

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	
Payroll Company			$ -	$ -	$ -	4%				-8	
Daily log											

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	102	10.25	$ 1,045.50	$ 41.82	$ 1,087.32	4%		$ 920.34	May 23, 2012	0
Daily log	102									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	141	10.25	$ 1,445.25	$ 57.81	$ 1,503.06	4%		$ 1,225.51	June 7, 2012	-1
Daily log	141									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	111	10.25	$ 1,137.75	$ 45.51	$ 1,183.26	4%		$ 990.46	June 22, 2012	-1
Daily log	111									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	127	10.25	$ 1,301.75	$ 52.07	$ 1,353.82	4%		$ 1,114.49	July 6, 2012	-2
Daily log	127									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	142.75	10.25	$ 1,463.19	$ 58.53	$ 1,521.72	4%		$ 1,239.79	August 22, 2012	-1
Daily log	142.75									

Period ending	2012-08-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	130.75	10.25	$ 1,340.19	$ 53.61	$ 1,393.80	4%			September 7, 2012	-1
Daily log	130.75									

Period ending	2012-09-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	121	10.25	$ 1,240.25	$ 49.61	$ 1,289.86	4%		$ 1,067.06	September 23, 2012	0
Daily log	121									

Period ending	2012-09-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	110.75	10.25	$ 1,135.19	$ 45.41	$ 1,180.60	4%		$ 988.35	October 7, 2012	-1
Daily log	110.75									

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%				-8
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%				-8
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%				-8
Daily log										

Period ending	2012-01-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	56	9.5	$ 532.00	$ 21.28	$ 553.28	4%		$ 519.01		January 20, 2012	-3
Daily log	56										

Period ending	2012-01-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	118.5	9.5	$ 1,125.75	$ 45.03	$ 1,170.78	4%		$ 979.86		February 7, 2012	-1
Daily log	118.5										

Period ending	2012-02-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	24	9.5	$ 228.00	$ 9.12	$ 237.12	4%		$ 228.26		February 22, 2012	-1
Daily log	24										

Period ending	2012-04-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	56.5	9.5	$ 536.75	$ 21.47	$ 558.22	4%		$ 522.93		April 24, 2012	1
Daily log	56.5										

Period ending	2012-04-30										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	53	9.5	$ 503.50	$ 20.14	$ 523.64	4%		$ 495.36		May 7, 2012	-1
Daily log	53										

Period ending	2012-05-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	114.5	10.25	$ 1,173.63	$ 46.95	$ 1,220.57	4%		$ 1,040.78		May 23, 2012	0
Daily log	114.5										

Period ending	2012-05-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	4%		$ 867.13		June 7, 2012	-1
Daily log	95										

Period ending	2012-06-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	115.5	10.25	$ 1,183.88	$ 47.36	$ 1,231.23	4%				June 22, 2012	-1
Daily log	115.5										

Period ending	2012-06-30										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	94.5	10.25	$ 968.63	$ 38.75	$ 1,007.37	4%				July 6, 2012	-2
Daily log	94.5										

Period ending	2012-07-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	117.5	10.25	$ 1,204.38	$ 48.18	$ 1,252.55	4%				July 20, 2012	-3
Daily log	117.5										

Period ending	2012-07-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	127	10.25	$ 1,301.75	$ 52.07	$ 1,353.82	4%				August 7, 2012	-1
Daily log	127										

Period ending	2012-08-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	133.5	10.25	$ 1,368.38	$ 54.74	$ 1,423.11	4%		$ 1,164.70		August 22, 2012	-1
Daily log	133.5										

Period ending	*2012-08-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	140.5	10.25	$ 1,440.13	$ 57.61	$ 1,497.73	4%				September 7, 2012	-1
Daily log	140.5										

Period ending	*2012-09-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	114.25	10.25	$ 1,171.06	$ 46.84	$ 1,217.91	4%		$ 1,013.47		September 23, 2012	0
Daily log	114.25										

Period ending	*2012-09-30*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	4%		$ 996.37		October 7, 2012	-1
Daily log	112										

Period ending	*2012-01-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	4%		$ 878.88		January 20, 2012	-3
Daily log	104										

Period ending	*2012-01-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	105.25	9.5	$ 999.88	$ 40.00	$ 1,039.87	4%		$ 914.08		February 7, 2012	-1
Daily log	105.25										

Period ending	*2012-02-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	54.75	9.5	$ 520.13	$ 20.81	$ 540.93	4%		$ 518.09		February 22, 2012	-1
Daily log	54.75										

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*1900-01-00*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company			$ -	$ -	$ -	4%					-8
Daily log											

Period ending	*2012-01-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	114.5	9.5	$ 1,087.75	$ 43.51	$ 1,131.26	4%		$ 953.02	January 20, 2012	-3
Daily log	114.5									

Period ending	*2012-01-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	128	9.5	$ 1,216.00	$ 48.64	$ 1,264.64	4%		$ 1,048.10	February 7, 2012	-1
Daily log	128									

Period ending	*2012-02-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	63.75	9.5	$ 605.63	$ 24.23	$ 629.85	4%		$ 581.30	February 22, 2012	-1
Daily log	63.75									

Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	66	9.5	$ 627.00	$ 25.08	$ 652.08	4%		$ 598.14	March 7, 2012	-1
Daily log	66									

Period ending	*2012-03-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	81.75	9.5	$ 776.63	$ 31.07	$ 807.69	4%		$ 721.45	March 22, 2012	-1
Daily log	81.75									

Period ending	*2012-03-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	48.5	9.5	$ 460.75	$ 18.43	$ 479.18	4%		$ 455.11	April 5, 2012	-3
Daily log	48.5									

Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	70.5	9.5	$ 669.75	$ 26.79	$ 696.54	4%		$ 633.16	April 23, 2012	0
Daily log	70.5									

Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	45	9.5	$ 427.50	$ 17.10	$ 444.60	4%		$ 422.70	May 7, 2012	-1
Daily log	45									

Period ending	*2012-05-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	14.25	10.25	$ 146.06	$ 5.84	$ 151.91	4%		$ 149.50	May 23, 2012	0
Daily log	14.25									

Period ending	*2012-06-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	135.5	10.25	$ 1,388.88	$ 55.56	$ 1,444.43	4%		$ 1,180.78	June 22, 2012	-1
Daily log	135.5									

Period ending	*2012-06-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	107.5	10.25	$ 1,101.88	$ 44.08	$ 1,145.95	4%		$ 963.75	July 6, 2012	-2
Daily log	107.5									

Period ending	*2012-07-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117.5	10.25	$ 1,204.38	$ 48.18	$ 1,252.55	4%			July 20, 2012	-3
Daily log	117.5									

Period ending	*2012-07-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	4%			August 7, 2012	-1
Daily log	97.5									

Period ending	*2012-08-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	116	10.25	$ 1,189.00	$ 47.56	$ 1,236.56	4%		$ 1,027.98	August 22, 2012	-1
Daily log	116									

Period ending	*2012-08-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	4%		$ 1,154.24	September 7, 2012	-1
Daily log	132									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	114.25	10.25	$ 1,171.06	$ 46.84	$ 1,217.91	4%		$ 1,015.07	September 23, 2012	0
Daily log	114.25									

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	52.5		$ -	$ -	$ -	4%		$ 536.04	October 7, 2012	-1
Daily log	52.5									

Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	70.5	10.25	$ 722.63	$ 28.91	$ 751.53	4%		$ 632.53	April 23, 2012	0
Daily log	70.5									

Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	28.5	10.25	$ 292.13	$ 11.69	$ 303.81	4%		$ 269.71	May 7, 2012	-1
Daily log	28.5									

Period ending	*2012-07-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	121.5	10.25	$ 1,245.38	$ 49.82	$ 1,295.19	4%		$ 1,069.38	July 20, 2012	-3
Daily log	121.5									

Period ending	*2012-07-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	151	10.25	$ 1,547.75	$ 61.91	$ 1,609.66	4%		$ 1,301.92	August 7, 2012	-1
Daily log	151									

Period ending	*2012-08-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	138	10.25	$ 1,414.50	$ 56.58	$ 1,471.08	4%		$ 1,200.44	August 22, 2012	-1
Daily log	138									

Period ending	*2012-08-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	152.25	10.25	$ 1,560.56	$ 62.42	$ 1,622.99	4%		$ 1,311.50	September 7, 2012	-1
Daily log	152.25									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	141	10.25	$ 1,445.25	$ 57.81	$ 1,503.06	4%		$ 1,224.27	September 23, 2012	0
Daily log	141									

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	127.5	10.25	$ 1,306.88	$ 52.28	$ 1,359.15	4%		$ 1,117.04	October 7, 2012	-1
Daily log	127.5									

Period ending	*2012-08-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	4%		$ 958.36	August 22, 2012	-1
Daily log										

Period ending	*2012-08-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	4%		$ 860.77	September 7, 2012	-1
Daily log										

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	4%		$ 997.64	October 7, 2012	-1
Daily log	112									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	104.75	10.25	$ 1,073.69	$ 42.95	$ 1,116.64	4%		$ 942.11	September 23, 2012	0
Daily log	104.75									

Period ending	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	114.5	9.5	$ 1,087.75	$ 43.51	$ 1,131.26	4%		$ 840.28	January 20, 2012	-3
Daily log	114.5									

Period ending	2012-01-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	122	9.5	$ 1,159.00	$ 46.36	$ 1,205.36	4%		$ 1,005.83	February 7, 2012	-1
Daily log	122									

Period ending	2012-02-29									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	66.75	9.5	$ 634.13	$ 25.37	$ 659.49	4%		$ 604.72	March 7, 2012	-1
Daily log	66.75									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	88.75	9.5	$ 843.13	$ 33.73	$ 876.85	4%		$ 771.02	March 22, 2012	40982
Daily log	88.75									

Period ending	2012-03-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	41.5	9.5	$ 394.25	$ 15.77	$ 410.02	4%		$ 390.73	April 5, 2012	-3
Daily log	41.5									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	100.75	9.5	$ 957.13	$ 38.29	$ 995.41	4%		$ 855.20	May 7, 2012	-1
Daily log	100.75									

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	127.75	10.25	$ 1,309.44	$ 52.38	$ 1,361.82	4%		$ 1,120.18	May 23, 2012	0
Daily log	127.75									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	120.75	10.25	$ 1,237.69	$ 49.51	$ 1,287.20	4%		$ 1,065.02	June 7, 2012	-1
Daily log	120.75									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	86.25	10.25	$ 884.06	$ 35.36	$ 919.43	4%		$ 801.60	July 6, 2012	-2
Daily log	86.25									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	80.5	10.25	$ 825.13	$ 33.01	$ 858.13	4%		$ 758.37	June 22, 2012	-1
Daily log	80.5									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	72.25	10.25	$ 740.56	$ 29.62	$ 770.19	4%		$ 692.05	July 20, 2012	-3
Daily log	72.25									

Period ending	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	4%		$ 1,371.77	August 7, 2012	-1
Daily log	160									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	150.75	10.25	$ 1,545.19	$ 61.81	$ 1,607.00	4%		$ 1,301.93	August 22, 2012	-1

Daily log	150.75									
Period ending	*2012-08-31*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**
Payroll Company	161	10.25	$ 1,650.25	$ 66.01	$ 1,716.26	4%		$ 1,380.41	September 7, 2012	-1
Daily log	161									
Period ending	*2012-09-15*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**
Payroll Company	131	10.25	$ 1,342.75	$ 53.71	$ 1,396.46	4%		$ 1,146.87	September 23, 2012	0
Daily log	131									
Period ending	*2012-09-30*									
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	*Vocation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**
Payroll Company	127.5	10.25	$ 1,306.88	$ 52.28	$ 1,359.15	4%		$ 1,118.73	October 7, 2012	-1
Daily log	127.5									

Period ending	2012-03-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	129.5	9.5	$ 1,230.25	$ 49.21	$ 1,279.46	4%			March 22, 2012	-1
Daily log	129.5									

Period ending	2012-03-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	113.5	9.5	$ 1,078.25	$ 43.13	$ 1,121.38	4%		$ 946.03	April 5, 2012	-3
Daily log	113.5									

Period ending	2012-04-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	92	9.5	$ 874.00	$ 34.96	$ 908.96	4%		$ 794.42	April 23, 2012	0
Daily log	92									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	114.75	9.5	$ 1,090.13	$ 43.61	$ 1,133.73	4%			May 7, 2012	-1
Daily log	114.75									

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	117.75	10.25	$ 1,206.94	$ 48.28	$ 1,255.22	4%		$ 1,041.38	May 23, 2012	0
Daily log	117.5									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	115.5	10.25	$ 1,183.88	$ 47.36	$ 1,231.23	4%		$ 1,024.41	June 7, 2012	-1
Daily log	115.5									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	109.75	10.25	$ 1,124.94	$ 45.00	$ 1,169.94	4%		$ 980.67	June 22, 2012	-1
Daily log	109.75									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	113.5	10.25	$ 1,163.38	$ 46.54	$ 1,209.91	4%		$ 1,009.12	July 6, 2012	-2
Daily log	113.5									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	4%		$ 883.71	July 20, 2012	-3
Daily log	97									

Period ending	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	118.75	10.25	$ 1,217.19	$ 48.69	$ 1,265.88	4%		$ 1,048.88	August 7, 2012	-1
Daily log	118.75									

Period ending	2012-08-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	112.25	10.28	$ 1,153.93	$ 46.16	$ 1,200.09	4%		$ 999.49	September 7, 2012	-1
Daily log	100									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	4%		$ 906.57	August 22, 2012	-1
Daily log	100									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33	4%		$ 910.31	September 23, 2012	0
Daily log	100.5									

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	4%		$ 917.77	October 7, 2012	-1
Daily log	101.5									

2012-01-15	2012-01-20	-3	No
2012-01-31	2012-02-07	-1	No
2012-02-15	2012-02-22	-1	No
2012-02-29	2012-03-07	-1	No
2012-03-15	2012-03-22	-1	No
2012-03-31	2012-04-05	-3	No
2012-04-15	2012-04-23	0	No
2012-04-30	2012-05-07	-1	No
2012-05-31	2012-06-07	-1	No
2012-05-15	2012-05-23	0	No
2012-06-15	2012-06-22	-1	No
2012-06-30	2012-07-06	-2	No
2012-07-15	2012-07-20	-3	No
2012-07-31	2012-08-07	-1	No
2012-08-31	2012-09-07	-1	No
2012-08-15	2012-08-22	-1	No
2012-09-30	2012-10-07	-1	No
2012-09-15	2012-09-23	0	No
		-8	No
		-8	No

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	34.25	10.25	$ 351.06	$ 14.04	$ 365.11		4%		$ 347.57		Monday, August 13, 2012	5	-$	347.57
Daily log	34.25													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	47.75	10.25	$ 489.44	$ 19.58	$ 509.02		4%				Friday, August 24, 2012	1	$	-
Daily log	47.75													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	124.75	10.25	$ 1,278.69	$ 51.15	$ 1,329.84		4%		$ 1,095.18		Tuesday, September 11, 2012	3	-$	1,095.18
Daily log	124.75													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 905.13		Thursday, October 25, 2012	2	-$	905.13
Daily log	100													

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.75	10.25	$ 1,032.69	$ 41.31	$ 1,074.00		4%		$ 910.85		Wednesday, November 14, 2012	6	-$	910.85
Daily log	100.75													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	19.75	10.25	$ 202.44	$ 8.10	$ 210.54		4%		$ 203.49		Monday, August 13, 2012	5	-$	203.49
Daily log	19.75													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40.5	10.25	$ 415.13	$ 16.61	$ 431.73		4%		$ 409.69		Thursday, October 11, 2012	3	-$	409.69
Daily log	40.5													

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,057.45		Wednesday, November 14, 2012	6	-$	1,057.45
Daily log	120													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	41.75	10.25	$ 427.94	$ 17.12	$ 445.06		4%		$ 422.11		Monday, August 13, 2012	5	-$	422.11
Daily log	41.75													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.75	10.25	$ 868.69	$ 34.75	$ 903.44		4%		$ 789.20		Friday, August 24, 2012	1	-$	789.20
Daily log	84.75													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	251.25	10.25	$ 2,575.31	$ 103.01	$ 2,678.33		4%		$ 1,095.18		Tuesday, September 11, 2012	3	-$	1,095.18
Daily log	251.25													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86.75	10.25	$ 889.19	$ 35.57	$ 924.76		4%		$ 804.40		Monday, September 24, 2012	1	-$	804.40
Daily log	85.75													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	69.75	10.25	$ 714.94	$ 28.60	$ 743.54		4%		$ 669.77		Thursday, October 11, 2012	3	-$	669.77
Daily log	69.75													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 905.13		Thursday, October 25, 2012	2	-$	905.13
Daily log	100													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

End	Chq	Late					
2012-03-31	2012-04-05	-3					
2012-04-15	2012-04-20	-3					
2012-04-30	2012-05-04	-4					
2012-05-15	2012-05-18	-5					
2012-05-31	2012-06-05	-3					
2012-06-15	2012-06-22	-1					
2012-06-30	2012-07-09	1	Yes		2012-06-30	2012-07-08	0
							8 late/ 15
2012-07-15	2012-07-20	-3					
2012-07-31	2012-08-13	5	Yes		2012-07-31	2012-08-08	0
2012-08-15	2012-08-24	1	Yes		2012-08-15	2012-08-23	0
2012-08-31	2012-09-11	3	Yes		2012-08-31	2012-09-08	0
2012-09-15	2012-09-24	1	Yes		2012-09-15	2012-09-23	0
2012-09-30	2012-10-11	3	Yes		2012-09-30	2012-10-08	0
2012-10-15	2012-10-25	2	Yes		2012-10-15	2012-10-23	0
2012-10-31	2012-11-14	6	Yes		2012-10-31	2012-11-08	0

Period ending	2012-04-28													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	138.75	8.75	$ 1,214.06	$ 48.56					$ 1,053.54	$ 1,053.54	2012-05-07	1	$ -	
Daily log														

Period ending	2012-05-12													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78.5	10.25	$ 804.63	$ 32.19					$ 849.18	$ 849.18	2012-05-23	3	$ -	
Daily log	78.5													

Period ending	2012-05-26													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85.25	10.25	$ 873.81	$ 34.95					$ 789.87	$ 789.87	2012-06-04	1	$ -	
Daily log	85.25													

Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93	10.25	$ 953.25	$ 38.13					$ 840.78	$ 840.78	2012-07-31	2	$ -	
Daily log	93													

Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88.75	10.25	$ 909.69	$ 36.39					$ 826.54	$ 826.54	2012-08-15	3	$ -	
Daily log	88.75													

Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.25	10.25	$ 986.56	$ 39.46					$ 890.98	$ 890.98	2012-08-29	3	$ -	
Daily log	96.25													

Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.25	10.25	$ 863.56	$ 34.54					$ 807.27	$ 807.27	2012-09-12	3	$ -	
Daily log	84.25													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85					$ 804.68	$ 804.68	2012-09-26	3	$ -	
Daily log	85													

Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80.25	10.25	$ 822.56	$ 32.90					$ 826.54	$ 826.54	2012-10-10	3	$ -	
Daily log	80.5													

Period ending	2012-01-14													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	66.25	9.5	$ 629.38	$ 25.18					$ 593.07	$ 593.07	2012-01-26	4	$ -	
Daily log	66.25													

Period ending	2012-02-11													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	9.5	$ 712.50	$ 28.50					$ 661.56	$ 661.56	2012-02-17	-2	$ -	
Daily log	75													

Period ending	2012-03-10													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	180	9.5	$ 1,710.00	$ 68.40					$ -	$ -	2012-03-19	1	$ -	
Daily log	140													

Period ending	2012-03-24													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	9.5	$ 931.00	$ 37.24					$ 824.27	$ 824.27	2012-04-16	15	$ -	
Daily log	98													

Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111	9.5	$ 1,054.50	$ 42.18					$ 915.88	$ 915.88	2012-04-20	-2	$ -	
Daily log	110													

Period ending	2012-04-28													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.5	9.5	$ 1,021.25	$ 40.85					$ 891.21	$ 891.21	2012-05-07	1	$ -	
Daily log	107.5													

Period ending	2012-05-12													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	130	10.25	$ 1,332.50	$ 53.30					$ 1,128.88	$ 1,128.88	2012-05-23	3	$ -	
Daily log	130													

Period ending	2012-05-26													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120.75	10.25	$ 1,237.69	$ 49.51					$ 1,055.40	$ 1,055.40	2012-06-04	1	$ -	
Daily log	120.5													

Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.25	10.25	$ 1,130.06	$ 45.20					$ 971.98	$ 971.98	2012-07-04	10	$ -	
Daily log	110													

Period ending	2012-07-07													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	118.25	10.25	$ 1,212.06	$ 48.48					$ 1,035.53	$ 1,035.53	2012-07-16	1	$ -	
Daily log	118													

Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	116	10.25	$ 1,189.00	$ 47.56					$ 1,017.66	$ 1,017.66	2012-07-31	2	$ -	
Daily log	116													

Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113.75	10.25	$ 1,165.94	$ 46.64					$ 999.79	$ 999.79	2012-08-15	3	$ -	
Daily log	113.75													

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.75	10.25	$ 1,135.19	$ 45.41				$ 975.96	$ 975.96	2012-08-29	3	$ -	
Daily log	110.75												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104.75	10.25	$ 1,073.69	$ 42.95				$ 930.11	$ 930.11	2012-09-12	3	$ -	
Daily log	104.75												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.25	10.25	$ 1,078.81	$ 43.15				$ 933.91	$ 933.91	2012-09-26	3	$ -	
Daily log	105.25												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31				$ 975.96	$ 975.96	2012-10-10	3	$ -	
Daily log	110.5												

Period ending	2012-01-14														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	77	9.5	$ 731.50	$ 29.26	Cheque				$ 676.30	$ -	2012-01-26	4	$ 676.30		
Daily log	77							Yes							
Period ending	*2012-02-11*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	76.5	9.5	$ 726.75	$ 29.07	*Cheque*				$ 672.77	$ 672.77	2012-02-17	-2	$ -		
Daily log	76.5														
Period ending	*2012-03-10*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	180	9.5	$ 1,710.00	$ 68.40	*Cheque*				$ 1,486.65	$ 1,486.65	2012-03-19	1	$ -		
Daily log	140														
Period ending	*2012-07-07*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	100	9.5	$ 950.00	$ 38.00	*Cheque*				$ 838.37	$ 838.37	2012-07-16	1	$ -	1025	$ 75.00
Daily log	100														
Period ending	*2012-07-21*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	100	9.5	$ 950.00	$ 38.00	*cheque*				$ 838.37	$ 838.37	2012-07-31	2	$ -		
Daily log	100														
Period ending	*2012-08-18*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	190	10.25	$ 1,947.50	$ 77.90					$ -	$ -	2012-08-29	3	$ -		
Daily log	140														
Period ending	*2012-09-01*														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company	116	10.25	$ 1,189.00	$ 47.56	*cheque*				$ 1,017.66	$ 1,017.66	2012-09-12	3	$ -		
Daily log	116														

Period ending	2012-03-24												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	9.5	$ 950.00	$ 38.00	*Cheque*				$ 838.37	$ 838.37	2012-04-16	15	$ -
Daily log	100												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	135	9.5	$ 1,282.50	$ 51.30	*Cheque*				$ 1,090.12	$ 1,090.12	2012-08-15	3	$ -
Daily log	135												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	9.5	$ 1,016.50	$ 40.66	*cheque*				$ 887.68	$ 887.68	2012-09-12	3	$ -
Daily log	107												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	*Cheque*				$ 1,393.96	$ 1,393.96	2012-09-26	3	$ -
Daily log	130												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118.5	10.25	$ 1,214.63	$ 48.59	*Cheque*				$ 1,044.13	$ 1,044.13	2012-10-10	3	$ -
Daily log	117.5												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -
Daily log													

Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pa	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	9.88	$ 395.20	$ 15.81	*Cheque*				$ 389.81	$ 389.81	2012-04-20	-2	$ -	
Daily log	40													

Period ending	2012-05-26												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.25	10.25	$ 843.06	$ 33.72	*chq*				$ 783.40	$ 783.40	2012-06-04	1	$ -
Daily log	82.25												

Period ending	2012-06-16												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	*chq*				$ 1,025.78	$ 1,025.78	2012-07-04	10	$ -
Daily log	110												

Period ending	2012-07-07												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.5	10.25	$ 1,009.63	$ 40.39	*eft*				$ 949.94	$ 949.94	2012-07-16	1	$ -
Daily log	96.5												

Period ending	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33	*eft*				$ 922.62	$ 922.62	2012-07-31	2	$ -
Daily log	103.25												

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	*eft*				$ 886.39	$ 886.39	2012-08-15	3	$ -
Daily log	99												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28					$ 978.74	$ 978.74	2012-08-29	3	$ -
Daily log	108												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33					$ 932.08	$ 932.08	2012-09-12	3	$ -
Daily log	103.25												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33					$ 945.83	$ 945.83	2012-09-26	3	$ -
Daily log	103.25												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80					$ 741.94	$ 741.94	2012-10-10	3	$ -
Daily log	80												

Period ending	2012-05-26												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	*chq*				$ 886.82	$ 886.82	2012-06-04	1	$ -
Daily log	90		-										

Period ending	2012-06-16												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company		0	$ -	$ -					$ -	$ -	2012-07-04	10	$ -
Daily log													

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	220.5	10.25	$ 2,260.13	$ 90.41	*eft*				$ -	$ -	2012-08-15	3	$ -
Daily log	99												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	*eft*				$ 996.18	$ 996.18	2012-08-29	3	$ -
Daily log	108												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87	10.25	$ 891.75	$ 35.67	*eft*				$ 824.43	$ 824.73	2012-09-12	3	-$ 0.30
Daily log	87												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89	10.25	$ 912.25	$ 36.49	*eft*				$ -	$ -	2012-09-26	3	$ -
Daily log	89												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	*eft*				$ -	$ -	2012-10-10	3	$ -
Daily log	80												

Period ending	2012-05-26													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89	10.25	$ 912.25	$ 36.49	*chq*				$ 810.36	$ 810.36	2012-06-04	1	$ -	
Daily log	89													

Period ending	2012-06-16													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	10.25	$ 1,219.75	$ 48.79	*chq*				$ 1,041.49	$ 1,041.49	2012-07-04	10	$ -	
Daily log	119													

Period ending	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	*chq*				$ 993.83	$ 993.83	2012-07-31	2	$ -	
Daily log	113													

Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	116	10.25	$ 1,189.00	$ 47.56	*chq*				$ 1,017.66	$ 1,017.66	2012-08-15	3	$ -	
Daily log	116													

Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	*eft*				$ 886.39	$ 886.39	2012-08-29	3	$ -	
Daily log	99													

Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	10.25	$ 779.00	$ 31.16	*eft*				$ 711.74	$ 711.74	2012-09-12	3	$ -	
Daily log	76													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	*eft*				$ 947.21	$ 947.21	2012-09-26	3	$ -	
Daily log	107													

Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.5	10.25	$ 866.13	$ 34.65	*eft*				$ 776.16	$ 776.16	2012-10-10	3	$ -	
Daily log	84.5													

Period ending	2012-02-11													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90.25	9.5	$ 857.38	$ 34.30	*chq*				$ 769.67	$ 769.67	2012-02-17	-2	$ -	
Daily log	90.25													

Period ending	2012-04-14													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	9.5	$ 1,130.50	$ 45.22	*chq*				$ 297.32	$ 297.32	2012-04-20	-2	$ -	
Daily log	119													

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending	2012-02-11													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Underpaid	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	55.25	9.5	$ 524.88	$ 21.00	*chq*				$ 506.95	$ 506.95	2012-02-17	-2	$ -	
Daily log	55.25													

Period ending	2012-03-10													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	9.5	$ 855.00	$ 34.20	*chq*				$ 767.90	767.9	2012-03-19	1	$ -	
Daily log	90													

Period ending	2012-05-12													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	9.5	$ 1,520.00	$ 60.80	*chq*				$ 1,394.87	$ 1,394.87	2012-05-23	3	$ -	
Daily log	140													

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	0	$ -	$ -					$ -	$ -	1900-01-00	-8	$ -	
Daily log														

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68		4%		$ 484.21	$ 484.21	Friday, June 22, 2012	-1	$ -
Daily log	48												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.71	$ 404.71	Sunday, July 8, 2012	0	$ -
Daily log	40												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 898.86	$ 898.86	Sunday, July 22, 2012	-1	$ -
Daily log	100												

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96		4%		$ 1,333.96	$ 1,333.96	Wednesday, August 8, 2012	0	$ -
Daily log	156												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	10.25	$ 1,465.75	$ 58.63	$ 1,524.38		4%		$ 1,233.87	$ 1,233.87	22-Aug-12	-1	$ -
Daily log	143												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12		4%		$ 1,146.50	$ 1,146.50	8-Sep-12	0	$ -
Daily log	132												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	84	10.25	$ 861.00	$ 34.44	$ 895.44		4%		$ 777.21	$ 777.21	21-Sep-12	-2	$ -
Daily log	84												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 746.80	$ 746.80	7-Oct-12	-1	$ -
Daily log	80												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 746.80	$ 746.80	22-Oct-12	-1	$ -
Daily log	80												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	*2012-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.71	$ 389.42	8-Jul-12	0	-$ 15.29
Daily log	40												

Period ending	*2012-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72		4%		$ 838.04	$ 838.04	22-Jul-12	-1	$ -
Daily log	92												

Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	139	10.25	$ 1,424.75	$ 56.99	$ 1,481.74		4%		$ 1,165.92	$ 1,165.92	8-Aug-12	0	$ -
Daily log	139												

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12		4%		$ 1,112.45	$ 1,112.45	22-Aug-12	-1	$ -
Daily log	132												

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12		4%		$ 1,152.78	$ 1,152.78	8-Sep-12	0	$ -
Daily log	132												

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64		4%		$ 935.55	$ 935.55	21-Sep-12	-2	$ -
Daily log	104												

Period ending	*2012-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34		4%		$ 897.54	$ 897.54	7-Oct-12	-1	$ -
Daily log	99												

Period ending	*2012-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.71	$ 404.71	22-Oct-12	-1	$ -
Daily log	40												

Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	139.5	10.25	$ 1,429.88	$ 57.20	$ 1,487.07		4%		$ 1,206.09	$ 1,206.09	8-Aug-12	0	$ -
Daily log	139.5												

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12		4%		$ 1,146.50	$ 1,146.50	22-Aug-12	-1	$ -
Daily log	132												

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68		4%		$ 883.66	$ 883.66	8-Sep-12	0	$ -
Daily log	98												

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,051.18	$ 1,051.18	21-Sep-12	-2	$ -
Daily log	120												

Period ending	*2012-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.5	10.25	$ 1,060.88	$ 42.44	$ 1,103.31		4%		$ 925.47	$ 925.47	7-Oct-12	-1	$ -
Daily log	103.5												

Period ending	*2012-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81.5	10.25	$ 835.38	$ 33.42	$ 868.79		4%		$ 758.21	$ 758.21	22-Oct-12	-1	$ -
Daily log	81.5												

Period ending	*2012-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.75	10.25	$ 1,042.94	$ 41.72	$ 1,084.66		4%		$ 912.17	$ 912.17	7-Nov-12	-1	$ -
Daily log	101.5												

Period ending														
	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	11	10.25	$ 112.75	$ 4.51	$ 117.26		4%		$ 115.11	$ 115.11	22-Aug-12	-1	$ -	
Daily log	11													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	10	10.25	$ 102.50	$ 4.10	$ 106.60		4%		$ 104.65	$ 104.65	7-Oct-12	-1	$ -	
Daily log	10													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00		4%		$ 502.96	$ 502.96	21-Sep-12	-2	$ -	
Daily log	50													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104.5	10.25	$ 1,071.13	$ 42.85	$ 1,113.97		4%		$ 933.08	$ 933.08	7-Oct-12	-1	$ -	
Daily log	104.5													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	121.25	10.25	$ 1,242.81	$ 49.71	$ 1,292.53		4%		$ 1,061.10	$ 1,061.10	22-Oct-12	-1	$ -	
Daily log	121.25													

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95.75	10.25	$ 981.44	$ 39.26	$ 1,020.70		4%		$ 866.54	$ 866.54	7-Nov-12	-1	$ -	
Daily log	95.75													

Period ending														
	2012-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-41022	$ -	

Period ending														
	2012-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	116.5 116.5	9.5	$ 1,106.75	$ 44.27	$ 1,151.02		4%		$ 959.50	$ 959.50	8-May-12	0	$ -	

Period ending														
	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	88 88	10.25	$ 902.00	$ 36.08	$ 938.08		4%		$ 807.63	$ 807.63	22-May-12	-1	$ -	

Period ending														
	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-41068	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending														
	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	74.25	10.25	$ 761.06	$ 30.44	$ 791.51		4%			$ 703.09	8-Jun-12	0	$ 703.09	
Daily log	74.25													

Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	55.25	10.25	$ 566.31	$ 22.65	$ 588.97		4%		$ 547.29	$ 547.29	22-Jun-12	-1	$ -	
Daily log	55.25													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.71	$ 404.71	8-Jul-12	0	$ -	
Daily log	40													

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	91.75	10.25	$ 940.44	$ 37.62	$ 978.06		4%		$ 836.14	$ 836.14	22-Jul-12	-1	$ -	
Daily log	91.75													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143.25	10.25	$ 1,468.31	$ 58.73	$ 1,527.05		4%		$ 1,235.87	$ 1,235.87	8-Aug-12	0	$ -	
Daily log	143.25													

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143	10.25	$ 1,465.75	$ 58.63	$ 1,524.38		4%		$ 1,233.87	$ 1,233.87	22-Aug-12	-1	$ -	
Daily log	143													

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	154	10.25	$ 1,578.50	$ 63.14	$ 1,641.64		4%		$ 1,318.64	$ 1,318.64	8-Sep-12	0	$ -	
Daily log	154													

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,051.18	$ 1,051.18	21-Sep-12	-2	$ -	
Daily log	120													

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 898.86	$ 898.86	7-Oct-12	-1	$ -	
Daily log	100													

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%		$ 868.44	$ 868.44	22-Oct-12	-1	$ -	
Daily log	96													

Period ending	2012-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72.25	9.5	$ 686.38	$ 27.46	$ 713.83		4%		$ 644.51			-40931	-$	644.51
Daily log	72.25													

Period ending	2012-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.25	9.5	$ 885.88	$ 35.44	$ 921.31		4%		$ 798.79			-40947	-$	798.79
Daily log	93.25													

Period ending	2012-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65.5	9.5	$ 622.25	$ 24.89	$ 647.14		4%		$ 593.40			-40962	-$	593.40
Daily log	65.5													

Period ending	2012-02-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78.25	9.5	$ 743.38	$ 29.74	$ 773.11		4%		$ 693.21			-40976	-$	693.21
Daily log	78.25													

Period ending	2012-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	83	9.5	$ 788.50	$ 31.54	$ 820.04		4%		$ 729.72			-40991	-$	729.72
Daily log	83													

Period ending	2012-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	9.5	$ 1,007.00	$ 40.28	$ 1,047.28		4%		$ 891.79			-41007	-$	891.79
Daily log	106													

Period ending	2012-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	57	9.5	$ 541.50	$ 21.66	$ 563.16		4%		$ 526.84			-41022	-$	526.84
Daily log	57													

Period ending	2012-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58.5	9.5	$ 555.75	$ 22.23	$ 577.98		4%		$ 538.59			-41037	-$	538.59
Daily log	58.5													

Period ending	2012-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	45.5	10.25	$ 466.38	$ 18.66	$ 485.03		4%		$ 459.37			-41052	-$	459.37
Daily log	45.5													

Period ending	2012-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58	10.25	$ 594.50	$ 23.78	$ 618.28		4%		$ 570.52	$ 570.52	8-Jun-12	0	$	-
Daily log	58													

Period ending	2012-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52		4%		$ 688.78	$ 1,259.30	22-Jun-12	-1	$	570.52
Daily log	72													

Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	78.5	10.25	$ 804.63	$ 32.19	$ 836.81		4%		$ 743.58	$ 743.58	8-Jul-12	0	$	-
Daily log	78.5													

Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	

Payroll Company	88.75	10.25	$ 909.69	$ 36.39	$ 946.08		4%		$ 819.62	$ 819.62	22-Jul-12	-1	$ -	
Daily log	88.75													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33		4%		$ 908.94	$ 908.94	8-Aug-12	0	$ -	
Daily log	100.5													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.75	10.25	$ 950.69	$ 38.03	$ 988.72		4%		$ 850.02	$ 850.02	22-Aug-12	-1	$ -	
Daily log	92.75													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31	$ 1,177.93		4%		$ 984.97	$ 984.97	8-Sep-12	0	$ -	
Daily log	110.5													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10.25	$ 768.75	$ 30.75	$ 799.50		4%		$ 714.11	$ 714.11	21-Sep-12	-2	$ -	
Daily log	75													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74		4%		$ 827.21	$ 827.21	7-Oct-12	-1	$ -	
Daily log	89.75													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64		4%		$ 935.55	$ 935.55	22-Oct-12	-1	$ -	
Daily log	104													
Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72		4%		$ 844.32	$ 844.32	7-Nov-12	-1	$ -	
Daily log	92													

Period ending	2012-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	38	9.5	$ 361.00	$ 14.44	$ 375.44		4%		$ 357.39	$ 357.39	8-Feb-12	0	$ -	
Daily log	38													
Period ending	2012-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	70	9.5	$ 665.00	$ 26.60	$ 691.60		4%		$ 628.61	$ 628.61	22-Feb-12	-1	$ -	
Daily log	70													
Period ending	2012-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68		4%		$ 484.21	$ 484.21	8-Jul-12	0	$ -	
Daily log	48													
Period ending	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68		4%		$ 484.21	$ 484.21	22-Jul-12	-1	$ -	
Daily log	48													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	152.5	10.25	$ 1,563.13	$ 62.53	$ 1,625.65		4%		$ 1,307.15	$ 1,307.15	8-Aug-12	0	$ -	
Daily log	152.5													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12		4%		$ 1,146.50	$ 1,146.50	22-Aug-12	-1	$ -	
Daily log	132													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	143	10.25	$ 1,465.75	$ 58.63	$ 1,524.38		4%		$ 1,233.87	$ 1,233.87	8-Sep-12	0	$ -	
Daily log	143													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	116	10.25	$ 1,189.00	$ 47.56	$ 1,236.56		4%		$ 1,020.50	$ 1,020.50	21-Sep-12	-2	$ -	
Daily log	116													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%				7-Oct-12	41181	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-02-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	28	9.5	$ 266.00	$ 10.64	$ 276.64		4%		$ 265.10	$ 265.10	8-Mar-12	0	$	-
Daily log	28													
Period ending	*2012-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	26.5	9.5	$ 251.75	$ 10.07	$ 261.82		4%		$ 251.29	251.29	22-Apr-12	-1	-$	251.29
Daily log	26.5													
Period ending	*2012-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	15	9.5	$ 142.50	$ 5.70	$ 148.20		4%		$ 145.37	$ 145.37	8-May-12	0	$	-
Daily log	15													
Period ending	*2012-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	10.5	10.25	$ 107.63	$ 4.31	$ 111.93		4%		$ 109.89	$ 109.89	22-May-12	-1	$	-
Daily log	10.5													
Period ending	*2012-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28		4%		$ 83.72	$ 83.72	8-Jun-12	0	$	-
Daily log	8													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending														
	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 20, 2012	-3	$ -	
Daily log	120													
Period ending	2012-09-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0	10.25	$ -	$ -	$ -	$ -	4%	Yes	$ -	$ -		-41176	$ -	
Daily log	8													
Period ending	2012-09-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.72	$ 83.72	Friday, September 28, 2012	-3	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-09-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	0		$ -	$ -	$ -		4%	Yes				-41176	$ -	
Daily log	66													
Period ending	*2012-09-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%					-41183	$ -	
Daily log	30													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	0		$ -	$ -	$ -		4%	Yes				-41176	$ -
Daily log	72												

Period ending	2012-09-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.25	$ 1,219.75	$ 48.79	$ 1,268.54	$ 1,268.54	4%		$ 1,041.50	$ 1,041.50	Friday, September 28, 2012	-3	$ -
Daily log	30												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 20, 2012	-3	$ -	
Daily log	120													
Period ending	2012-07-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	136	11	$ 1,496.00	$ 59.84	$ 1,555.84	$ 1,555.84	4%		$ 1,252.09	$ 1,252.09	Friday, August 3, 2012	-3	$ -	
Daily log	136													
Period ending	2012-08-12													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	11	$ 1,716.00	$ 68.64	$ 1,784.64	$ 1,784.64	4%		$ 1,406.51	$ 1,406.51	Friday, August 17, 2012	-3	$ -	
Daily log	156													
Period ending	2012-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,495.08	$ 1,495.08	Friday, August 31, 2012	-2	$ -	
Daily log	168													
Period ending	2012-09-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%	Yes	$ 1,495.08	$ 1,495.08	Friday, September 21, 2012	-3	$ -	
Daily log	194													
Period ending	2012-09-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	26	11	$ 286.00	$ 11.44	$ 297.44	$ 297.44	4%		$ 283.94	$ 283.94	Friday, September 28, 2012	-3	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%	Yes				-41113	$ -
Daily log	22												

Period ending	2012-07-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	84	10.25	$ 861.00	$ 34.44	$ 895.44	$ 895.44	4%		$ 772.35	$ 772.35	Friday, August 3, 2012	-3	$ -
Daily log	72												

Period ending	2012-08-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	67	10.25	$ 686.75	$ 27.47	$ 714.22	$ 714.22	4%		$ 640.34	$ 640.34	Friday, August 17, 2012	-3	$ -
Daily log	67												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	$ 533.00	4%		$ 496.75	$ 496.75	Friday, August 31, 2012	-2	$ -
Daily log	50												

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	58	10.25	$ 594.50	$ 23.78	$ 618.28	$ 618.28	4%		$ 564.33	$ 564.33	Friday, September 21, 2012	-3	$ -
Daily log	48												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,094.73	$ 1,094.73	Friday, July 20, 2012	-3	$ -
Daily log	120												

Period ending	2012-07-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	135	11	$ 1,485.00	$ 59.40	$ 1,544.40	$ 1,544.40	4%	Yes	$ 1,299.66	$ 1,299.66	Friday, August 3, 2012	-3	$ -
Daily log	136												

Period ending	2012-08-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	11	$ 1,716.00	$ 68.64	$ 1,784.64	$ 1,784.64	4%		$ 1,471.81	$ 1,471.81	Friday, August 17, 2012	-3	$ -
Daily log	156												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,565.81	$ 1,565.81	Friday, August 31, 2012	-2	$ -
Daily log	168												

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92		4%	Yes				-41176	$ -
Daily log	252												

Period ending	2012-09-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,564.81	$ 1,564.81	Friday, September 28, 2012	-3	$ -
Daily log	84												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 970.02	$ 970.02	Friday, July 20, 2012	-3	$ -
Daily log	110												

Period ending	2012-07-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	12	$ 1,560.00	$ 62.40	$ 1,622.40	$ 1,622.40	4%		$ 1,299.93	$ 1,299.93	Friday, August 3, 2012	-3	$ -
Daily log	130												

Period ending	2012-08-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	11	$ 1,716.00	$ 68.64	$ 1,784.64	$ 1,784.64	4%		$ 1,406.51	$ 1,406.51	Friday, August 17, 2012	-3	$ -
Daily log	156												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,495.08	$ 1,495.08	Friday, August 31, 2012	-2	$ -
Daily log	168												

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%	Yes	$ 1,495.08	$ 1,495.08	Friday, September 21, 2012	-3	$ -
Daily log	252												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,495.08	$ 1,495.08	Friday, September 28, 2012	41172	$ -
Daily log	84												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 20, 2012	-3	$ -
Daily log	120												

Period ending	2012-07-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	11	$ 1,540.00	$ 61.60	$ 1,601.60	$ 1,601.60	4%		$ 1,284.89	$ 1,284.89	Friday, August 3, 2012	-3	$ -
Daily log	140												

Period ending	2012-08-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	11	$ 1,584.00	$ 63.36	$ 1,647.36	$ 1,647.36	4%		$ 1,317.52	$ 1,317.52	Friday, August 17, 2012	-3	$ -
Daily log	144												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,920.92	4%		$ 1,495.08	$ 1,495.08	Friday, August 31, 2012	-2	$ -
Daily log	168												

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%	Yes	$ 1,495.08	$ 1,495.08	Friday, September 21, 2012	-3	$ -
Daily log	252												

Period ending	2012-09-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,495.08	$ 1,495.08	Friday, September 28, 2012	-3	$ -
Daily log	84												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 970.02	$ 970.02	Friday, July 20, 2012	-3	$ -
Daily log	110												

Period ending	2012-07-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	11	$ 1,584.00	$ 63.36	$ 1,647.36	$ 1,647.36	4%		$ 1,317.52	$ 1,317.52	Friday, August 3, 2012	-3	$ -
Daily log	144												

Period ending	2012-08-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	11	$ 1,540.00	$ 61.60	$ 1,601.60	$ 1,601.60	4%		$ 1,284.98	$ 1,284.98	Friday, August 17, 2012	-3	$ -
Daily log	140												

Period ending	2012-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%	Yes	$ 1,495.08	$ 1,495.08	Friday, August 31, 2012	-2	$ -
Daily log	182												

Period ending	2012-09-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%	Yes	$ 1,495.08	$ 1,495.08	Friday, September 21, 2012	-3	$ -
Daily log	252												

Period ending	2012-09-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,495.08	$ 1,495.08	Friday, September 28, 2012	-3	$ -
Daily log	84												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 965.96			-41113	-$	965.96
Daily log	108													
Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96		4%		$ 1,340.23			-41129	-$	1,340.23
Daily log	156													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00		4%		$ 1,294.26			-41144	-$	1,294.26
Daily log	140													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60		4%		$ 1,370.89			-41160	-$	1,370.89
Daily log	160													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00		4%		$ 1,294.96		19-Aug-10	-766	-$	1,294.96
Daily log	150													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 905.13			-41190	-$	905.13
Daily log	100													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34		4%		$ 897.54			-41205	-$	897.54
Daily log	99													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	2012-07-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34		4%		$ 897.54	$ 897.54	$ -
Daily log	99										

Period ending	2012-07-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96		4%		$ 1,340.23	$ 1,340.23	$ -
Daily log	156										

Period ending	2012-08-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00		4%		$ 1,294.26	$ 1,294.26	$ -
Daily log	140										

Period ending	2012-08-31										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60		4%		$ 1,370.89	$ 1,370.89	$ -
Daily log	150										

Period ending	2012-09-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40		4%		$ 1,216.32	$ 1,216.32	$ -
Daily log	130										

Period ending	2012-09-30										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40		4%		$ 1,216.32	$ 1,216.32	$ -
Daily log	140										

Period ending	2012-10-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40		4%		$ 829.11	$ 829.11	$ -
Daily log	90										

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -		4%				$ -
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -		4%				$ -
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -		4%				$ -
Daily log											

Period ending	1900-01-00										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -		4%				$ -
Daily log											

Period ending											
	2012-01-15										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	42	9.5	$ 399.00	$ 15.96	$ 414.96	4%		$ 394.05	$ 394.05	$ -	
Daily log	42										
Period ending	*2012-01-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	54	9.5	$ 513.00	$ 20.52	$ 533.52	4%		$ 503.37	$ 503.37	$ -	
Daily log	54										
Period ending	*2012-02-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	78.5	9.5	$ 745.75	$ 29.83	$ 775.58	4%		$ 695.17	$ 695.17	$ -	
Daily log	78.5										
Period ending	*2012-02-29*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	60.25	9.5	$ 572.38	$ 22.90	$ 595.27	4%		$ 552.30	$ 552.30	$ -	
Daily log	60.25										
Period ending	*2012-03-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	63	9.5	$ 598.50	$ 23.94	$ 622.44	4%		$ 573.82	$ 573.82	$ -	
Daily log	63										
Period ending	*2012-03-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	46.5	9.5	$ 441.75	$ 17.67	$ 459.42	4%		$ 435.49	$ 435.49	$ -	
Daily log	46.5										
Period ending	*2012-04-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	65.5	9.5	$ 622.25	$ 24.89	$ 647.14	4%		$ 593.40	$ 593.40	$ -	
Daily log	65.5										
Period ending	*2012-04-30*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	71.5	9.5	$ 679.25	$ 27.17	$ 706.42	4%		$ 640.36	$ 640.36	$ -	
Daily log	71.5										
Period ending	*2012-05-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	73.5	10.25	$ 753.38	$ 30.14	$ 783.51	4%		$ 701.45	$ 701.45	$ -	
Daily log	73.5										
Period ending	*2012-05-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	76.25	10.25	$ 781.56	$ 31.26	$ 812.83	4%		$ 724.57	$ 724.57	$ -	
Daily log	76.25										
Period ending	*2012-07-15*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	4%		$ 36.74	$ 36.74	$ -	
Daily log	54										
Period ending	*2012-10-31*										
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining	
Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	4%		$ 737.87	$ 737.87	$ -	
Daily log	78										

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	4%		$ 965.96	$ 965.96	$ -
Daily log	108									

Period ending	2012-07-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	4%		$ 1,340.23	$ 1,340.23	$ -
Daily log	156									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	4%		$ 1,294.26	$ 1,294.26	$ -
Daily log	140									

Period ending	2012-08-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	160	10.25	$ 1,640.00	$ 65.60	$ 1,705.60	4%		$ 1,370.89	$ 1,370.89	$ -
Daily log	160									

Period ending	2012-09-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00	4%		$ 1,294.76	$ 1,294.76	$ -
Daily log										

Period ending	2012-09-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	4%		$ 1,057.45	$ 1,057.45	$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	73.5	9.5	$ 698.25	$ 27.93	$ 726.18	4%		$ 656.02		-$ 656.02
Daily log	73.5									

Period ending	2012-01-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	84.75	9.5	$ 805.13	$ 32.21	$ 837.33	4%		$ 742.06	$ 742.06	$ -
Daily log	84.75									

Period ending	2012-02-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	92.5	9.5	$ 878.75	$ 35.15	$ 913.90	4%		$ 796.66	$ 796.66	$ -
Daily log	92.5									

Period ending	2012-02-29									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	87.5	9.5	$ 831.25	$ 33.25	$ 864.50	4%		$ 761.43	$ 761.43	$ -
Daily log	87.5									

Period ending	2012-03-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	18	9.5	$ 171.00	$ 6.84	$ 177.84	4%		$ 173.01	$ 173.01	$ -
Daily log	18									

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	*2012-01-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	28.5	9.5	$ 270.75	$ 10.83	$ 281.58	4%		$ 269.71	$ 269.71	$ -
Daily log	28.5									

Period ending	*2012-01-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	50	9.5	$ 475.00	$ 19.00	$ 494.00	4%		$ 467.73	$ 467.73	$ -
Daily log	50									

Period ending	*2012-02-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	110.5	9.5	$ 1,049.75	$ 41.99	$ 1,091.74	4%		$ 923.50	$ 923.50	$ -
Daily log	110.5									

Period ending	*2012-02-29*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	91	9.5	$ 864.50	$ 34.58	$ 899.08	4%		$ 786.09	$ 786.09	$ -
Daily log	91									

Period ending	*2012-03-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	122.5	9.5	$ 1,163.75	$ 46.55	$ 1,210.30	4%		$ 1,008.05	$ 1,008.05	$ -
Daily log	122.5									

Period ending	*2012-03-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	97	9.5	$ 921.50	$ 36.86	$ 958.36	4%		$ 828.37	$ 828.37	$ -
Daily log	97									

Period ending	*2012-04-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	107.25	9.5	$ 1,018.88	$ 40.76	$ 1,059.63	4%		$ 900.61	$ 900.61	$ -
Daily log	107.25									

Period ending	*2012-04-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	101.25	9.5	$ 961.88	$ 38.48	$ 1,000.35	4%		$ 858.32	$ 858.32	$ -
Daily log	101.25									

Period ending	*2012-05-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	30.25	10.25	$ 310.06	$ 12.40	$ 322.47	4%		$ 307.82	$ 307.82	$ -
Daily log	30.25									

Period ending	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	100.5	11	$ 1,105.50	$ 44.22	$ 1,149.72	4%		$ 964.85	$ 964.85	$ -
Daily log	100.5									

Period ending	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	112.5	11	$ 1,237.50	$ 49.50	$ 1,287.00	4%		$ 1,063.26	$ 1,363.26	$ -
Daily log	112.5									

Period ending	2012-02-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	111.5	11	$ 1,226.50	$ 49.06	$ 1,275.56	4%		$ 1,054.74	$ 1,054.74	$ -
Daily log	111.5									

Period ending	2012-02-29									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	74	11	$ 814.00	$ 32.56	$ 846.56	4%		$ 748.63	$ 748.63	$ -
Daily log	74									

Period ending	2012-03-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	102.5	11	$ 1,127.50	$ 45.10	$ 1,172.60	4%		$ 981.16	$ 981.16	$ -
Daily log	102.5									

Period ending	2012-03-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	103.25	11	$ 1,135.75	$ 45.43	$ 1,181.18	4%		$ 987.28	$ 987.28	$ -
Daily log	103.25									

Period ending	2012-04-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	76	11	$ 836.00	$ 33.44	$ 869.44	4%		$ 754.95	$ 754.95	$ -
Daily log	76									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company	42.5	11	$ 467.50	$ 18.70	$ 486.20	4%		$ 460.45	$ 460.45	$ -
Daily log	42.5									

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	2012-01-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	82.5	9.5	$ 783.75	$ 31.35	$ 815.10	4%		$ 726.19	$ 726.19	$ -
Daily log	82.5									

Period ending	2012-01-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	25	9.5	$ 237.50	$ 9.50	$ 247.00	4%		$ 237.47	$ 237.47	$ -
Daily log	25									

Period ending	2012-02-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	109.5	9.5	$ 1,040.25	$ 41.61	$ 1,081.86	4%		$ 916.45	$ 916.45	$ -
Daily log	109.5									

Period ending	2012-02-29									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	102.5	9.5	$ 973.75	$ 38.95	$ 1,012.70	4%		$ 867.13	$ 867.13	$ -
Daily log	102.5									

Period ending	2012-03-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	104	9.5	$ 988.00	$ 39.52	$ 1,027.52	4%		$ 877.70	$ 877.70	$ -
Daily log	104									

Period ending	2012-03-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	98	9.5	$ 931.00	$ 37.24	$ 968.24	4%		$ 835.41	$ 835.41	$ -
Daily log	98									

Period ending	2012-04-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	105.5	9.5	$ 1,002.25	$ 40.09	$ 1,042.34	4%		$ 888.26	$ 888.26	$ -
Daily log	105.5									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	123	9.5	$ 1,168.50	$ 46.74	$ 1,215.24	4%		$ 1,011.57	$ 1,011.57	$ -
Daily log	123									

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	123.75	10.25	$ 1,268.44	$ 50.74	$ 1,319.18	4%		$ 1,087.25	$ 1,087.25	$ -
Daily log	123.25									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	112.75	10.25	$ 1,155.69	$ 46.23	$ 1,201.92	4%		$ 1,002.07	$ 1,002.07	$ -
Daily log	112.75									

Period ending	2012-06-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	81.75	10.25	$ 837.94	$ 33.52	$ 871.46	4%		$ 766.39	$ 766.39	$ -
Daily log	81.75									

Period ending	2012-06-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	84	10.25	$ 861.00	$ 34.44	$ 895.44	4%		$ 783.49	$ 783.49	$ -
Daily log	84									

Period ending	2012-07-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining

Payroll Company	9	10.25	$ 92.25	$ 3.69	$ 95.94	4%		$ 94.18	$ 94.18	$ -	
Daily log	9										

Period ending	*2012-08-31*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	57.25	10.25	$ 586.81	$ 23.47	$ 610.29	4%		$ 564.18	$ 564.18	$ -
Daily log	57.25									

Period ending	*2012-09-15*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	4%		$ 905.13	$ 905.13	$ -
Daily log	100									

Period ending	*2012-09-30*									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	4%		$ 502.96	$ 502.96	$ -
Daily log	50									

Period ending	2012-03-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	64	9.5	$ 608.00	$ 24.32	$ 632.32	4%		$ 581.65	$ 581.65	$ -
Daily log	64									

Period ending	2012-04-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	108	9.5	$ 1,026.00	$ 41.04	$ 1,067.04	4%		$ 905.88	$ 905.88	$ -
Daily log	108									

Period ending	2012-04-30									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	117	9.5	$ 1,111.50	$ 44.46	$ 1,155.96	4%		$ 969.30	$ 969.30	$ -
Daily log	117									

Period ending	2012-05-15									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	$ -
Daily log	117									

Period ending	2012-05-31									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	$ -
Daily log	117									

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	1900-01-00									
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Amount remaining
Payroll Company			$ -	$ -	$ -	4%				$ -
Daily log										

Period ending	2012-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	99	9.5	$ 940.50	$ 37.62	$ 978.12		4%		$ 842.46	$ 842.46	-41022	$	-
Daily log	99												

Period ending	2012-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	117	9.5	$ 1,111.50	$ 44.46	$ 1,155.96		4%		$ 969.30	$ 969.30	-41037	$	-
Daily log	117												

Period ending	2012-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08		4%		$ 813.90	$ 813.90	-41052	$	-
Daily log	88												

Period ending	2012-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08		4%		$ 813.90		-41068	-$	813.90
Daily log	88												

Period ending	2012-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22		4%		$ 1,034.39		-41083	-$	1,034.39
Daily log	117												

Period ending	2012-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 965.96		-41098	-$	965.96
Daily log	108												

Period ending	2012-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22		4%		$ 1,034.39		-41113	-$	1,034.39
Daily log	117												

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22		4%		$ 1,034.39		-41129	-$	1,034.39
Daily log	116												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	150	10.25	$ 1,537.50	$ 61.50	$ 1,599.00		4%		$ 1,294.96		-41144	-$	1,294.96
Daily log	150												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80		4%		$ 1,136.89		-41160	-$	1,136.89
Daily log	130												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Late by (days)	Amount remaining	
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80		4%		$ 1,136.89		-41175	-$	1,136.89
Daily log	130												

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 27, 2012	-2	$ -	
Daily log	120													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.56	4%		$ 863.58	$ 863.58	Friday, August 10, 2012	-2	$ -	
Daily log	96													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 894.00	$ 894.00	Friday, August 24, 2012	-2	$ -	
Daily log	100													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, September 7, 2012	-2	$ -	
Daily log	120													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,108.64	4%		$ 917.12	$ 917.12	Friday, September 21, 2012	-2	$ -	
Daily log	88													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,195.39	$ 1,195.39	Friday, October 5, 2012	-2	$ -	
Daily log	140													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,094.73	$ 1,094.73	Friday, July 27, 2012	-2	$ -	
Daily log	120													
Period ending	2012-08-04													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 898.75	$ 898.75	Friday, August 10, 2012	-2	$ -	
Daily log	96													
Period ending	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 930.85	$ 930.85	Friday, August 24, 2012	-2	$ -	
Daily log	100													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,094.73	$ 1,094.73	Friday, September 7, 2012	-2	$ -	
Daily log	120													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,108.64	4%		$ 960.78	$ 960.78	Friday, September 21, 2012	-2	$ -	
Daily log	96													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,257.03	$ 1,257.03	Friday, October 5, 2012	-2	$ -	
Daily log	140													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-09-15	Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.66	$ 165.66	Friday, September 21, 2012	-2	$ -
	Daily log	16												
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													

Period ending														
	2012-08-18													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 894.00	$ 894.00	Friday, August 24, 2012	-2	$ -	
Daily log	80													
Period ending	2012-09-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, September 7, 2012	-2	$ -	
Daily log	96													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,108.64	4%		$ 915.88	$ 915.88	Friday, September 21, 2012	-2	$ -	
Daily log	88													
Period ending	2012-09-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,194.15	$ 1,194.15	Friday, October 5, 2012	-2	$ -	
Daily log	140													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 944.00	$ 944.00	Friday, August 24, 2012	-2	$ -
Daily log	100												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,206.49	$ 1,206.49	Friday, September 7, 2012	-2	$ -
Daily log	120												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,188.96	$ 47.56	$ 1,236.52	$ 1,236.52	4%		$ 1,008.15	$ 1,008.15	Friday, September 21, 2012	-2	$ -
	8	15.37											
Daily log	96												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 736.27	$ 736.27	Friday, October 5, 2012	-2	$ -
Daily log	80												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-08-04	Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 898.75	$ 898.75	Friday, August 10, 2012	-2	$ -
	Daily log	96												
2012-08-18	Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 930.85	$ 930.85	Friday, August 24, 2012	-2	$ -
	Daily log	100												
2012-09-01	Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.26	4%		$ 898.75	$ 898.75	Friday, September 7, 2012	-2	$ -
	Daily log	96												
2012-09-15	Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 960.57	$ 960.57	Friday, September 21, 2012	-2	$ -
	Daily log	96												
2012-09-29	Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,091.89	$ 1,091.89	Friday, October 5, 2012	-2	$ -
	Daily log	110												
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					#VALUE!	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, September 7, 2012	-2	$ -
Daily log	96												
Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, September 21, 2012	-2	$ -
Daily log	96												
Period ending	*2012-09-29*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 885.34	$ 885.34	Friday, October 5, 2012	-2	$ -
Daily log	100												
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	*1900-01-00*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-21													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 27, 2012	-2	$ -	
Daily log	120													
Period ending	*2012-08-04*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, August 10, 2012	-2	$ -	
Daily log	96													
Period ending	*2012-08-18*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 894.00	$ 894.00	Friday, August 24, 2012	-2	$ -	
Daily log	100													
Period ending	*2012-09-01*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, September 7, 2012	-2	$ -	
Daily log	120													
Period ending	*2012-09-15*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 917.12	$ 917.12	Friday, September 21, 2012	-2	$ -	
Daily log	88													
Period ending	*2012-09-29*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,195.39	$ 1,195.39	Friday, October 5, 2012	-2	$ -	
Daily log	140													
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending													
	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, August 10, 2012	-2	$ -
Daily log	96												
Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 894.00	$ 894.00	Friday, August 24, 2012	-2	$ -
Daily log	100												
Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, September 7, 2012	-2	$ -
Daily log	96												
Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 916.37	$ 916.37	Friday, September 21, 2012	-2	$ -
Daily log	104												
Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,039.70	$ 1,039.70	Friday, October 5, 2012	-2	$ -
Daily log	110												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending													
	2012-07-21												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, July 27, 2012	-2	$ -
Daily log	120												
Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.58	$ 863.58	Friday, August 10, 2012	-2	$ -
Daily log	96												
Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 894.00	$ 894.00	Friday, August 24, 2012	-2	$ -
Daily log	100												
Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,049.43	$ 1,049.43	Friday, September 7, 2012	-2	$ -
Daily log	120												
Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 917.12	$ 917.12	Friday, September 21, 2012	-2	$ -
Daily log	96												
Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,195.39	$ 1,195.39	Friday, October 5, 2012	-2	$ -
Daily log	130												
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	18	10.25	$ 184.50	$ 7.38	$ 191.88	$ 191.88	4%		$ 186.09	$ 186.09	Tuesday, August 7, 2012	-1	$ -	
Daily log	18													
Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10	$ 1,439.10	4%		$ 1,176.60	$ 1,176.60	Tuesday, August 21, 2012	-2	$ -	
Daily log	135													
Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	134	10.25	$ 1,373.50	$ 54.94	$ 1,428.44	$ 1,428.44	4%		$ 1,168.66	$ 1,168.66	Friday, September 7, 2012	-1	$ -	
Daily log	134													
Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	141.5	10.25	$ 1,450.38	$ 58.02	$ 1,508.39	$ 1,508.40	4%		$ 1,228.25	$ 1,228.25	Tuesday, September 18, 2012	-5	$ -	
Daily log	141.5													
Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	137	10.25	$ 1,404.25	$ 56.17	$ 1,460.42	$ 1,460.42	4%		$ 1,192.50	$ 1,192.50	Tuesday, October 9, 2012	-1	$ -	
Daily log	137													
Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	113	10.25	$ 1,158.25	$ 46.33	$ 1,204.58	$ 1,204.58	4%		$ 1,003.97	$ 1,003.97	Friday, October 19, 2012	-4	$ -	
Daily log	113													
Period ending	*2012-10-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65	10.25	$ 666.25	$ 26.65	$ 692.90	$ 692.90	4%		$ 629.65	$ 629.65	Monday, October 29, 2012	-2	$ -	
Daily log	65													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Tuesday, August 7, 2012	-1	$ -	
Daily log	100													
Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,136.89	$ 1,136.89	Tuesday, August 21, 2012	-2	$ -	
Daily log	130													
Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,248.10	$ 1,248.10	Friday, September 7, 2012	-1	$ -	
Daily log	144													
Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	129.5	10.25	$ 1,327.38	$ 53.10	$ 1,380.47	$ 1,380.48	4%		$ 1,132.93	$ 1,132.93	Tuesday, September 18, 2012	-5	$ -	
Daily log	129.5													
Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	131	10.25	$ 1,342.75	$ 53.71	$ 1,396.46	$ 1,396.46	4%		$ 1,144.82	$ 1,144.82	Tuesday, October 9, 2012	-1	$ -	
Daily log	131													
Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,011.57	$ 1,011.57	Friday, October 19, 2012	-4	$ -	
Daily log	114													
Period ending	*2012-10-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65	10.25	$ 666.25	$ 26.65	$ 692.90	$ 692.90	4%		$ 629.65	$ 629.65	Monday, October 29, 2012	-2	$ -	
Daily log	65													
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Tuesday, August 7, 2012	-1	$ -
Daily log	100												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,385.80	4%		$ 1,135.89	$ 1,136.89	Tuesday, August 21, 2012	-2	$ -
Daily log	130												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,248.10	$ 1,248.10	Friday, September 7, 2012	-1	$ -
Daily log	144												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	133	10.25	$ 1,363.25	$ 54.53	$ 1,417.78	$ 1,417.78	4%		$ 1,160.72	$ 1,160.72	Tuesday, September 18, 2012	-5	$ -
Daily log	133												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	137	10.25	$ 1,404.25	$ 56.17	$ 1,460.42	$ 1,460.42	4%		$ 1,192.50	$ 1,192.50	Tuesday, October 9, 2012	-1	$ -
Daily log	137												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.25	$ 1,219.75	$ 48.79	$ 1,268.54	$ 1,268.54	4%		$ 1,049.60	$ 1,049.60	Friday, October 19, 2012	-4	$ -
Daily log	119												

Period ending	2012-10-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	65	10.25	$ 666.25	$ 26.65	$ 692.90	$ 692.90	4%		$ 629.65	$ 629.65	Monday, October 29, 2012	-2	$ -
Daily log	65												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.75	4%		$ 844.32			-41129	-$ 844.32
Daily log	92												

Period ending	2012-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10	$ 1,439.10	4%		$ 1,176.60	$ 1,176.60	Tuesday, August 21, 2012	-2	$ -
Daily log	135												

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,248.10	$ 1,248.10	Friday, September 7, 2012	-1	$ -
Daily log	144												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	141.5	10.25	$ 1,450.38	$ 58.02	$ 1,508.39	$ 1,508.40	4%		$ 1,228.25	$ 1,228.25	Tuesday, September 18, 2012	-5	$ -
Daily log	141.5												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	137	10.25	$ 1,404.25	$ 56.17	$ 1,460.42	$ 1,460.42	4%		$ 1,192.50	$ 1,192.50	Tuesday, October 9, 2012	1	$ -
Daily log	137												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,034.39	$ 1,034.39	Friday, October 19, 2012	-4	$ -
Daily log	117												

Period ending	2012-10-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	57	10.25	$ 584.25	$ 23.37	$ 607.62	$ 607.62	4%		$ 562.08	$ 562.08	Monday, October 29, 2012	-2	$ -
Daily log	57												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 905.13	$ 905.13	Tuesday, August 7, 2012	-1	$ -	
Daily log	100													
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10	$ 1,439.10	4%		$ 1,176.60	$ 1,176.60	Tuesday, August 21, 2012	-2	$ -	
Daily log	135													
Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	137	10.25	$ 1,404.25	$ -	$ 1,404.25	$ 1,460.42	0%		$ 1,192.50	$ 1,192.50	Friday, September 7, 2012	-1	$ -	
Daily log	137													
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	139.5	10.25	$ 1,429.88	$ 57.20	$ 1,487.07	$ 1,487.08	4%		$ 1,212.37	$ 1,212.37	Tuesday, September 18, 2012	-5	$ -	
Daily log	139.5													
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	137	10.25	$ 1,404.25	$ 56.17	$ 1,460.42	$ 1,460.42	4%		$ 1,192.50	$ 1,192.50	Tuesday, October 9, 2012	1	$ -	
Daily log	137													
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 1,011.57	$ 1,011.57	Friday, October 19, 2012	-4	$ -	
Daily log	114													
Period ending	2012-10-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	57	10.25	$ 584.25	$ 23.37	$ 607.62	$ 607.62	4%		$ 562.08	$ 562.08	Monday, October 29, 2012	-2	$ -	
Daily log	57													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144.5	10.25	$ 1,481.13	$ 59.25	$ 1,540.37	$ 1,540.38	4%		$ 1,252.08	$ 1,252.08	Friday, September 21, 2012	-2	$ -
Daily log	144.5												

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124	10.25	$ 1,271.00	$ 50.84	$ 1,321.84	$ 1,321.84	4%		$ 1,089.23	$ 1,089.23	Tuesday, October 9, 2012	1	$ -
Daily log	124												

Period ending	2012-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119	10.25	$ 1,219.75	$ 48.79	$ 1,268.54	$ 1,268.54	4%	Yes	$ 1,049.60	$ 1,049.60	Friday, October 19, 2012	-4	$ -
Daily log	119.5												

Period ending	2012-10-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	65	10.25	$ 666.25	$ 26.65	$ 692.90	$ 692.90	4%		$ 629.65	$ 629.65	Monday, October 29, 2012	-2	$ -
Daily log	65												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	Saturday, August 4, 2012	-4	$	-

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.42	$ 1,049.43	Sunday, August 19, 2012	-4	$	0.01

Period ending	2012-08-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	Sunday, September 2, 2012	-5	$	-

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	Saturday, September 15, 2012	-8	$	-

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	30-Sep-12	-8	$	-

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$	-

Period ending	2012-10-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Oct-12	-9	$	-

Period ending	2012-07-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	4-Aug-12	-3	$ -	

Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$ -	

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-6	$ -	

Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	15-Sep-12	-8	$ -	

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$ -	

Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$ -	

Period ending	*2012-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	4-Aug-12	-4	$ -

Period ending	*2012-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$ -

Period ending	*2012-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-6	$ -

Period ending	*2012-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	15-Sep-12	-8	$ -

Period ending	*2012-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$ -

Period ending	*2012-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$ -

Period ending															
	2012-07-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	4-Aug-12	-4	$ -		
Period ending	*2012-08-15*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$ -		
Period ending	*2012-08-30*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-5	$ -		
Period ending	*2012-09-15*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	12-Sep-12	-11	$ -		
Period ending	*2012-09-30*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$ -		
Period ending	*2012-10-15*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$ -		
Period ending	*1900-01-00*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -		
Period ending	*1900-01-00*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -		
Period ending	*1900-01-00*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -		
Period ending	*1900-01-00*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -		
Period ending	*1900-01-00*														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -		

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	4-Aug-12	-4	$ -	

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	19-Aug-12	-4	$ -	

Period ending	*2012-08-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	2-Sep-12	-5	$ -	

Period ending	*2012-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	15-Sep-12	-8	$ -	

Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	29-Sep-12	-9	$ -	

Period ending	*2012-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	13-Oct-12	-10	$ -	

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2012-07-31	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	4-Aug-12	-4	$ -
2012-08-15	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$ -
2012-08-30	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-5	$ -
2012-09-15	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	15-Sep-12	-8	$ -
2012-09-30	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$ -
2012-10-15	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	4-Aug-12	-4	$ -	
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$ -	
Period ending	2012-08-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-5	$ -	
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	15-Sep-12	-8	$ -	
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$ -	
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$ -	

Period ending															
	2012-07-31														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88			-41129	-$	1,462.88	
Period ending	2012-08-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88			-41144	-$	1,462.88	
Period ending	2012-08-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	2-Sep-12	-5	$	-	
Period ending	2012-09-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88			-41175	-$	1,462.88	
Period ending	2012-09-30														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88	$ 1,462.88	29-Sep-12	-9	$	-	
Period ending	2012-10-15														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log	120	15	$ 1,800.00	$ 72.00	$ 1,872.00		4%		$ 1,462.88			-41205	-$	1,462.88	
Period ending	1900-01-00														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-	
Period ending	1900-01-00														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-	
Period ending	1900-01-00														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-	
Period ending	1900-01-00														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-	
Period ending	1900-01-00														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining		
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-	

Period ending														
	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43			-41129	-$	1,049.43
Period ending	2012-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	19-Aug-12	-4	$	-
Period ending	2012-08-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	2-Sep-12	-5	$	-
Period ending	2012-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	15-Sep-12	-8	$	-
Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	29-Sep-12	-9	$	-
Period ending	2012-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43	$ 1,049.43	13-Oct-12	-10	$	-
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43		4-Aug-12	-4	-$	1,049.43

Period ending	*2012-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,049.43		19-Aug-12	-4	-$	1,049.43

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	*1900-01-00*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$	-

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,273.77	$ 2,273.77	2012-07-31	-8	$	-

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,665.14	$ 2,665.14	2012-08-31	-8	$	-

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	230	10.25	$ 2,357.50	$ 94.30					$ 2,038.35	$ 2,038.35	2012-09-30	-8	$	-



Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,273.77	$ 2,273.77	2012-08-01	-7	$ -	

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,665.14	$ 2,665.14	2012-08-31	-8	$ -	

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	300	10.25	$ 3,075.00	$ 123.00					$ 2,588.53	$ 2,588.53	2012-09-30	-8	$ -	

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	110	10.25	$ 1,127.50	$ 45.10					$ 1,090.36	$ 1,090.36			$ -	

Period ending	#REF!													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	#REF!	$ -	

Period ending	#REF!													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -	

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	140	10.25	$ 1,435.00	$ 57.40					$ 1,328.49	$ 1,328.49	2012-08-01	-7	$ -

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,640.75	$ 2,640.75	2012-08-31	-8	$ -

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	300	10.25	$ 3,075.00	$ 123.00					$ 2,564.12	$ 2,564.12	2012-09-30	-8	$ -

Period ending	2012-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	230	10.25	$ 2,357.50	$ 94.30					$ 2,013.95	$ 2,013.95	2012-10-31		$ -

Period ending	#REF!												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	#REF!	$ -

Period ending	#REF!												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,249.37	$ 2,249.37	2012-08-01	-7	$ -

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,640.75	$ 2,640.75	2012-08-31	-8	$ -

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	300	10.25	$ 3,075.00	$ 123.00					$ 2,564.12	$ 2,564.12	2012-09-30	-8	$ -

Period ending	2012-10-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20					$ 1,159.56	$ 1,159.56			$ -

Period ending	#REF!												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -	$ -	1900-01-00	#REF!	$ -

Period ending	#REF!												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	0	0	$ -	$ -					$ -				$ -

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,249.37	$ 2,249.37	2012-08-01	-7	$	-

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,640.75	$ 2,640.75	2012-08-31	-8	$	-

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	300	10.25	$ 3,075.00	$ 123.00					$ 2,564.12	$ 2,564.12	2012-09-30	-8	$	-

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	110	10.25	$ 1,127.50	$ 45.10					$ 1,075.09	$ 1,075.09	2012-11-01	-7	$	-

Period ending	2012-07-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60				$ 2,249.37	$ 2,249.37	2012-08-01	-7	$ -	

Period ending	2012-08-31												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10				$ 2,640.75	$ 2,640.75	2012-08-31	-8	$ -	

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	18	10.25	$ 184.50	$ 7.38				$ 188.37	$ 188.37	2012-09-30	-8	$ -	

Period ending	2012-09-30												
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	0	0	$ -	$ -				$ -			-41190	$ -	

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,273.77	$ 2,273.77	2012-08-01	-7	$	-

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,665.14	$ 2,665.14	2012-08-31	-8	$	-

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	300	10.25	$ 3,075.00	$ 123.00					$ 2,588.53	$ 2,588.53	2012-09-30	-8	$	-

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	100	10.25	$ 1,025.00	$ 41.00					$ 1,005.90	$ 1,005.90	2012-11-01	-7	$	-

Resham Heer

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Company	260	10.25	$ 2,665.00	$ 106.60					$ 2,273.77	$ 2,273.77	2012-08-01	-7	$ -	
Daily log														

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	310	10.25	$ 3,177.50	$ 127.10					$ 2,665.14	$ 2,665.14	2012-08-31	-8	$ -	
Daily log														

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	230	10.25	$ 2,357.50	$ 94.30					$ 2,038.35	$ 2,038.35	2012-09-30	-8	$ -	
Daily log														

Period ending	2012-10-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company		10.25	$ -	$ -								-41221	$ -	
Daily log														

Period ending	*2012-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	260	10.25	$ 2,665.00	$ 106.60					$ 2,273.77	$ 2,273.77	2012-08-01	-7	$	-

Period ending	*2012-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	310	10.25	$ 3,177.50	$ 127.10					$ 2,665.14	$ 2,665.14	2012-08-31	-8	$	-

Period ending	*2012-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	230	10.25	$ 2,357.50	$ 94.30					$ 2,038.35	$ 2,038.35	2012-09-30	-8	$	-

Period ending	2012-07-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)		Amount remaining
Payroll Company	260	10.25	$ 2,665.00	$ 106.60					$ 2,249.37	$ 2,249.37	2012-08-01	-7	$	-
Daily log														

Period ending	2012-08-31													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)		Amount remaining
Payroll Company	310	10.25	$ 3,177.50	$ 127.10					$ 2,640.75	$ 2,640.75	2012-08-31	-8	$	-
Daily log														

Period ending	2012-09-30													
	Hours	Rate	Earnings	Vacation Pay	Payment Method	*Vacation pay rate*	4%		Net pay	Cheque amount	Cheque date	Late by (days)		Amount remaining
Payroll Company	230	10.25	$ 2,357.50	$ 94.30					$ 2,013.95	$ 2,013.95	2012-09-30	-8	$	-
Daily log														

Jagjit S. Gill

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	11	$ 660.00	$ 26.40	$ 686.40		4%		$ 654.30			-41215	-$ 654.30
Daily log	60												

Bahadur Dhaliwal

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30	11	$ 330.00	$ 13.20	$ 343.20		4%		$ 334.32			-41215	-$ 334.32
Daily log	30												

Ajit Singh

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	30	11	$ 330.00	$ 13.20	$ 343.20		4%		$ 334.37			-41215	-$ 334.37
Daily log	30												

Palwinder Arora

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	11	$ 660.00	$ 26.40	$ 686.40		4%		$ 654.30			-41215	-$ 654.30
Daily log	60												

Navneet Sekhon

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	11	$ 550.00	$ 22.00	$ 572.00		4%		$ 547.65			-41215	-$ 547.65
Daily log	50												

Charanjit Johal

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	12	$ 720.00	$ 28.80	$ 748.80		4%		$ 712.47			-41215	-$ 712.47
Daily log	60												

Shavinder Gill

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	11	$ 550.00	$ 22.00	$ 572.00		4%		$ 547.65			-41215	-$ 547.65
Daily log	50												

Jagir Rai

Period ending	2012-10-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	11	$ 550.00	$ 22.00	$ 572.00		4%		$ 547.65			-41215	-$ 547.65
Daily log	50												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

s22

Rate	Lb Picked	25-Aug		08-Sep		22-Sep		24-Oct	
0.4	197	$	939.20	139	$	737.20	153	$	358.80	497	$	1,000.00
	294		939.2	124		737.2	68		372.4	110		1000
	210			246			88			168		
	204			118			168			145		
	137			114			78			278		
	148	Difference		175	Difference		95	Difference		297	Difference	
	138		0	290	$	-	247	$	13.60	132	$	-
	309			177						138		
	342			85						156		
	212			73						98		
	157			302						141		
										165		
										90		
										85		
	2348			1843			897			2500		

Rate	Lb Picked	25-Aug		08-Sep
0.4	201	$	130.40	
	125		131.6	
		Difference		
		$	1.20	
	326			0

s22

Rate	Lb Picked	25-Aug		08-Sep		22-Sep		24-Oct	
0.4	250	$	1,540.00	236	$	1,486.00	458	$	1,477.60	732	$	4,000.00
	142		1540	226		1486	44			694		4000
	364			230			268			719		
	148			443			194			589		
	190			123			317			573		
	524	Difference		143	Difference		373	Difference		767	Difference	
	607		0	500	$	-	270	-$	1,477.60	674	$	-
	150			148			218			576		
	596			233			239			497		
	237			193			277			532		
	126			253			240			568		
	217			281			272			387		
	299			298			228			497		
				408			296			351		
										386		
										332		
										258		
										241		
										179		
										168		
										151		
										129		
	3850			3715			3694			10000		

Rate	Lb Picked	25-Aug		08-Sep
0.4	250	$	879.60	
	231		939.2	
	169			
	146			
	264			
	170	Difference		
	534	$	59.60	
	242			
	126			
	67			
				132
				225
				137
				170
				186
				229
				279
				221
				109
	2199			1689

s22

Rate	Lb Picked	25-Aug		08-Sep		22-Sep		14-Oct	
0.4	89	$	933.60	244	$	957.20	247	$	716.00	527	$	634.00
	167		933.6	137		957.2	198		716	194		634
	289			168			169			217		
	489			236			127			169		
	426			225			176			176		
	373	Difference		242	Difference		288	Difference		116	Difference	
	80		0	168	$	-	168	$	-	102	$	-
	150			230			150			84		

Rate	Lb Picked	25-Aug		08-Sep
0.4	207	$	358.80	
	69		358.8	
	148			
	190			
	159			
	88	Difference		
	36	$	-	
				306
				121
				137
				54
				272
				177
				80
				89

	271		191		191						102
			241		76						
			153								
			158								
	2334		2393		1790		1585		897		1338

s22

Rate	Lb Picked	25-Aug		08-Sep		22-Sep		24-Oct		Rate	Lb Picked	25-Aug		08-Sep
0.4	129	$	1,135.60	245	$ 1,111.60	282	$ 926.40	366	$ 680.80	0.4	225	$	743.20	314
	295		1135.6	127	1188.4	303	926.4	146	680.8		244		743.2	127
	526			158		127		179			322			318
	274			306		504		89			112			112
	308			238		176		308			70			79
	459	Difference		255	Difference	230	Difference	359	Difference		223	Difference		439
	269	-$	0.00	437	$ 76.80	356	-$ 0.00	255	-$ 0.00		296	$	-	244
	118			327		338					366			96
	461			140										57
				107										
				174										
				265										
	2839			2779		2316		1702			1858			1786

s22

$ -	22-Sep	$ -
Difference		Difference
$ -		$ -
	0	

24-Oct
205
255
194
223
311
338
218
205
230
461
250
189
207
201
137
129
3753

$ 1,500.00
1500
Difference
$ -

s22

$ 675.60	22-Sep	$ 358.80
675.6	192	358.8
	80	
	102	
	145	
	70	
Difference	72	Difference
$ -	236	$ -
	897	

24-Oct
493
170
126
108
224
327
127
139
140
225
221
140
60
2500

$ 1,000.00
1000
Difference
$ -

s22

$ 535.20	22-Sep	$ 52.40
535.2	131	52.4
Difference		Difference
$ -		-$ 0.00

24-Oct
116
113
93
122
194
255
138
191

$ 1,500.00
1500
Difference
$ -

		103
		98
		147
		378
		254
		251
		126
		153
		132
		636
	131	3750

s22

$ 714.40	22-Sep	24-Oct
779.2	177 $ 293.20	345 $ 1,000.00
	86 358.8	137 1000
	110	186
	114	209
	108	271
Difference	138 Difference	324 Difference
$ 64.80	$ 65.60	124 $ -
		168
		174
		273
		192
		97
	733	2500

Period ending	2013-01-11											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 680.65	4%		$ 680.65	Thursday, January 17, 2013	-2	#REF!
Daily log	72											

Period ending	2013-01-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, January 31, 2013	-2	#REF!
Daily log	72											

Period ending	2013-02-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Thursday, February 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-02-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, February 28, 2013	-2	#REF!
Daily log	72											

Period ending	2013-03-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Thursday, March 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-03-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Thursday, March 28, 2013	-2	#REF!
Daily log	80											

Period ending	2013-04-05											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, April 11, 2013	-2	#REF!
Daily log	72											

Period ending	2013-04-19											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Thursday, April 25, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-03											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Thursday, May 9, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Friday, May 24, 2013	-1	#REF!
Daily log	80											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, June 6, 2013	-2	#REF!
Daily log	72											

Period ending	2013-06-14											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, June 20, 2013	-2	#REF!
Daily log	72											

Period ending	2013-06-28											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 741.44	Friday, July 5, 2013	-1	#REF!
Daily log	80											

Period ending	*2013-07-12*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	Thursday, July 18, 2013	-2	#REF!	
Daily log	72												

Period ending	*2013-07-26*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.57	Thursday, August 1, 2013	-2	#REF!	
Daily log	16												

Period ending	2013-01-11											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, January 17, 2013	-2	#REF!
Daily log	72											

Period ending	2013-01-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, January 31, 2013	-2	#REF!
Daily log	72											

Period ending	2013-02-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, February 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-02-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 762.20	4%		$ 680.86	Thursday, February 28, 2013	-2	#REF!
Daily log	71.5											

Period ending	2013-03-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, March 14, 2013	-2	#REF!
Daily log	72											

Period ending	2013-03-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, March 28, 2013	-2	#REF!
Daily log	80											

Period ending	2013-04-05											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, April 11, 2013	-2	#REF!
Daily log	72											

Period ending	2013-04-19											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, April 25, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-03											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, May 9, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, May 24, 2013	-1	#REF!
Daily log	80											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, June 6, 2013	-2	#REF!
Daily log	72											

Period ending	2013-06-14											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, June 20, 2013	-2	#REF!
Daily log	80											

Period ending	2013-06-28											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, July 5, 2013	-1	#REF!
Daily log	80											

Period ending	2013-07-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, July 18, 2013	-2	#REF!	
Daily log	72												
Period ending	*2013-07-26*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.57	Thursday, August 1, 2013	-2	#REF!	
Daily log	16												
Period ending	*2013-09-06*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.03	Thursday, September 12, 2013	-2	#REF!	
Daily log	24												
Period ending	*2013-09-20*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, September 26, 2013	-2	#REF!	
Daily log	80												
Period ending	*2013-10-04*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, October 11, 2013	-1	#REF!	
Daily log	80												

Period ending	2013-01-11											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.65	4%		$ 165.57	Thursday, January 17, 2013	-2	#REF!
Daily log	16											

Period ending	2013-01-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, January 31, 2013	-2	#REF!
Daily log	72											

Period ending	2013-02-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, February 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-02-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 762.20	4%		$ 680.86	Thursday, February 28, 2013	-2	#REF!
Daily log	71.5											

Period ending	2013-03-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, March 14, 2013	-2	#REF!
Daily log	72											

Period ending	2013-03-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, March 28, 2013	-2	#REF!
Daily log	80											

Period ending	2013-04-05											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, April 11, 2013	-2	#REF!
Daily log	72											

Period ending	2013-04-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, April 25, 2013	-5	#REF!
Daily log	72											

Period ending	2013-05-03											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, May 9, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.64	Friday, May 24, 2013	-1	#REF!
Daily log	72											

Period ending	2013-06-14											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, June 20, 2013	-2	#REF!
Daily log	80											

Period ending	2013-06-28											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, July 5, 2013	-1	#REF!
Daily log	80											

Period ending	2013-07-12											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 324.49	Thursday, July 18, 2013	-2	#REF!
Daily log	32											

Period ending	2013-01-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 251.03	Thursday, January 31, 2013	-2	#REF!
Daily log	24											

Period ending	2013-02-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, February 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-02-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 762.20	4%		$ 705.69	Thursday, February 28, 2013	-2	#REF!
Daily log	71.5											

Period ending	2013-03-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Monday, March 25, 2013	9	#REF!
Daily log	80											

Period ending	2013-03-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, March 28, 2013	-2	#REF!
Daily log	80											

Period ending	2013-04-05											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 709.70	Thursday, April 11, 2013	-2	#REF!
Daily log	72											

Period ending	2013-04-19											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, April 25, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-03											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, May 9, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Friday, May 24, 2013	-1	#REF!
Daily log	80											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 709.70	Thursday, June 6, 2013	-2	#REF!
Daily log	72											

Period ending	2013-06-14											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, June 20, 2013	-2	#REF!
Daily log	80											

Period ending	2013-06-28											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Friday, July 5, 2013	-1	#REF!
Daily log	80											

Period ending	2013-07-12											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 709.70	Thursday, July 18, 2013	-2	#REF!
Daily log	72											

Period ending	*2013-07-26*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 773.86	Thursday, August 1, 2013	-2	#REF!	
Daily log	80												

Period ending	*2013-09-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.68	Thursday, September 12, 2013	-2	#REF!	
Daily log	8												

Period ending	2013-01-11											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, January 17, 2013	-2	#REF!
Daily log	72											

Period ending	2013-01-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 684.65	Thursday, January 31, 2013	-2	#REF!
Daily log	72											

Period ending	2013-02-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, February 14, 2013	-2	#REF!
Daily log	80											

Period ending	2013-02-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 762.20	4%		$ 680.86	Thursday, February 28, 2013	-2	#REF!
Daily log	71.5											

Period ending	2013-03-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 623.31	Thursday, March 14, 2013	-2	#REF!
Daily log	64											

Period ending	2013-03-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, March 28, 2013	-2	#REF!
Daily log	80											

Period ending	2013-04-05											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 623.32	Thursday, April 11, 2013	-2	#REF!
Daily log	72											

Period ending	2013-04-19											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, April 25, 2013	-2	#REF!
Daily log	80											

Period ending	2013-05-03											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 623.32	Thursday, May 9, 2013	-2	#REF!
Daily log	72											

Period ending	2013-05-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, May 24, 2013	-1	#REF!
Daily log	80											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 623.32	Thursday, June 6, 2013	-2	#REF!
Daily log	72											

Period ending	2013-06-14											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, June 20, 2013	-2	#REF!
Daily log	80											

Period ending	2013-06-28											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 623.32	Friday, July 5, 2013	-1	#REF!
Daily log	72											

Period ending	2013-07-12												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	$ 575.64	4%		$ 540.10	Thursday, July 18, 2013	-2	#REF!	
Daily log	54												

Period ending	2013-07-26												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.57	Thursday, August 1, 2013	-2	#REF!	
Daily log	16												

Period ending	2013-09-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	7	10.25	$ 71.75	$ 2.87	$ 74.62	$ 74.62	4%		$ 73.22	Thursday, September 12, 2013	-2	#REF!	
Daily log	7												

Period ending	2013-09-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 623.31	Thursday, September 26, 2013	-2	#REF!	
Daily log	64												

Period ending	2013-10-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Friday, October 11, 2013	-1	#REF!	
Daily log	80												

Period ending	*2013-09-06*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.68	Thursday, September 12, 2013	-2	#REF!
Daily log	8											

Period ending	*2013-09-20*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	Thursday, September 26, 2013	-2	#REF!
Daily log	80											

Period ending	*2013-10-04*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 324.49	Friday, October 11, 2013	-1	#REF!
Daily log	32											

Period ending	2013-09-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 623.31	Thursday, September 26, 2013	-2	#REF!	
Daily log	64												

Period ending	2013-10-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 324.49	Friday, October 11, 2013	-1	#REF!	
Daily log	23												

Period ending	*2013-01-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	70	10.25	$ 717.50	$ 28.70	$ 746.20		4%		$ 673.05	$ 673.05	Tuesday, January 22, 2013	-1	$ -	
Daily log	70													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60		4%		$ 588.64	$ 588.64	Thursday, February 7, 2013	-1	$ -	
Daily log	60													
Period ending	*2013-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41328	$ -	
Daily log	50													
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.49	$ 404.49	Thursday, March 7, 2013	-1	$ -	
Daily log	40													
Period ending	*2013-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60		4%		$ 588.64	$ 588.64	Friday, March 22, 2013	-1	$ -	
Daily log	60													

Period ending	2013-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Tuesday, January 22, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Thursday, February 7, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52		4%		$ 689.94	$ 689.94	Thursday, March 7, 2013	-1	$ -	
Daily log	72													
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%		$ 874.14	$ 874.14	Thursday, March 7, 2013	-1	$ -	
Daily log	96													
Period ending	*2013-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96		4%		$ 554.87	$ 554.87	Friday, March 22, 2013	-1	$ -	
Daily log	56													
Period ending	*2013-03-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49		4%		$ 725.98	$ 725.98	Friday, April 5, 2013	-3	$ -	
Daily log	76.5													
Period ending	*2013-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40		4%		$ 404.49	$ 404.49	Wednesday, May 8, 2013	0	$ -	
Daily log	40													
Period ending	*2013-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	42	10.25	$ 430.50	$ 17.22	$ 447.72		4%		$ 424.36	$ 424.36	Friday, May 24, 2013	1	$ -	
Daily log	42													
Period ending	*2013-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34		4%		$ 896.94	$ 896.94	Friday, June 7, 2013	-1	$ -	
Daily log	99													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30		4%		$ 942.53	$ 942.53	Friday, June 21, 2013	-2	$ -	
Daily log	105													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30	10.25	$ 307.50	$ 12.30	$ 319.80		4%		$ 305.18	$ 305.18	Friday, July 5, 2013	-3	$ -	
Daily log	30													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	59	10.25	$ 604.75	$ 24.19	$ 628.94		4%		$ 580.20	$ 580.20	Monday, July 22, 2013	-1	$ -	
Daily log	59													

Period ending	2013-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	75	10.25	$ 768.75	$ 30.75	$ 799.50		4%		$ 714.57	$ 714.57	Tuesday, January 22, 2013	-1	$ -	
Daily log	75													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Thursday, February 7, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-41328	$ -	
Daily log														
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 904.53	$ 904.53	Thursday, March 7, 2013	-1	$ -	
Daily log	100													
Period ending	*2013-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106.5	10.25	$ 1,091.63	$ 43.67	$ 1,135.29		4%		$ 953.93	$ 953.93	Friday, March 22, 2013	-1	$ -	
Daily log	106.5													
Period ending	*2013-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 904.53	$ 904.53	Tuesday, April 23, 2013	0	$ -	
Daily log	100													
Period ending	*2013-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10		4%		$ 1,175.24	$ 1,175.24	Wednesday, May 8, 2013	0	$ -	
Daily log	135													
Period ending	*2013-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	142.25	10.25	$ 1,458.06	$ 58.32	$ 1,516.39		4%		$ 1,232.81	$ 1,232.81	Friday, May 24, 2013	1	$ -	
Daily log	142.25													
Period ending	*2013-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	131	10.25	$ 1,342.75	$ 53.71	$ 1,396.46		4%		$ 1,143.49	$ 1,143.49	Friday, June 7, 2013	-1	$ -	
Daily log	131													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	121.15	10.25	$ 1,241.79	$ 49.67	$ 1,291.46		4%		$ 1,065.28	$ 1,065.28	Friday, June 21, 2013	-2	$ -	
Daily log	121.15													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92		4%		$ 995.71	$ 995.71	Friday, July 5, 2013	-3	$ -	
Daily log	112													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99		4%		$ 915.94	$ 915.94	Monday, July 22, 2013	-1	$ -	
Daily log	101.5													
Period ending	*2013-07-30*													

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	146	10.25	$ 1,496.50	$ 59.86	$ 1,556.36		4%		$ 1,262.58	$ 1,262.58	Friday, August 9, 2013	2	$ -
Daily log	146												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84		4%		$ 245.58	$ 245.58	Thursday, August 22, 2013	-1	$ -
Daily log	24												

Period ending	2013-01-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Tuesday, January 22, 2013	-1	$ -
Daily log	80												

Period ending	2013-01-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40		4%		$ 828.55	$ 828.55	Thursday, February 7, 2013	-1	$ -
Daily log	90												

Period ending	2013-02-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-41328	$ -
Daily log													

Period ending	2013-02-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	49	10.25	$ 502.25	$ 20.09	$ 522.34		4%		$ 493.88	$ 493.88		-41341	$ -
Daily log	49												

Period ending	2013-03-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55	10.25	$ 563.75	$ 22.55	$ 586.30		4%		$ 546.43	$ 546.43	Friday, March 22, 2013	-1	$ -
Daily log	55												

Period ending	2013-03-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49		4%		$ 725.98	$ 725.98	Friday, April 5, 2013	-3	$ -
Daily log	76.5												

Period ending	2013-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08		4%		$ 813.35	$ 813.35	Tuesday, April 23, 2013	0	$ -
Daily log	88												

Period ending	2013-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	84	10.25	$ 861.00	$ 34.44	$ 895.44		4%		$ 782.96	$ 782.96	Wednesday, May 8, 2013	0	$ -
Daily log	84												

Period ending	2013-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08		4%		$ 813.35	$ 813.35	Friday, May 24, 2013	1	$ -
Daily log	88												

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.04	$ 883.20	$ 35.33	$ 918.53		4%		$ 799.41	$ 799.41	Friday, June 21, 2013	-2	$ -
Daily log	80												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.5	11.04	$ 1,131.60	$ 45.26	$ 1,176.86		4%		$ 983.56	$ 983.56	Friday, July 5, 2013	-3	$ -
Daily log	102.5												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83	11.04	$ 916.32	$ 36.65	$ 952.97		4%		$ 823.97	$ 823.97	Monday, July 22, 2013	-1	$ -
Daily log	83												

Period ending	2013-07-30

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.5	11.04	$ 1,131.60	$ 45.26	$ 1,176.86		4%		$ 983.56	$ 983.56	Friday, August 9, 2013	2	$ -
Daily log	102.5												

Period ending *2013-08-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81	11.04	$ 894.24	$ 35.77	$ 930.01		4%		$ 807.60	$ 807.60	Thursday, August 22, 2013	-1	$ -
Daily log	81												

Period ending *2013-09-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82	11.04	$ 905.28	$ 36.21	$ 941.49		4%				Friday, September 20, 2013	-3	$ -
Daily log	82												

Period ending *2013-09-30*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.5	11.04	$ 954.96	$ 38.20	$ 993.16		4%		$ 852.62	$ 852.62	Tuesday, October 8, 2013	0	$ -
Daily log	86.5												

Period ending *2013-10-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.04	$ 883.20	$ 35.33	$ 918.53		4%		$ 799.41	$ 799.41	Tuesday, October 22, 2013	-1	$ -
Daily log	80												

Period ending *2013-10-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	78	11.04	$ 861.12	$ 34.44	$ 895.56		4%		$ 783.04	$ 783.04	Friday, November 8, 2013	0	$ -
Daily log	78												

Period ending *2013-11-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	11.04	$ 794.88	$ 31.80	$ 826.68		4%		$ 733.95	$ 733.95	Friday, November 22, 2013	-1	$ -
Daily log	72												

Period ending *2013-11-30*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11.04	$ 1,324.80	$ 52.99	$ 1,377.79		4%		$ 1,129.59	$ 1,129.59	Monday, December 9, 2013	1	$ -
Daily log	120												

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-01-15	Payroll Company Daily log	76	10.25	$ 779.00	$ 31.16	$ 810.16		4%		$ 722.18	$ 722.18	Tuesday, January 22, 2013	-1	$ -
2013-01-31	Payroll Company Daily log	70	10.25	$ 717.50	$ 28.70	$ 746.20		4%		$ 673.05	$ 673.05	Thursday, February 7, 2013	-1	$ -
2013-02-15	Payroll Company Daily log			$ -	$ -	$ -		4%					-41328	$ -
2013-02-28	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,056.50	$ 1,056.50	Thursday, March 7, 2013	-1	$ -
2013-03-15	Payroll Company Daily log	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34		4%		$ 896.94	$ 896.94	Friday, March 22, 2013	-1	$ -
2013-03-31	Payroll Company Daily log	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Friday, April 5, 2013	-3	$ -
2013-04-30	Payroll Company Daily log	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92		4%		$ 995.71	$ 995.71	Wednesday, May 8, 2013	0	$ -
2013-05-15	Payroll Company Daily log	50	10.25	$ 512.50	$ 20.50	$ 533.00		4%		$ 503.82	$ 503.82	Friday, May 24, 2013	1	$ -
2013-06-30	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,058.50	$ 1,058.50	Friday, July 5, 2013	-3	$ -
2013-07-30	Payroll Company Daily log	122	10.25	$ 1,250.50	$ 50.02	$ 1,300.52		4%				Friday, August 9, 2013	2	$ -
2013-08-15	Payroll Company Daily log	135	10.25	$ 1,383.75	$ 55.35	$ 1,439.10		4%		$ 1,175.24	$ 1,175.24	Thursday, August 22, 2013	-1	$ -
2013-08-31	Payroll Company Daily log	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,056.50	$ 1,056.50	Friday, September 6, 2013	-2	$ -
2013-09-15														

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	78	10.25	$ 799.50	$ 31.98	$ 831.48		4%		$ 737.37	$ 737.37	Friday, September 20, 2013	-3	$ -

Period ending *2013-09-30*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	75	10.25	$ 768.75	$ 30.75	$ 799.50		4%		$ 714.57	$ 714.57	Tuesday, October 8, 2013	0	$ -

Period ending *2013-10-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	85	10.25	$ 871.25	$ 34.85	$ 906.10		4%		$ 790.56	$ 790.56	Tuesday, October 22, 2013	-1	$ -

Period ending *2013-10-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68		4%		$ 889.34	$ 889.34	Friday, November 8, 2013	0	$ -

Period ending *2013-11-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28		4%		$ 965.32	$ 965.32	Friday, November 22, 2013	-1	$ -

Period ending	*2013-01-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 940.95	$ 940.95	Tuesday, January 22, 2013	-1	$ -	
Daily log	100													

Period ending	*2013-01-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52		4%		$ 689.94	$ 689.94	Tuesday, January 22, 2013	-1	$ -	
Daily log	72													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Thursday, February 7, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%	Yes				-41328	$ -	
Daily log	80													
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96		4%		$ 554.87	$ 554.87	Thursday, March 7, 2013	-1	$ -	
Daily log	56													

Period ending	2013-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Tuesday, January 22, 2013	-1	$	-
Daily log	80													

Period ending	2013-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%		$ 874.14	$ 874.14	Thursday, February 7, 2013	-1	$	-
Daily log	96													

Period ending	2013-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-41328	$	-
Daily log														

Period ending	2013-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52		4%		$ 689.94	$ 689.94	Thursday, March 7, 2013	-1	$	-
Daily log	72													

Period ending	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49		4%		$ 725.98	$ 725.98	Friday, April 5, 2013	-3	$	-
Daily log	76.5													

Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72		4%		$ 843.74	$ 843.73	Tuesday, April 23, 2013	0	-$	0.01
Daily log	92													

Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88.5	10.25	$ 907.13	$ 36.29	$ 943.41		4%		$ 817.16	$ 817.16	Wednesday, May 8, 2013	0	$	-
Daily log	88.5													

Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36		4%		$ 874.14	$ 874.14	Friday, May 24, 2013	1	$	-
Daily log	96													

Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	11.04	$ 1,015.68	$ 40.63	$ 1,056.31		4%		$ 897.62	$ 987.62	Friday, June 21, 2013	-2	$	90.00
Daily log	92													

Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	91	11.04	$ 1,004.64	$ 40.19	$ 1,044.83		4%		$ 889.45	$ 889.45	Friday, July 5, 2013	-3	$	-
Daily log	91													

Period ending	*2013-01-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68		4%		$ 889.34	$ 889.34	Tuesday, January 22, 2013	-1	$ -	
Daily log	98													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20		4%		$ 1,056.50	$ 1,056.50	Thursday, February 7, 2013	-1	$ -	
Daily log	120													
Period ending	*2013-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-41328	$ -	
Daily log														
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Thursday, March 7, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80		4%		$ 752.56	$ 752.56	Friday, March 22, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-03-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00		4%		$ 904.53	$ 904.53	Friday, April 5, 2013	-3	$ -	
Daily log	100													

Period ending												
	2013-01-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 404.71	$ 404.71	Tuesday, January 22, 2013	-1
Daily log	40											
Period ending	*2013-01-31*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	76.75	10.25	$ 786.69	$ 31.47	$ 818.16	$ 818.16	4%		$ 725.97	$ 725.97	Wednesday, February 6, 2013	-2
Daily log	76.75											
Period ending	*2013-02-15*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	76	10.25	$ 779.00	$ 31.16	$ 810.16	$ 810.16	4%		$ 720.27	$ 720.27	Friday, February 22, 2013	-1
Daily log	76											
Period ending	*2013-02-28*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 686.93	$ 686.93	Wednesday, March 6, 2013	-2
Daily log	72											
Period ending	*2013-03-15*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 991.38	4%		$ 849.52	$ 849.52	Friday, March 22, 2013	-1
Daily log	93											
Period ending	*2013-03-31*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	77	10.25	$ 789.25	$ 31.57	$ 820.82	$ 868.79	4%	Yes	$ 727.87	$ 727.87	Friday, April 5, 2013	-3
Daily log	81.5											
Period ending	*2013-04-15*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68	$ 1,044.68	4%		$ 887.53	$ 887.53	Tuesday, April 23, 2013	0
Daily log	98											
Period ending	*2013-04-30*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	95.5	10.25	$ 978.88	$ 39.16	$ 1,018.03	$ 1,018.03	4%		$ 868.53	$ 868.53	Monday, May 6, 2013	-2
Daily log	95.5											
Period ending	*2013-05-15*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 991.38	4%		$ 849.52	$ 849.52	Thursday, May 23, 2013	0
Daily log	93											
Period ending	*2013-05-30*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	105.25	10.25	$ 1,078.81	$ 43.15	$ 1,121.97	$ 1,036.69	4%		$ 942.64	$ 942.64	Friday, June 7, 2013	0
Daily log	97.25											
Period ending	*2013-06-15*											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	17	10.25	$ 174.25	$ 6.97	$ 181.22	$ 181.22	4%		$ 176.15	$ 176.15	Monday, June 24, 2013	1
Daily log	17											

Period ending	2013-01-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56.5	10.25	$ 579.13	$ 23.17	$ 602.29	$ 660.92	4%	Yes	$ 556.36	$ 556.36	Wednesday, January 23, 2013	0	$ -
Daily log	62												
Period ending	*2013-01-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	$ 895.44	4%		$ 883.88	$ 883.88	Wednesday, February 6, 2013	-1	$ -
Daily log	84												
Period ending	*2013-02-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49	$ 815.49	4%		$ 724.24	$ 724.24	Friday, February 22, 2013	-1	$ -
Daily log	76.5												
Period ending	*2013-02-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72.5	10.25	$ 743.13	$ 29.73	$ 772.85	$ 772.85	4%		$ 691.51	$ 691.51	Wednesday, March 6, 2013	-2	$ -
Daily log	72.5												
Period ending	*2013-03-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 946.08	4%	Yes	$ 811.65	$ 811.65	Friday, March 22, 2013	-1	$ -
Daily log	88.75												
Period ending	*2013-03-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	79.25	10.25	$ 812.31	$ 32.49	$ 844.81	$ 892.78	4%	Yes	$ 745.13	$ 745.13	Friday, April 5, 2013	-3	$ -
Daily log	83.75												
Period ending	*2013-04-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	125	10.25	$ 1,281.25	$ 51.25	$ 1,332.50	$ 1,220.57	4%		$ 1,094.93	$ 1,094.93	Tuesday, April 23, 2013	0	$ -
Daily log	114.5												
Period ending	*2013-04-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,028.69	4%		$ 880.08	$ 880.08	Monday, May 6, 2013	-2	$ -
Daily log	96.5												
Period ending	*2013-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	52.5	10.25	$ 538.13	$ 21.53	$ 559.65	$ 559.65	4%		$ 522.58	$ 522.58	Thursday, May 23, 2013	0	$ -
Daily log	52.5												
Period ending	*2013-05-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	39.5	10.25	$ 404.88	$ 16.20	$ 421.07	$ 341.12	4%		$ 399.74	$ 399.74	Friday, June 7, 2013	0	$ -
Daily log	32												
Period ending	*2013-06-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 762.19	4%		$ 683.06	$ 683.06	Monday, June 24, 2013	-6	$ -
Daily log	71.5												

Period ending	2013-01-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8.5	10.25	$ 87.13	$ 3.49	$ 90.61	$ 90.61	4%		$ 88.96	$ 88.96	Wednesday, January 23, 2013	-7	$ -
Daily log	8.5												

Period ending	2013-02-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	25.5	10.25	$ 261.38	$ 10.46	$ 271.83	$ 271.83	4%		$ 260.63	$ 260.63	Wednesday, February 6, 2013	-8	$ -
Daily log	25.5												

Period ending	2013-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75.75	10.25	$ 776.44	$ 31.06	$ 807.50	$ 802.17	4%		$ 718.53	$ 718.53	Tuesday, April 23, 2013	0	$ -
Daily log	75.25												

Period ending	2013-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.71	$ 245.71	Monday, May 6, 2013	-2	$ -
Daily log	24												

Period ending	*2013-04-30*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 166.22	$ 166.22	Monday, May 6, 2013	-2	$ -
Daily log	16												

Period ending	*2013-05-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,034.02	4%		$ 880.08	$ 880.08	Thursday, May 23, 2013	0	$ -
Daily log	97												

Period ending	*2013-05-30*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	121	10.25	$ 1,240.25	$ 49.61	$ 1,289.86	$ 1,204.58	4%		$ 1,063.15	$ 1,063.15	Friday, June 7, 2013	0	$ -
Daily log	113												

Period ending	*2103-06-15*												
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	69	10.25	$ 707.25	$ 28.29	$ 735.54	$ 655.59	4%		$ 661.94	$ 661.94	Monday, June 24, 2013	-32870	$ -
Daily log	61.5												

Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 484.21	$ 484.21	Monday, May 6, 2013	-2	$	-
Daily log	48													

Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.71	$ 245.71	Thursday, May 23, 2013	0	$	-
Daily log	24													

Period ending	2013-05-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115.5	10.25	$ 1,183.88	$ 47.36	$ 1,231.23	$ 1,145.95	4%		$ 1,020.58	$ 1,020.58	Friday, June 7, 2013	0	$	-
Daily log	107.5													

Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68.5	10.25	$ 702.13	$ 28.09	$ 730.21	$ 730.21	4%		$ 657.38	$ 657.38	Monday, June 24, 2013	1	-$	0.00
Daily log	68.5													

Period ending	2013-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.71	$ 245.71	Thursday, May 23, 2013	0	$ -
Daily log	24												

Period ending	2013-05-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	84.5	10.25	$ 866.13	$ 34.65	$ 900.77	$ 815.49	4%		$ 786.68	$ 786.68	Friday, June 7, 2013	0	$ -
Daily log	76.5												

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	77	10.25	$ 789.25	$ 31.57	$ 820.82	$ 820.82	4%		$ 729.65	$ 729.65	Monday, June 24, 2013	1	$ -
Daily log	77												

Period ending	2013-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.5	10.25	$ 1,060.88	$ 42.44	$ 1,103.31	$ 1,097.98	4%		$ 929.52	$ 929.52	Monday, May 6, 2013	-2	$ -
Daily log	103												

Period ending	2013-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 484.21	$ 484.21	Thursday, May 23, 2013	0	$ -
Daily log	48												

Period ending	2013-05-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108.5	10.25	$ 1,112.13	$ 44.49	$ 1,156.61	$ 1,071.33	4%		$ 967.54	$ 967.54	Friday, June 7, 2013	0	$ -
Daily log	100.5												

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55	10.25	$ 563.75	$ 22.55	$ 586.30	$ 85.28	4%		$ 543.70	$ 543.70	Monday, June 24, 2013	-6	$ -
Daily log	8												

Period ending														
	2013-01-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72.5	10.25	$ 743.13	$ 29.73	$ 772.85	$ 874.12	4%	Yes	$ 691.51	$ 691.51	Wednesday, January 23, 2013	-7	$	-
Daily log	82													
Period ending	*2013-02-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	83.5	10.25	$ 855.88	$ 34.24	$ 890.11	$ 874.12	4%		$ 777.45	$ 777.45	Wednesday, February 6, 2013	-8	$	-
Daily log	82													
Period ending	*2013-02-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76	10.25	$ 779.00	$ 31.16	$ 810.16	$ 940.75	4%	Yes	$ 720.43	$ 720.43	Friday, February 22, 2013	-8	$	-
Daily log	88.25													
Period ending	*2013-03-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	81	10.25	$ 830.25	$ 33.21	$ 863.46	$ 732.88	4%		$ 758.44	$ 758.44	Wednesday, March 6, 2013	-8	$	-
Daily log	68.75													
Period ending	*2013-03-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.5	10.25	$ 917.38	$ 36.70	$ 954.07	$ 1,124.63	4%	Yes	$ 962.36	$ 962.36	Friday, March 22, 2013	-8	$	-
Daily log	105.5				1149.38									
Period ending	*2013-04-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	69.5	10.25	$ 712.38	$ 28.50	$ 740.87	$ 879.45	4%	Yes	$ 834.18	$ 834.18	Friday, April 5, 2013	-9	$	-
Daily log	82.5				969.66									
Period ending	*2013-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 959.40	4%		$ 948.51	$ 948.51	Tuesday, April 23, 2013	0	$	-
Daily log	90													
Period ending	*2013-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.25	10.25	$ 1,027.56	$ 41.10	$ 1,068.67	$ 983.39	4%		$ 904.79	$ 904.79	Monday, May 6, 2013	-2	$	-
Daily log	92.25													
Period ending	*2013-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.5	10.25	$ 917.38	$ 36.70	$ 954.07	$ 868.79	4%		$ 823.07	$ 823.07	Thursday, May 23, 2013	0	$	-
Daily log	81.5													
Period ending	*2013-05-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.25	10.25	$ 1,099.31	$ 43.97	$ 1,143.29	$ 1,058.01	4%		$ 958.01	$ 958.01	Friday, June 7, 2013	0	$	-
Daily log	99.25													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 980.72	4%		$ 872.48	$ 872.48	Monday, June 24, 2013	1	$	-
Daily log	92													

Period ending	2013-02-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.75	10.25	$ 786.69	$ 31.47	$ 818.16	$ 818.16	4%		$ 726.13	$ 726.13	Wednesday, March 6, 2013	-2	$ -
Daily log	76.75												

Period ending	2013-03-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 857.27	$ 857.27	Friday, March 22, 2013	-1	$ -
Daily log	94												

Period ending	2013-03-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90.5	10.25	$ 927.63	$ 37.11	$ 964.73	$ 1,012.70	4%	Yes	$ 830.67	$ 830.67	Friday, April 5, 2013	-2	$ -
Daily log	95												

Period ending	2013-04-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106.75	10.25	$ 1,094.19	$ 43.77	$ 1,137.96	$ 1,137.96	4%		$ 954.22	$ 954.22	Tuesday, April 23, 2013	0	$ -
Daily log	106.75												

Period ending	2013-04-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.25	10.25	$ 1,068.56	$ 42.74	$ 1,111.31	$ 1,111.31	4%		$ 935.20	$ 935.20	Monday, May 6, 2013	#VALUE!	$ -
Daily log	104.25												

Period ending	2013-05-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,034.02	4%		$ 880.08	$ 880.08	Thursday, May 23, 2013	0	$ -
Daily log	97												

Period ending	2013-06-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121.5	10.25	$ 1,245.38	$ 49.82	$ 1,295.19	$ 1,209.91	4%		$ 1,067.13	$ 1,067.13	Friday, June 7, 2013	-7	$ -
Daily log	113.5												

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.25	10.25	$ 884.06	$ 35.36	$ 919.43	$ 919.43	4%		$ 173.35	$ 173.35	Monday, June 24, 2013	-6	$ -
Daily log	86.25												

Period ending	2013-02-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, February 14, 2013	-3	$ -	
Daily log	40													

Period ending	2013-02-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 632.31	$ 632.31	Thursday, February 28, 2013	-3	$ -	
Daily log	64													

Period ending	2013-03-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 14, 2013	-3	$ -	
Daily log	40													

Period ending	2013-03-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 28, 2013	-3	$ -	
Daily log	40													

Period ending	*2013-02-09*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, February 14, 2013	-3	$ -
Daily log	40												

Period ending	*2013-02-23*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96	$ 596.96	4%		$ 556.98	$ 556.98	Thursday, February 28, 2013	-3	$ -
Daily log	56												

Period ending	*2013-03-09*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 426.40	4%		$ 483.40	$ 483.40	Thursday, March 14, 2013	-3	$ -
Daily log	40												

Period ending	2013-02-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, February 14, 2013	-3	$ -	
Daily log	40													
Period ending	*2013-02-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 623.31	$ 623.31	Thursday, February 28, 2013	-3	$ -	
Daily log	64													
Period ending	*2013-03-09*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 483.40	$ 483.40	Thursday, March 14, 2013	-3	$ -	
Daily log	48													
Period ending	*2013-03-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 28, 2013	-3	$ -	
Daily log	40													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 616.08	Cheque	Friday, July 5, 2013	-3	#VALUE!	
Daily log	64													
Period ending	*2013-07-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -	
Daily log	120													
Period ending	*2013-07-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -	
Daily log	120													
Period ending	*2013-08-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -	
Daily log	120													
Period ending	*2013-08-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,032.32	$ 1,032.32	Friday, August 30, 2013	-3	$ -	
Daily log	118													
Period ending	*2013-09-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -	
Daily log	120													
Period ending	*2013-09-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,008.50	$ 1,008.50	Friday, September 27, 2013	-3	$ -	
Daily log	115													

Period ending	2013-02-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	$ 745.44	Thursday, February 28, 2013	-3	$ -
Daily log	80												

Period ending	2013-03-09												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	$ 745.44	Thursday, March 14, 2013	-3	$ -
Daily log	80												

Period ending	2013-03-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 28, 2013	-3	$ -
Daily log	40												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	Cheque	Friday, July 5, 2013	-3	#VALUE!
Daily log	96												

Period ending	2013-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 30, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 969.39	$ 969.39	Friday, September 27, 2013	-3	$ -
Daily log	110												

Period ending	2013-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, October 11, 2013	-3	$ -
Daily log	120												

Period ending	2013-10-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,008.50	$ 1,008.50	Friday, October 25, 2013	-3	$ -
Daily log	115												

Period ending	*2013-03-09*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 418.38	$ 418.38	Thursday, March 14, 2013	-3	$ -	
Daily log	40													

Period ending	*2013-03-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 418.38	$ 418.38	Thursday, March 28, 2013	-3	$ -	
Daily log	40													

Period ending	2013-02-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, February 14, 2013	-3	$ -	
Daily log	40													

Period ending	2013-02-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 745.44	$ 745.44	Thursday, February 28, 2013	-3	$ -	
Daily log	80													

Period ending	2013-03-09													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 754.44	$ 754.44	Thursday, March 14, 2013	-3	$ -	
Daily log	80													

Period ending	2013-03-23													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 28, 2013	-3	$ -	
Daily log	40													

Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	Cheque		-41463	#VALUE!	
Daily log	96													

Period ending	2013-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 969.39	$ 969.39	Friday, July 19, 2013	-3	$ -	
Daily log	110													

Period ending	2013-02-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, February 28, 2013	-3	$ -
Daily log	40												

Period ending	2013-03-09												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 590.75	$ 590.75	Thursday, March 14, 2013	-3	$ -
Daily log	60												

Period ending	2013-03-23												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Thursday, March 28, 2013	-3	$ -
Daily log	40												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	$ 863.01	Cheque	#VALUE!	$ -
Daily log	96												

Period ending	2013-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 30, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.41	$ 817.41	Friday, September 27, 2013	-3	$ -
Daily log	90												

Period ending	2013-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	77	10.25	$ 789.25	$ 31.57	$ 820.82	$ 724.88	4%		$ 718.64	$ 718.64	Friday, October 11, 2013	-3	$ -
Daily log	68												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 616.08	$ 616.08	Cheque	#VALUE!	$ -
Daily log	64												

Period ending	2013-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,032.32	$ 1,032.32	Friday, August 30, 2013	-3	$ -
Daily log	118												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,008.50	$ 1,008.50	Friday, September 27, 2013	-3	$ -
Daily log	115												

Period ending	2013-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Friday, October 11, 2013	-3	$ -
Daily log	104												

Period ending	2013-10-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Friday, October 25, 2013	-3	$ -
Daily log	104												

Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	$ 863.01	Cheque	#VALUE!	$ -	
Daily log	96													

Period ending	2013-07-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -	
Daily log	120													

Period ending	2013-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -	
Daily log	120													

Period ending	2013-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -	
Daily log	120													

Period ending	2013-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 30, 2013	-3	$ -	
Daily log	120													

Period ending	2013-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -	
Daily log	120													

Period ending	2013-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30	$ 1,119.30	4%		$ 931.40	$ 931.40	Friday, September 27, 2013	-3	$ -	
Daily log	105													

Period ending	2013-10-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,012.70	4%		$ 893.41	$ 893.41	Friday, October 11, 2013	-3	$ -	
Daily log	95													

Period ending	2013-10-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.41	$ 817.41	Friday, October 25, 2013	-3	$ -	
Daily log	90													

Period ending	2013-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,032.32	$ 1,032.32	Friday, August 30, 2013	-3	$ -
Daily log	118												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30	$ 1,119.30	4%		$ 931.40	$ 931.40	Friday, September 27, 2013	-3	$ -
Daily log	105												

Period ending	2013-10-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 756.63	$ 756.63	Friday, October 11, 2013	-3	$ -
Daily log	82												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	$ 863.01	Friday, July 5, 2013	-3	$ -
Daily log	96												

Period ending	2013-07-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-3	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 2, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	120												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,032.32	$ 1,032.32	Friday, August 30, 2013	-3	$ -
Daily log	118												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, September 13, 2013	-3	$ -
Daily log	120												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	*payed (Yes or No)*	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,008.50	$ 1,008.50	Friday, September 27, 2013	-3	$ -
Daily log	115												

Period ending	2013-03-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	10.5	$ 1,060.50	$ 42.42	$ 1,102.92	$ 1,102.92	4%		$ 919.73	$ 919.73	Friday, March 22, 2013	-2	$ -	
Daily log	101													
Period ending	*2013-03-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 904.16	$ 904.16	Friday, April 5, 2013	-2	$ -	
Daily log	99													
Period ending	*2013-04-13*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 904.16	$ 904.16	Friday, April 19, 2013	-2	$ -	
Daily log	99													
Period ending	*2013-04-27*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 542.78	$ 542.78	Friday, May 3, 2013	-2	$ -	
Daily log	54													
Period ending	*2013-05-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	57	10.5	$ 598.50	$ 23.94	$ 622.44	$ 622.44	4%		$ 568.73	$ 568.73	Monday, June 3, 2013	1	$ -	
Daily log	57													
Period ending	*2013-06-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 542.78	$ 542.78	Friday, June 14, 2013	-2	$ -	
Daily log	54													
Period ending	*2013-06-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	38	10.5	$ 399.00	$ 15.96	$ 414.96	$ 414.96	4%		$ 393.28	$ 393.28	Friday, June 28, 2013	-2	$ -	
Daily log	38													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58	10.5	$ 609.00	$ 24.36	$ 633.36	$ 633.36	4%		$ 577.37	$ 577.37	Monday, July 15, 2013	1	$ -	
Daily log	58													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	52	10.5	$ 546.00	$ 21.84	$ 567.84	$ 567.84	4%		$ 525.49	$ 525.49	Friday, July 26, 2013	-2	$ -	
Daily log	52													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.5	$ 924.00	$ 36.96	$ 960.96	$ 960.96	4%		$ 818.53	$ 818.53	Monday, August 12, 2013	1	$ -	
Daily log	88													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92	10.5	$ 966.00	$ 38.64	$ 1,004.64	$ 1,004.64	4%		$ 849.66	$ 849.66	Friday, August 23, 2013	-2	$ -	
Daily log	92													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.5	$ 987.00	$ 39.48	$ 1,026.48	$ 1,026.48	4%		$ 865.23	$ 865.23	Monday, September 9, 2013	1	$ -	
Daily log	94													
Period ending	*2013-09-14*													

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	10.5	$ 1,144.50	$ 45.78	$ 1,190.28	$ 1,190.28	4%		$ 981.99	$ 981.99	Monday, September 23, 2013	1	$ -
Daily log	109												

Period ending	2013-03-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	10.5	$ 1,060.50	$ 42.42	$ 1,102.92	$ 1,102.92	4%		$ 919.73	$ 919.73	Friday, March 22, 2013	-2	$ -	
Daily log	101													
Period ending	*2013-03-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 904.16	$ 904.16	Friday, April 5, 2013	-2	$ -	
Daily log	99													
Period ending	*2013-04-13*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89	10.5	$ 934.50	$ 37.38	$ 971.88	$ 971.88	4%		$ 826.32	$ 826.32	Friday, April 19, 2013	-2	$ -	
Daily log	89													
Period ending	*2013-04-27*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 542.78	$ 542.78	Friday, May 3, 2013	-2	$ -	
Daily log	54													
Period ending	*2013-05-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	45	10.5	$ 472.50	$ 18.90	$ 491.40	$ 491.40	4%		$ 464.50	$ 464.50	Friday, May 17, 2013	-2	$ -	
Daily log	45													
Period ending	*2013-05-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	57	10.5	$ 598.50	$ 23.94	$ 622.44	$ 622.44	4%		$ 568.73	$ 568.73	Monday, June 3, 2013	1	$ -	
Daily log	57													
Period ending	*2013-06-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	43	10.5	$ 451.50	$ 18.06	$ 469.56	$ 469.56	4%		$ 444.15	$ 444.15	Friday, June 28, 2013	-2	$ -	
Daily log	43													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93	10.5	$ 976.50	$ 39.06	$ 1,015.56	$ 1,015.56	4%		$ 857.45	$ 857.45	Monday, July 15, 2013	1	$ -	
Daily log	93													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.5	$ 987.00	$ 39.48	$ 1,026.48	$ 1,026.48	4%		$ 865.23	$ 865.23	Friday, July 26, 2013	-2	$ -	
Daily log	94													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.26	$ 756.26	Monday, August 12, 2013	1	$ -	
Daily log	80													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.5	$ 945.00	$ 37.80	$ 982.80	$ 982.80	4%		$ 834.09	$ 834.09	Friday, August 23, 2013	-2	$ -	
Daily log	90													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.5	$ 1,102.50	$ 44.10	$ 1,146.60		4%		$ 950.86	$ 950.86	Monday, September 9, 2013	1	$ -	
Daily log	105													

Daily log

Period ending	*2013-03-16*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	10.25	$ 1,035.25	$ 41.41	$ 1,076.66	$ 1,076.66	4%		$ 901.00	$ 901.00	Friday, March 22, 2013	-2	$ -
Daily log	101												

Period ending	*2013-03-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	66	10.25	$ 676.50	$ 27.06	$ 703.56	$ 703.56	4%		$ 632.97	$ 632.97	Friday, April 5, 2013	-2	$ -
Daily log	66												

Period ending	*2013-04-13*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 680.65	$ 680.65	Friday, April 19, 2013	-2	$ -
Daily log	72												

Period ending	*2013-04-27*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	$ 575.64	4%		$ 531.67	$ 531.67	Friday, May 3, 2013	-2	$ -
Daily log	54												

Period ending	*2013-05-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	55	10.25	$ 563.75	$ 22.55	$ 586.30	$ 586.30	4%		$ 540.11	$ 540.11	Friday, May 17, 2013	-2	$ -
Daily log	55												

Period ending	*2013-05-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	$ 533.00	4%		$ 497.90	$ 497.90	Monday, June 3, 2013	1	$ -
Daily log	50												

Period ending	*2013-06-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	44	10.25	$ 451.00	$ 18.04	$ 469.04	$ 469.04	4%		$ 443.67	$ 443.67	Thursday, June 13, 2013	-3	$ -
Daily log	44												

Period ending	*2013-06-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	57	10.25	$ 584.25	$ 23.37	$ 607.62	$ 607.62	4%		$ 557.00	$ 557.00	Friday, June 28, 2013	-2	$ -
Daily log	57												

Period ending	*2013-07-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.41	$ 817.41	Monday, July 15, 2013	1	$ -
Daily log	90												

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 893.41	$ 893.41	Friday, July 26, 2013	-2	$ -
Daily log	100												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Monday, August 12, 2013	1	$ -
Daily log	104												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.19	$ 954.19	Friday, August 23, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30	$ 1,119.30	4%		$ 931.40	$ 931.40	Monday, September 9, 2013	1	$ -
Daily log	105												

Period ending	*2013-03-16*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	51	10.5	$ 535.50	$ 21.42	$ 556.92	$ 1,102.92	4%	Yes	$ 516.84	$ 516.84	Friday, March 22, 2013	-2	$ -
Daily log	101												

Period ending	*2013-03-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75	10.5	$ 787.50	$ 31.50	$ 819.00	$ 819.00	4%		$ 717.34	$ 717.34	Friday, April 5, 2013	-2	$ -
Daily log	75												

Period ending	*2013-04-13*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.5	$ 672.00	$ 26.88	$ 698.88	$ 698.88	4%		$ 629.26	$ 629.26	Friday, April 19, 2013	-2	$ -
Daily log	64												

Period ending	*2013-04-27*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 542.78	$ 542.78	Friday, May 3, 2013	-2	$ -
Daily log	54												

Period ending	*2013-05-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	10.5	$ 472.50	$ 18.90	$ 491.40	$ 491.40	4%		$ 464.50	$ 464.50	Friday, May 17, 2013	-2	$ -
Daily log	45												

Period ending	*2013-05-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.5	$ 420.00	$ 16.80	$ 436.80	$ 436.80	4%		$ 413.63	$ 413.63	Monday, June 3, 2013	1	$ -
Daily log	40												

Period ending	*2013-06-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.5	$ 336.00	$ 13.44	$ 349.44	$ 349.44	4%		$ 332.24	$ 332.24	Thursday, June 13, 2013	-3	$ -
Daily log	32												

Period ending	*2013-06-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.5	$ 630.00	$ 25.20	$ 655.20	$ 655.20	4%		$ 594.67	$ 594.67	Friday, June 28, 2013	-2	$ -
Daily log	60												

Period ending	*2013-07-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83	10.5	$ 871.50	$ 34.86	$ 906.36	$ 906.36	4%		$ 779.61	$ 779.61	Monday, July 15, 2013	1	$ -
Daily log	83												

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.5	$ 1,050.00	$ 42.00	$ 1,092.00	$ 1,092.00	4%		$ 911.94	$ 911.94	Friday, July 26, 2013	-2	$ -
Daily log	100												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.26	$ 756.26	Monday, August 12, 2013	1	$ -
Daily log	80												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.5	$ 945.00	$ 37.80	$ 982.80	$ 982.80	4%		$ 834.09	$ 834.09	Friday, August 23, 2013	-2	$ -
Daily log	90												

Period ending	*2013-08-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	78	10.5	$ 819.00	$ 32.76	$ 851.76	$ 851.76	4%		$ 740.69	$ 740.69	Monday, September 9, 2013	1	$ -
Daily log	78												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	62	10.5	$ 651.00	$ 26.04	$ 677.04	$ 677.04	4%		$ 611.97	$ 611.97	Monday, September 23, 2013	1	$ -
Daily log	62												

Period ending	2013-03-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	10.5	$ 1,060.50	$ 42.42	$ 1,102.92	$ 1,102.92	4%		$ 919.73	$ 919.73	Friday, March 22, 2013	-2	$ -
Daily log	101												

Period ending	2013-03-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 904.16	$ 904.16	Friday, April 5, 2013	-2	$ -
Daily log	99												

Period ending	2013-04-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.5	$ 1,123.50	$ 44.94	$ 1,168.44	$ 1,168.44	4%		$ 966.42	$ 966.42	Friday, April 19, 2013	-2	$ -
Daily log	107												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 542.78	$ 542.78	Monday, August 12, 2013	1	$ -
Daily log	54												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	109	10.5	$ 1,144.50	$ 45.78	$ 1,190.28	$ 1,190.28	4%		$ 981.99	$ 981.99	Friday, August 23, 2013	-2	$ -
Daily log	109												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.5	$ 1,081.50	$ 43.26	$ 1,124.76	$ 1,124.76	4%		$ 935.29	$ 935.29	Monday, September 9, 2013	1	$ -
Daily log	103												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36	$ 1,179.36	4%		$ 974.20	$ 974.20	Monday, September 23, 2013	1	$ -
Daily log	108												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.5	$ 1,081.50	$ 43.26	$ 1,124.76	$ 1,124.76	4%		$ 935.29	$ 935.29	Monday, October 7, 2013	1	$ -
Daily log	103												

Period ending	*2013-05-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 403.94	$ 403.94	Monday, June 3, 2013	1	$ -	
Daily log	40													
Period ending	*2013-06-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.41	$ 817.41	Friday, June 14, 2013	-2	$ -	
Daily log	90													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	10.25	$ 881.50	$ 35.26	$ 916.76	$ 916.76	4%		$ 787.02	$ 787.02	Monday, July 15, 2013	1	$ -	
Daily log	86													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Friday, July 26, 2013	-2	$ -	
Daily log	104													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 1,129.96	4%		$ 939.00	$ 939.00	Monday, August 12, 2013	1	$ -	
Daily log	106													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 969.39	$ 969.39	Friday, August 23, 2013	-2	$ -	
Daily log	110													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Monday, September 9, 2013	1	$ -	
Daily log	104													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.19	$ 954.19	Monday, September 23, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,097.98	4%		$ 916.20	$ 916.20	Monday, October 7, 2013	1	$ -	
Daily log	103													

Period ending	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	12.75	$ 1,287.75	$ 51.51	$ 1,339.26	$ 1,339.26	4%		$ 1,092.93	$ 1,092.93	Friday, June 28, 2013	-2	$ -	
Daily log	101													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	12.75	$ 1,287.75	$ 51.51	$ 1,339.26	$ 1,339.26	4%		$ 1,092.93	$ 1,092.93	Monday, July 15, 2013	1	$ -	
Daily log	101													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103	12.75	$ 1,313.25	$ 52.53	$ 1,365.78	$ 1,365.78	4%		$ 1,112.68	$ 1,112.68	Friday, July 26, 2013	-2	$ -	
Daily log	103													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	12.75	$ 1,338.75	$ 53.55	$ 1,392.30	$ 1,392.30	4%		$ 1,132.43	$ 1,132.43	Monday, August 12, 2013	1	$ -	
Daily log	105													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102	12.75	$ 1,300.50	$ 52.02	$ 1,352.52	$ 1,352.52	4%		$ 1,102.80	$ 1,102.80	Friday, August 23, 2013	-2	$ -	
Daily log	102													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	12.75	$ 1,338.75	$ 53.55	$ 1,392.30	$ 1,392.30	4%		$ 1,132.43	$ 1,132.43	Monday, September 9, 2013	1	$ -	
Daily log	105													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	12.75	$ 1,402.50	$ 56.10	$ 1,458.60	$ 1,458.60	4%		$ 1,181.46	$ 1,181.46	Monday, September 23, 2013	1	$ -	
Daily log	110													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	12.75	$ 1,122.00	$ 44.88	$ 1,166.88	$ 1,166.88	4%		$ 965.31	$ 965.31	Monday, October 7, 2013	1	$ -	
Daily log	88													

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	39	10.75	$ 419.25	$ 16.77	$ 436.02	$ 436.02	4%		$ 412.90	$ 412.90	Friday, June 28, 2013	-2	$ -
Daily log	39												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.75	$ 1,107.25	$ 44.29	$ 1,151.54	$ 1,151.54	4%		$ 954.37	$ 954.37	Monday, July 15, 2013	1	$ -
Daily log	103												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	10.75	$ 1,085.75	$ 43.43	$ 1,129.18	$ 1,129.18	4%		$ 938.44	$ 938.44	Friday, July 26, 2013	-2	$ -
Daily log	101												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.75	$ 1,150.25	$ 46.01	$ 1,196.26	$ 1,196.26	4%		$ 986.43	$ 986.43	Monday, August 12, 2013	1	$ -
Daily log	107												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.75	$ 1,182.50	$ 47.30	$ 1,229.80	$ 1,229.80	4%		$ 1,011.41	$ 1,011.41	Friday, August 23, 2013	-2	$ -
Daily log	110												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	105	10.75	$ 1,128.75	$ 45.15	$ 1,173.90	$ 1,173.90	4%		$ 970.32	$ 970.32	Monday, September 9, 2013	1	$ -
Daily log	105												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.75	$ 1,182.50	$ 47.30	$ 1,229.80	$ 1,229.80	4%		$ 1,011.41	$ 1,011.41	Monday, September 23, 2013	1	$ -
Daily log	110												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103	10.75	$ 1,107.25	$ 44.29	$ 1,151.54	$ 1,151.54	4%		$ 954.37	$ 954.37	Monday, October 7, 2013	1	$ -
Daily log	103												

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	53	10.5	$ 556.50	$ 22.26	$ 578.76	$ 578.76	4%		$ 534.13	$ 534.13	Friday, July 26, 2013	-2	$	-
Daily log	53													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	44	10.5	$ 462.00	$ 18.48	$ 480.48	$ 480.48	4%		$ 454.33	$ 454.33	Monday, August 12, 2013	1	$	-
Daily log	44													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	52	10.5	$ 546.00	$ 21.84	$ 567.84	$ 567.84	4%		$ 525.49	$ 525.49	Friday, August 23, 2013	-2	$	-
Daily log	52													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	59	10.5	$ 619.50	$ 24.78	$ 644.28	$ 644.28	4%		$ 586.02	$ 586.02	Monday, September 9, 2013	1	$	-
Daily log	59													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	55	10.5	$ 577.50	$ 23.10	$ 600.60	$ 600.60	4%		$ 551.43	$ 551.43	Monday, September 23, 2013	1	$	-
Daily log	55													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30	$ 1,119.30	4%		$ 931.40	$ 931.40	Monday, August 12, 2013	1	$ -	
Daily log	105													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 969.39	$ 969.39	Friday, August 23, 2013	-2	$ -	
Daily log	110													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.25	$ 1,076.25	$ 43.05	$ 1,119.30	$ 1,119.30	4%		$ 931.40	$ 931.40	Monday, September 9, 2013	1	$ -	
Daily log	105													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 954.19	$ 954.19	Monday, September 23, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.64	4%		$ 923.80	$ 923.80	Monday, October 7, 2013	1	$ -	
Daily log	104													

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-04-15	Payroll Company	84.25	10.25	$ 863.56	$ 34.54	$ 898.11	$ 892.78	4%		$ 780.85		Tuesday, April 30, 2013	7	-$ 780.85
	Daily log	83.75												
2013-04-30	Payroll Company	94.75	10.25	$ 971.19	$ 38.85	$ 1,010.04	$ 1,817.53	4%	Yes	$ 860.64	$ 860.64	Tuesday, April 30, 2013	-8	$ -
	Daily log	170.5									Paid by cheque $ 1,446.27	Wednesday, May 8, 2013		
2013-05-15	Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,081.99	4%		$ 911.94	$ 911.94	Wednesday, May 22, 2013	-1	$ -
	Daily log	101.5												
2013-05-31	Payroll Company	126.5	10.25	$ 1,296.63	$ 51.87	$ 1,348.49	$ 1,348.49	4%		$ 1,103.77	$ 1,103.77	Saturday, June 8, 2013	0	$ -
	Daily log	126.5												
2013-06-15	Payroll Company	91.5	10.25	$ 937.88	$ 37.52	$ 975.39	$ 975.39	4%		$ 835.95	$ 835.95	Saturday, June 22, 2013	-1	$ -
	Daily log	91.5												
2013-06-30	Payroll Company	82	10.25	$ 840.50	$ 33.62	$ 874.12	$ 874.12	4%		$ 763.76	$ 763.76	Monday, July 8, 2013	0	$ -
	Daily log	82												
2013-07-15	Payroll Company	111	10.25	$ 1,137.75	$ 45.51	$ 1,183.26	$ 1,183.26	4%		$ 984.11	$ 984.11	Monday, July 22, 2013	-1	$ -
	Daily log	111												
2013-07-31	Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ -	4%		$ 991.71	$ 991.71	Thursday, August 8, 2013	0	$ -
	Daily log													
2013-08-15	Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,081.99	4%		$ 911.94	$ 911.94	Thursday, August 22, 2013	-1	$ -
	Daily log	101.5												
2013-08-31	Payroll Company	104.5	10.25	$ 1,071.13	$ 42.85	$ 1,113.97	$ 1,113.97	4%		$ 934.73	$ 934.73	Friday, September 6, 2013	-2	$ -
	Daily log	104.5												
2013-09-15	Payroll Company	31.75	10.25	$ 325.44	$ 13.02	$ 338.46	$ 338.46	4%		$ 322.56	$ 322.56	Sunday, September 22, 2013	-1	$ -
	Daily log	31.75												
2013-09-30	Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49	$ 986.05	4%	Yes	$ 721.98	$ 721.98	Tuesday, October 22, 2013	14	$ -
	Daily log	92.5												
2013-10-15														

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ -	4%		$ 721.98	$ 404.49	Tuesday, October 22, 2013	-1	-$ 317.49

Period ending	*2013-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	150.25	10.25	$ 1,540.06	$ 61.60	$ 1,601.67	$ 1,484.41	4%		$ 1,291.38	$ 1,291.38	Wednesday, May 15, 2013	-8	$ -
Daily log	139.25												

Period ending	*2013-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	122.5	10.25	$ 1,255.63	$ 50.23	$ 1,305.85	$ 1,305.85	4%		$ 1,072.00	$ 1,072.00	Saturday, June 8, 2013	0	$ -
Daily log	122.5												

Period ending	*2013-06-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92.25	10.25	$ 945.56	$ 37.82	$ 983.39	$ 983.39	4%		$ 841.63	$ 841.63	Saturday, June 22, 2013	-1	$ -
Daily log	92.25												

Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54.75	10.25	$ 561.19	$ 22.45	$ 583.64	$ 583.64	4%		$ 544.32	$ 544.32	Monday, July 8, 2013	0	$ -
Daily log	54.75												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45.5	10.25	$ 466.38	$ 18.66	$ 485.03	$ 485.03	4%		$ 459.13	$ 459.13	Monday, July 22, 2013	-1	$ -
Daily log	45.5												

Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	178.75	10.25	$ 1,832.19	$ 73.29	$ 1,905.48	$ 1,777.56	4%		$ 1,503.29	$ 1,503.29	Thursday, August 8, 2013	0	$ -
Daily log	166.75												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92.75	10.25	$ 950.69	$ 38.03	$ 988.72	$ 988.72	4%		$ 845.45	$ 845.45	Thursday, August 22, 2013	-1	$ -
Daily log	92.75												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 900.53	$ 900.53	Friday, September 6, 2013	-2	$ -
Daily log	100												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.58	$ 245.58	Sunday, September 22, 2013	-1	$ -
Daily log	24												

Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	$ 479.70	4%		$ 537.98	$ 537.98	Tuesday, October 8, 2013	0	$ -
Daily log	45												

Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	47.5	10.25	$ 486.88	$ 19.48	$ 506.35	$ 506.35	4%		$ 478.99	$ 478.99	Tuesday, October 22, 2013	-1	$ -
Daily log	47.5												

Period ending	*2013-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 325.04	$ 325.04	Friday, November 8, 2013	0	$ -
Daily log	32												

Period ending														
	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30.75	10.25	$ 315.19	$ 12.61	$ 327.80	$ 327.80	4%		$ 312.63	$ 312.63	Saturday, June 22, 2013	-1	$ -	
Daily log	30.75													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,279.20	4%	Yes	$ 976.51	$ 976.51	Monday, July 8, 2013	0	$ -	
Daily log	120													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 976.51	$ 976.51	Monday, July 22, 2013	-1	$ -	
Daily log	110													
Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,242.70	$ 1,242.70	Thursday, August 8, 2013	0	$ -	
Daily log	144													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,335.41	$ 1,335.41	Thursday, August 22, 2013	-1	$ -	
Daily log	156													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,066.00	4%		$ 976.51	$ 976.51	Friday, September 6, 2013	-2	$ -	
Daily log	100													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,385.80	4%		$ 1,210.94	$ 1,210.94	Sunday, September 22, 2013	-1	$ -	
Daily log	130													
Period ending	*2013-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 991.71	$ 991.71	Tuesday, October 8, 2013	0	$ -	
Daily log	112													
Period ending	*2013-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 687.77	$ 687.77	Tuesday, October 22, 2013	-1	$ -	
Daily log	72													

Period ending														
	2013-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	66.75	10.25	$ 684.19	$ 27.37	$ 711.56	$ 711.56	4%		$ 645.62	$ 645.62	Monday, January 21, 2013	-2	$ -	
Daily log	66.75													
Period ending	2013-01-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.25	10.25	$ 986.56	$ 39.46	$ 1,026.03	$ 1,026.03	4%		$ 872.03	$ 872.03	Sunday, February 3, 2013	-5	$ -	
Daily log	96.25													
Period ending	2013-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.5	10.25	$ 989.13	$ 39.57	$ 1,028.69	$ 932.75	4%		$ 873.94	$ 873.94	Friday, February 22, 2013	-1	$ -	
Daily log	87.5													
Period ending	2013-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	53.25	10.25	$ 545.81	$ 21.83	$ 567.65	$ 567.65	4%		$ 531.65	$ 531.65	Thursday, March 7, 2013	-1	$ -	
Daily log	53.25													
Period ending	2013-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68.5	10.25	$ 702.13	$ 28.09	$ 730.21	$ 730.21	4%		$ 660.30	$ 660.30	Friday, March 22, 2013	-1	$ -	
Daily log	68.5													
Period ending	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	41.5	10.25	$ 425.38	$ 17.02	$ 442.39	$ 442.39	4%		$ 419.40	$ 419.40	Sunday, April 7, 2013	-1	$ -	
Daily log	41.5													
Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,345.83	4%		$ 1,101.77	$ 1,101.77	Monday, April 22, 2013	-1	$ -	
Daily log	126.25													
Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	18	10.25	$ 184.50	$ 7.38	$ 191.88	$ 170.56	4%		$ 185.99	$ 185.99	Wednesday, May 22, 2013	-1	$ -	
Daily log	16													
Period ending	2013-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 870.14	$ 870.14	Saturday, June 8, 2013	0	$ -	
Daily log	96													
Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	28	10.25	$ 287.00	$ 11.48	$ 298.48	$ 298.48	4%		$ 285.31	$ 285.31	Saturday, June 22, 2013	-1	$ -	
Daily log	28													
Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.25	10.25	$ 945.56	$ 37.82	$ 983.39	$ 983.39	4%		$ 841.63	$ 841.63	Monday, July 8, 2013	0	$ -	
Daily log	92.25													
Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94.25	10.25	$ 966.06	$ 38.64	$ 1,004.71	$ 1,004.71	4%		$ 856.83	$ 856.83	Monday, July 22, 2013	-1	$ -	
Daily log	94.25													
Period ending	2013-07-31													

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113.5	10.25	$ 1,163.38	$ 46.54	$ 1,209.91	$ 1,209.91	4%		$ 1,003.11	$ 1,003.11	Thursday, August 8, 2013	0	$ -
Daily log	113.5												

Period ending *2013-08-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	53	10.25	$ 543.25	$ 21.73	$ 564.98	$ 564.98	4%		$ 529.54	$ 529.54	Thursday, August 22, 2013	-1	$ -
Daily log	53												

Period ending *2013-08-31*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company		10.25	$ -	$ -	$ -	$ 426.40	4%	Yes				-41525	$ -
Daily log	40												

Period ending *2013-09-15*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89	10.25	$ 912.25	$ 36.49	$ 948.74	$ 948.74	4%		$ 816.94	$ 816.94	Sunday, September 22, 2013	-1	$ -
Daily log	89												

Period ending *2013-09-30*

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 870.14	$ 870.14	Tuesday, October 8, 2013	0	$ -
Daily log	96												

Period ending	2013-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	27	10.25	$ 276.75	$ 11.07	$ 287.82	$ 287.82	4%		$ 275.38	$ 275.38	Thursday, March 7, 2013	-1	$	-
Daily log	27													

Period ending	2013-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	57.5	10.25	$ 589.38	$ 23.58	$ 612.95	$ 612.95	4%		$ 567.54	$ 567.54	Friday, March 22, 2013	-1	$	-
Daily log	57.5													

Period ending	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.25	10.25	$ 1,099.31	$ 43.97	$ 1,143.29	$ 1,143.29	4%		$ 955.62	$ 955.62	Sunday, April 7, 2013	-1	$	-
Daily log	107.25													

Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.25	10.25	$ 894.31	$ 35.77	$ 930.09	$ 930.09	4%		$ 803.64	$ 803.64	Monday, April 22, 2013	-1	$	-
Daily log	87.25													

Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	130.25	10.25	$ 1,335.06	$ 53.40	$ 1,388.47	$ 1,385.80	4%		$ 1,133.53	$ 1,133.53	Wednesday, May 8, 2013	0	$	-
Daily log	130													

Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,369.81	4%		$ 1,119.65	$ 1,119.65	Wednesday, May 22, 2013	-1	$	-
Daily log	128.5													

Period ending	2013-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	10.5	10.25	$ 107.63	$ 4.31	$ 111.93	$ 111.93	4%		$ 109.84	$ 109.84	Saturday, June 8, 2013	0	$	-
Daily log	10.5													

Period ending	*2013-03-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	25.25	10.25	$ 258.81	$ 10.35	$ 269.17	$ 269.17	4%		$ 258.00	$ 258.00	Friday, March 15, 2013	-8	$ -
Daily log	25.25												

Period ending	*2013-03-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	52	10.25	$ 533.00	$ 21.32	$ 554.32	$ 554.32	4%		$ 521.10	$ 521.40	Sunday, April 7, 2013	-1	$ 0.30
Daily log	52												

Period ending	*2013-04-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.75	10.25	$ 1,073.69	$ 42.95	$ 1,116.64	$ 1,159.28	4%	Yes	$ 936.62	$ 936.62	Monday, April 22, 2013	-1	$ -
Daily log	108.75												

Period ending	*2013-04-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.75	10.25	$ 889.19	$ 35.57	$ 924.76	$ 839.48	4%		$ 799.85	$ 799.85	Wednesday, May 8, 2013	0	$ -
Daily log	78.75												

Period ending	*2013-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	158.5	10.25	$ 1,624.63	$ 64.99	$ 1,689.61	$ 1,689.61	4%		$ 1,354.56	$ 1,354.56	Wednesday, May 22, 2013	-1	$ -
Daily log	158.5												

Period ending	*2013-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	129	10.25	$ 1,322.25	$ 52.89	$ 1,375.14	$ 1,375.14	4%		$ 1,123.61	$ 1,123.61	Saturday, June 8, 2013	0	$ -
Daily log	129												

Period ending	*2013-06-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	59.5	10.25	$ 609.88	$ 24.40	$ 634.27	$ 634.27	4%		$ 584.42	$ 584.42	Saturday, June 22, 2013	-1	$ -
Daily log	59.5												

Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	$ 533.00	4%		$ 503.82	$ 503.82	Monday, July 8, 2013	0	$ -
Daily log	50												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	11	10.25	$ 112.75	$ 4.51	$ 117.26	$ 117.26	4%		$ 115.06	$ 115.06	Monday, July 22, 2013	-1	$ -
Daily log	11												

Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 976.51	$ 976.51	Monday, July 22, 2013	-1	$ -	
Daily log	110													
Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,147.43	$ 1,147.43	Thursday, August 8, 2013	0	$ -	
Daily log	132													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,335.41	$ 1,335.41	Thursday, August 22, 2013	-1	$ -	
Daily log	156													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,052.50	$ 1,052.50	Friday, September 6, 2013	-2	$ -	
Daily log	120													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	140	10.25	$ 1,435.00	$ 57.40	$ 1,492.40	$ 1,492.40	4%		$ 1,210.94	$ 1,210.94	Sunday, September 22, 2013	-1	$ -	
Daily log	140													
Period ending	*2013-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 991.71	$ 991.71	Tuesday, October 8, 2013	0	$ -	
Daily log	112													
Period ending	*2013-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 809.35	$ 809.35	Tuesday, October 22, 2013	-1	$ -	
Daily log	88													

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 976.51	$ 976.51	Monday, July 15, 2013	-8	$ -
Daily log	110												

Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,242.70	$ 1,242.70	Thursday, August 8, 2013	0	$ -
Daily log	144												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	145	10.25	$ 1,486.25	$ 59.45	$ 1,545.70	$ 1,545.70	4%		$ 1,250.65	$ 1,250.65	Thursday, August 22, 2013	-1	$ -
Daily log	145												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ -	4%		$ 976.51	$ 976.51	Friday, September 6, 2013	-2	$ -
Daily log													

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130	10.25	$ 1,332.50	$ 53.30	$ 1,385.80	$ 1,279.20	4%		$ 1,131.54	$ 1,131.54	Sunday, September 22, 2013	-1	$ -
Daily log	120												

Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	114.75	10.25	$ 1,176.19	$ 47.05	$ 1,223.24	$ 1,223.24	4%		$ 1,021.61	$ 1,021.61	Tuesday, October 8, 2013	0	$ -
Daily log	114.75												

Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	40	10.25	$ 410.00	$ 16.40	$ 426.40	$ 426.40	4%		$ 404.49	$ 404.49	Tuesday, October 22, 2013	-1	$ -
Daily log	40												

Period ending	2013-11-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	45.75	10.25	$ 468.94	$ 18.76	$ 487.70	$ 487.70	4%		$ 461.61	$ 461.61	Friday, November 15, 2013	-8	$ -	
Daily log	45.75													

Period ending	2013-11-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	68.25	10.25	$ 699.56	$ 27.98	$ 727.55	$ 674.25	4%		$ 658.28	$ 658.28	Sunday, December 8, 2013	0	$ -	
Daily log	63.25													

Period ending	2013-12-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,014.51	$ 1,014.51	Sunday, December 22, 2013	-1	$ -	
Daily log	115													

Period ending	2013-12-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108.75	10.25	$ 1,114.69	$ 44.59	$ 1,159.28	$ 1,159.28	4%		$ 967.65	$ 967.65	Monday, January 6, 2014	-2	$ -	
Daily log	108.75													

Period ending	*2013-11-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.75	10.25	$ 1,042.94	$ 41.72	$ 1,084.66	$ 1,081.99	4%		$ 913.83	$ 913.83	Sunday, December 8, 2013	0	$ -	
Daily log	101.5													
Period ending	*2013-12-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 976.50	$ 976.50	Sunday, December 22, 2013	-1	$ -	
Daily log	110													
Period ending	*2013-12-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108.75	10.25	$ 1,114.69	$ 44.59	$ 1,159.28	$ 1,159.28	4%		$ 967.65	$ 967.65	Monday, January 6, 2014	-2	$ -	
Daily log	108.75													

Period ending	2013-04-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	94.5	10.25	$ 968.63	$ 38.75	$ 1,007.37	$ 719.55	4%		$ 848.71	$ 848.71	Tuesday, April 30, 2013	-8
Daily log	67.5											

Period ending	2013-05-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 890.49	$ 890.49	Wednesday, May 22, 2013	-1
Daily log	100											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	114	10.25	$ 1,168.50	$ 46.74	$ 1,215.24	$ 1,215.24	4%		$ 997.65	$ 997.65	Friday, June 7, 2013	-1
Daily log	114											

Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,097.98	4%		$ 913.28	$ 913.28	Monday, June 24, 2013	1
Daily log	103											

Period ending	2013-06-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 844.90	$ 844.90	2013-06-31	#VALUE!
Daily log	94											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	$ 1,055.34	4%		$ 882.89	$ 882.89	Monday, July 22, 2013	-1
Daily log	99											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 951.29	$ 951.29	Friday, August 9, 2013	1
Daily log	108											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68	$ 1,044.68	4%		$ 875.29	$ 875.29	Thursday, August 22, 2013	-1
Daily log	98											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 932.75	4%		$ 795.51	$ 795.51	Friday, September 6, 2013	-2
Daily log	87.5											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)
Payroll Company	52	10.25	$ 533.00	$ 21.32	$ 554.32	$ 554.32	4%		$ 510.38	$ 510.38	Thursday, September 19, 2013	-4
Daily log	52											

Amount remaining
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Period ending	*2013-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 927.42	4%	Yes	$ 738.52	$ 738.52	Friday, June 7, 2013	-1	
Daily log	87												

Period ending	*2013-06-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	70	10.25	$ 717.50	$ 28.70	$ 746.20	$ 756.86	4%	Yes	$ 662.34	$ 662.34	Monday, June 24, 2013	1	
Daily log	71												

Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	61	10.25	$ 625.25	$ 25.01	$ 650.26	$ 583.64	4%		$ 586.37	$ 586.37	Friday, July 5, 2013	-3	
Daily log	54.75												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	24.75	10.25	$ 253.69	$ 10.15	$ 263.84	$ 327.80	4%	Yes	$ 252.48	$ 252.48	Monday, July 15, 2013	-8	
Daily log	30.75												

Amount remaining
$ -

Amount remaining
$ -

Amount remaining
$ -

Amount remaining
$ -

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	$ 575.64	4%		$ 527.37	$ 527.37	Monday, June 24, 2013	1	$ -
Daily log	54												
Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 844.90	$ 844.90	Friday, July 5, 2013	-3	$ -
Daily log	94												
Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91.5	10.25	$ 937.88	$ 37.52	$ 975.39	$ 975.39	4%		$ 913.41	$ 913.41	Monday, July 22, 2013	-1	$ -
Daily log	91.5												
Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,369.81	4%		$ 1,239.62	$ 1,239.62	Friday, August 9, 2013	1	$ -
Daily log	128.5												
Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33	$ 1,071.33	4%		$ 894.30	$ 894.30	Thursday, August 22, 2013	-1	$ -
Daily log	100.5												
Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121.5	11.5	$ 1,397.25	$ 55.89	$ 1,453.14	$ 1,453.14	4%		$ 1,173.95	$ 1,173.95	Friday, September 6, 2013	-2	$ -
Daily log	121.5												
Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	11.54	$ 1,119.38	$ 44.78	$ 1,164.16	$ 1,164.16	4%		$ 960.46	$ 960.46	Thursday, September 19, 2013	-4	$ -
Daily log	97												
Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.75	11.54	$ 1,289.60	$ 51.58	$ 1,341.18	$ 1,149.15	4%		$ 1,091.46	$ 1,091.46	Tuesday, October 8, 2013	0	$ -
Daily log	95.75												
Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	67.5	11.54	$ 778.95	$ 31.16	$ 810.11	$ 810.11	4%		$ 708.09	$ 708.09	Sunday, October 20, 2013	-3	$ -
Daily log	67.5												
Period ending	*2013-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.5	11.47	$ 1,015.10	$ 40.60	$ 1,055.70	$ 1,049.73	4%		$ 883.45	$ 883.45	Friday, November 8, 2013	0	$ -
Daily log	88												
Period ending	*2013-11-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	11.54	$ 519.30	$ 20.77	$ 540.07	$ 444.06	4%		$ 499.10	$ 499.10	Thursday, November 21, 2013	-2	$ -
Daily log	37												
Period ending	*2013-11-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75.5	11.54	$ 871.27	$ 34.85	$ 906.12	$ 906.12	4%		$ 776.52	$ 776.52	Friday, December 6, 2013	-2	$ -
Daily log	75.5												
Period ending	*2013-12-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83.75	11.54	$ 966.48	$ 38.66	$ 1,005.13	$ 621.08	4%		$ 847.11	$ 847.11	Friday, December 20, 2013	-3	$ -
Daily log	51.75												
Period ending	*2013-12-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	59.5	11.54	$ 686.63	$ 27.47	$ 714.10	$ 594.08	4%		$ 636.92	$ 636.92	Tuesday, January 7, 2014	-1	$ -
Daily log	49.5												

Period ending	*2013-01-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	82.25	10.25	$ 843.06	$ 33.72	$ 876.79	$ 876.79	4%		$ 755.61	$ 755.61	Friday, February 8, 2013	0	
Daily log	82.25												

Period ending	*2013-02-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	93.75	10.25	$ 960.94	$ 38.44	$ 999.38	$ 836.81	4%		$ 843.00	$ 843.00	Friday, February 22, 2013	-1	
Daily log	78.5												

Amount remaining
$ -

Amount remaining
$ -

Period ending	2013-02-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	42	11.54	$ 484.68	$ 19.39	$ 504.07	$ 504.07	4%		$ 470.58	$ 746.59	Thursday, March 7, 2013	12	$	276.01
Daily log	42													

Period ending	2013-02-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	83.5	11.54	$ 963.59	$ 38.54	$ 1,002.13	$ 1,002.13	4%		$ 844.97	$ 844.97	Thursday, March 7, 2013	-1	$	-
Daily log	83.5													

Period ending	2013-03-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	11.54	$ 1,078.99	$ 43.16	$ 1,122.15	$ 882.12	4%		$ 930.51	$ 930.51	Friday, March 22, 2013	-1	$	-
Daily log	73.5													

Period ending	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82.5	11.54	$ 952.05	$ 38.08	$ 990.13	$ 732.10	4%		$ 836.41	$ 836.41	Monday, April 8, 2013	0	$	-
Daily log	61													

Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89	11.54	$ 1,027.06	$ 41.08	$ 1,068.14	$ 1,068.14	4%		$ 892.02	$ 892.02	Tuesday, April 23, 2013	0	$	-
Daily log	89													

Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85.5	11.54	$ 986.67	$ 39.47	$ 1,026.14	$ 1,026.14	4%		$ 862.08	$ 862.08	Wednesday, May 8, 2013	0	$	-
Daily log	85.5													

Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99.75	11.54	$ 1,151.12	$ 46.04	$ 1,197.16	$ 1,197.16	4%		$ 984.18	$ 984.18	Wednesday, May 22, 2013	-1	$	-
Daily log	99.75													

Period ending	2013-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.25	11.54	$ 1,110.73	$ 44.43	$ 1,155.15	$ 1,155.15	4%		$ 954.04	$ 954.04	Friday, June 7, 2013	-1	$	-
Daily log	96.25													

Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98	11.54	$ 1,130.92	$ 45.24	$ 1,176.16	$ 1,176.16	4%		$ 969.01	$ 969.01	Monday, June 24, 2013	1	$	-
Daily log	98													

Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72.5	11.54	$ 836.65	$ 33.47	$ 870.12	$ 390.05	4%		$ 750.86	$ 370.08	Friday, July 5, 2013	-3	-$	380.78
Daily log	32.5													

Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	73	11.54	$ 842.42	$ 33.70	$ 876.12	$ 882.12	4%	Yes	$ 755.15	$ 755.15	Monday, July 22, 2013	-1	$	-
Daily log	73.5													

Period ending	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	119	11.54	$ 1,373.26	$ 54.93	$ 1,428.19	$ 1,428.19	4%		$ 1,156.26	$ 1,156.26	Friday, August 9, 2013	1	$	-
Daily log	119													

Period ending	2013-08-15

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.5	11.54	$ 1,205.93	$ 48.24	$ 1,254.17	$ 1,140.15	4%		$ 1,026.60	$ 1,026.60	Thursday, August 22, 2013	-1	$ -
Daily log	95												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106	11.54	$ 1,223.24	$ 48.93	$ 1,272.17	$ 1,272.17	4%		$ 1,040.05	$ 1,040.05	Friday, September 6, 2013	-2	$ -
Daily log	106												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.54	$ 923.20	$ 36.93	$ 960.13	$ 960.13	4%		$ 815.03	$ 815.03	Thursday, September 19, 2013	-4	$ -
Daily log	80												

Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81	11.54	$ 934.74	$ 37.39	$ 972.13	$ 972.13	4%		$ 823.57	$ 823.57	Tuesday, October 8, 2013	0	$ -
Daily log	81												

Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.54	$ 923.20	$ 36.93	$ 960.13	$ 960.13	4%		$ 815.03	$ 815.03	Sunday, October 20, 2013	-3	$ -
Daily log	80												

Period ending	*2013-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.75	11.54	$ 1,174.20	$ 46.97	$ 1,221.16	$ 1,221.16	4%		$ 1,002.07	$ 1,002.07	Friday, November 8, 2013	0	$ -
Daily log	101.75												

Period ending	*2013-11-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85.75	11.54	$ 989.56	$ 39.58	$ 1,029.14	$ 1,029.14	4%		$ 889.89	$ 889.89	Thursday, November 21, 2013	-2	$ -
Daily log	85.75												

Period ending														
	2013-01-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11.15	$ 802.80	$ 32.11	$ 834.91	$ 834.91	4%		$ 745.58	$ 745.58	Thursday, January 24, 2013	1	$ -	
Daily log	72													
Period ending	*2013-01-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	11.15	$ 1,070.40	$ 42.82	$ 1,113.22	$ 1,113.22	4%		$ 947.90	$ 947.90	Friday, February 8, 2013	0	$ -	
Daily log	96													
Period ending	*2013-02-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11.15	$ 892.00	$ 35.68	$ 927.68	$ 927.68	4%		$ 815.65	$ 815.65	Friday, February 22, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-02-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	11.15	$ 802.80	$ 32.11	$ 834.91	$ 834.91	4%		$ 745.58	$ 745.58	Thursday, March 7, 2013	-1	$ -	
Daily log	72													
Period ending	*2013-03-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	56	11.15	$ 624.40	$ 24.98	$ 649.38	$ 649.38	4%		$ 598.64	$ 598.64	Friday, March 22, 2013	-1	$ -	
Daily log	56													
Period ending	*2013-03-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	76.5	11.15	$ 852.98	$ 34.12	$ 887.09	$ 887.09	4%		$ 786.72	$ 786.72	Monday, April 8, 2013	0	$ -	
Daily log	76.5													
Period ending	*2013-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	11.15	$ 1,126.15	$ 45.05	$ 1,171.20	$ 1,171.20	4%		$ 989.23	$ 989.23	Tuesday, April 23, 2013	0	$ -	
Daily log	101													
Period ending	*2013-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86.5	11.15	$ 964.48	$ 38.58	$ 1,003.05	$ 1,003.05	4%		$ 869.37	$ 869.37	Wednesday, May 8, 2013	0	$ -	
Daily log	86.5													
Period ending	*2013-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	11.15	$ 981.20	$ 39.25	$ 1,020.45	$ 1,020.45	4%		$ 881.78	$ 881.78	Wednesday, May 22, 2013	-1	$ -	
Daily log	88													
Period ending	*2013-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	11.15	$ 1,131.73	$ 45.27	$ 1,176.99	$ 1,176.99	4%		$ 993.36	$ 993.36	Friday, June 7, 2013	-1	$ -	
Daily log	101.5													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	11.15	$ 1,003.50	$ 40.14	$ 1,043.64	$ 1,043.64	4%		$ 898.30	$ 898.30	Monday, June 24, 2013	1	$ -	
Daily log	90													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	11.15	$ 947.75	$ 37.91	$ 985.66	$ 1,078.43	4%	Yes	$ 859.97	$ 859.97	Friday, July 5, 2013	-3	$ -	
Daily log	93													
Period ending	*2013-07-15*													

	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101	11.15	$ 1,126.15	$ 45.05	$ 1,171.20	$ 1,078.43	4%		$ 989.27	$ 989.27	Monday, July 22, 2013	-1	$ -
Daily log	93												

Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.5	11.15	$ 1,232.08	$ 49.28	$ 1,281.36	$ 1,182.79	4%		$ 1,067.75	$ 1,067.75	Friday, August 9, 2013	1	$ -
Daily log	102												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95.5	11.15	$ 1,064.83	$ 42.59	$ 1,107.42	$ 1,032.04	4%		$ 943.77	$ 943.77	Thursday, August 22, 2013	-1	$ -
Daily log	89												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	11.15	$ 1,070.40	$ 42.82	$ 1,113.22	$ 1,113.22	4%		$ 947.90	$ 947.90	Friday, September 6, 2013	-2	$ -
Daily log	96												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.15	$ 892.00	$ 35.68	$ 927.68	$ 927.68	4%		$ 815.65	$ 815.65	Thursday, September 19, 2013	-4	$ -
Daily log	80												

Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.15	$ 892.00	$ 35.68	$ 927.68	$ 927.68	4%		$ 815.65	$ 815.65	Tuesday, October 8, 2013	0	$ -
Daily log	80												

Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11.15	$ 892.00	$ 35.68	$ 927.68	$ 927.68	4%		$ 815.65	$ 815.65	Sunday, October 20, 2013	-3	$ -
Daily log	80												

Period ending	*2013-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	11.15	$ 975.63	$ 39.03	$ 1,014.65	$ 1,014.65	4%		$ 877.65	$ 877.65	Friday, November 8, 2013	0	$ -
Daily log	87.5												

Period ending	*2013-11-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	79.5	11.15	$ 886.43	$ 35.46	$ 921.88	$ 921.88	4%		$ 811.52	$ 811.52	Thursday, November 21, 2013	-2	$ -
Daily log	79.5												

Period ending	*2013-11-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	11.15	$ 981.20	$ 39.25	$ 1,020.45	$ 1,020.45	4%		$ 881.78	$ 881.78	Friday, December 6, 2013	-2	$ -
Daily log	88												

Period ending	*2013-12-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	71	11.15	$ 791.65	$ 31.67	$ 823.32	$ 823.32	4%		$ 736.39	$ 736.39	Friday, December 20, 2013	-3	$ -
Daily log	71												

Period ending	*2013-12-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	11.15	$ 713.60	$ 28.54	$ 742.14	$ 742.14	4%		$ 672.11	$ 672.11	Tuesday, January 7, 2014	-1	$ -
Daily log	64												

Period ending	*2013-04-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	59	10.25	$ 604.75	$ 24.19	$ 628.94	$ 628.94	4%		$ 569.48	$ 569.48	Wednesday, May 8, 2013	0	$ -
Daily log	59												

Period ending	*2013-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75	10.25	$ 768.75	$ 30.75	$ 799.50	$ 799.50	4%		$ 700.53	$ 700.53	Wednesday, May 22, 2013	-1	$ -
Daily log	75												

Period ending	2013-05-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 906.10	4%		$ 790.56	Wednesday, May 22, 2013	-1	#REF!
Daily log	85											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	$ 1,055.34	4%		$ 896.94	Wednesday, June 5, 2013	-3	#REF!
Daily log	90											

Period ending												
	2013-04-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	111.5	10.25	$ 1,142.88	$ 45.72	$ 1,188.59	$ 1,188.60	4%		$ 991.92	Monday, May 6, 2013	-2	#REF!
Daily log	111											
Period ending	2013-05-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.30	Wednesday, May 22, 2013	-1	#REF!
Daily log	118											
Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.25	$ 1,199.25	$ 47.97	$ 1,247.22	$ 1,247.22	4%		$ 1,033.70	Wednesday, June 5, 2013	-3	#REF!
Daily log	117											
Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	$ 1,039.36	4%		$ 885.54	Thursday, June 20, 2013	-3	#REF!
Daily log	97.5											
Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	81.25	10.25	$ 832.81	$ 33.31	$ 866.13	$ 866.12	4%		$ 762.08	Friday, July 5, 2013	-3	#REF!
Daily log	81.25											
Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	102	10.25	$ 1,045.50	$ 41.82	$ 1,087.32	$ 1,087.32	4%		$ 919.73	Friday, July 19, 2013	-4	#REF!
Daily log	102											
Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	99.3	10.25	$ 1,017.83	$ 40.71	$ 1,058.54	$ 1,058.54	4%		$ 899.22	Wednesday, August 7, 2013	-1	#REF!
Daily log	99.3											
Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 980.72	4%		$ 843.74	Wednesday, August 21, 2013	-2	#REF!
Daily log	92											
Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.3	10.25	$ 1,069.08	$ 42.76	$ 1,111.84	$ 1,111.84	4%		$ 937.21	Friday, September 6, 2013	-2	#REF!
Daily log	104.3											
Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 622.40	Friday, September 20, 2013	-3	#REF!
Daily log	64											
Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	71	10.25	$ 727.75	$ 29.11	$ 756.86	$ 756.86	4%		$ 681.49	Monday, October 7, 2013	-1	#REF!
Daily log	71											

Period ending	2013-04-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	74	10.25	$ 758.50	$ 30.34	$ 788.84	$ 788.84	4%		$ 706.82	Monday, May 6, 2013	-2	#REF!
Daily log	74											

Period ending	2013-05-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.5	10.25	$ 1,204.38	$ 48.18	$ 1,252.55	$ 1,252.56	4%		$ 1,037.51	Wednesday, May 22, 2013	-1	#REF!
Daily log	117.5											

Period ending	2013-05-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	114.5	10.25	$ 1,173.63	$ 46.95	$ 1,220.57	$ 1,220.58	4%		$ 1,014.72	Wednesday, June 5, 2013	-3	#REF!
Daily log	114.5											

Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.56	Thursday, June 20, 2013	-3	#REF!
Daily log	80											

Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80.75	10.25	$ 827.69	$ 33.11	$ 860.80	$ 860.80	4%		$ 758.27	Friday, July 5, 2013	-3	#REF!
Daily log	80.75											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31	$ 1,177.93	$ 1,177.94	4%		$ 984.32	Friday, July 19, 2013	-4	#REF!
Daily log	110.5											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.30	Wednesday, August 7, 2013	-1	#REF!
Daily log	118											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 904.53	Wednesday, August 21, 2013	-2	#REF!
Daily log	100											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.3	10.25	$ 1,069.08	$ 42.76	$ 1,111.84	$ 1,111.84	4%		$ 937.21	Friday, September 6, 2013	-2	#REF!
Daily log	104.3											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 622.40	Friday, September 20, 2013	-3	#REF!
Daily log	64											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72.3	10.25	$ 741.08	$ 29.64	$ 770.72	$ 770.72	4%		$ 692.47	Monday, October 7, 2013	-1	#REF!
Daily log	72.3											

Period ending	2013-05-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.30	Wednesday, May 22, 2013	-1	#REF!
Daily log	118											

Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 813.35	Thursday, June 20, 2013	-3	#REF!
Daily log	88											

Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.25	10.25	$ 914.81	$ 36.59	$ 951.41	$ 951.40	4%		$ 822.84	Friday, July 5, 2013	-3	#REF!
Daily log	89.25											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31	$ 1,177.93	$ 1,177.93	4%		$ 984.32	Friday, July 19, 2013	-4	#REF!
Daily log	110.5											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.30	Wednesday, August 7, 2013	-1	#REF!
Daily log	118											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 904.53	Monday, April 8, 2013	-137	#REF!
Daily log	100											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.3	10.25	$ 987.08	$ 39.48	$ 1,026.56	$ 1,026.56	4%		$ 876.42	Friday, September 6, 2013	-2	#REF!
Daily log	96.3											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 689.94	Friday, September 20, 2013	-3	#REF!
Daily log	72											

Period ending	2013-05-11											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 993.17	4%		$ 841.49	Tuesday, May 21, 2013	2	#REF!
Daily log	93											

Period ending	2013-05-25											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.36	4%		$ 799.57	Monday, June 3, 2013	1	#REF!
Daily log	87.5											

Period ending	2013-06-08											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	$ 832.98	4%		$ 727.31	Monday, June 17, 2013	1	#REF!
Daily log	78											

Period ending	2013-06-22											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	37.25	10.25	$ 381.81	$ 15.27	$ 397.09	$ 398.42	4%		$ 377.87	Tuesday, July 2, 2013	2	#REF!
Daily log	29.25											

Period ending	2013-07-06											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	95.5	10.25	$ 978.88	$ 39.16	$ 1,018.03	$ 1,018.70	4%		$ 859.69	Monday, July 15, 2013	1	#REF!
Daily log	95.5											

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	82.25	10.25	$ 843.06	$ 33.72	$ 876.79	$ 878.37	4%		$ 759.66	Monday, July 29, 2013	1	#REF!	
Daily log	82.25												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.17	4%		$ 799.44	Monday, August 12, 2013	1	#REF!	
Daily log	87.5												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33	$ 1,072.83	4%		$ 898.27	Monday, August 26, 2013	1	#REF!	
Daily log	100.5												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	41.5	10.25	$ 425.38	$ 17.02	$ 442.39	$ 444.11	4%		$ 420.44	Monday, September 9, 2013	1	#REF!	
Daily log	41.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.75	4%		$ 905.34	Monday, September 23, 2013	1	#REF!	
Daily log	101.5												

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	79	10.25	$ 809.75	$ 32.39	$ 842.14	$ 842.14	4%		$ 744.97	Monday, October 7, 2013	-1	#REF!	
Daily log	79												

Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.5	10.25	$ 907.13	$ 36.29	$ 943.41	$ 943.42	4%		$ 817.16	Thursday, June 20, 2013	-3	#REF!
Daily log	88.5											

Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	126.5	10.25	$ 1,296.63	$ 51.87	$ 1,348.49	$ 1,348.49	4%		$ 1,107.77	Friday, July 5, 2013	-3	#REF!
Daily log	126.5											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	$ 1,012.70	4%		$ 866.54	Friday, July 19, 2013	-4	#REF!
Daily log	95											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.25	$ 1,127.50	$ 45.10	$ 1,172.60	$ 1,172.60	4%		$ 980.52	Wednesday, August 7, 2013	-1	#REF!
Daily log	110											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 904.53	Wednesday, August 21, 2013	-2	#REF!
Daily log	100											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	88.3	10.25	$ 905.08	$ 36.20	$ 941.28	$ 941.28	4%		$ 815.63	Friday, September 6, 2013	-2	#REF!
Daily log	88.3											

Period ending	2013-08-17											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74	$ 958.24	4%		$ 816.60	Monday, August 26, 2013	1	#REF!
Daily log	89.75											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.5	10.25	$ 845.63	$ 33.83	$ 879.45	$ 880.99	4%		$ 761.53	Monday, September 9, 2013	1	#REF!
Daily log	82.5											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 622.40	Friday, September 20, 2013	-3	#REF!
Daily log	64											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.3	10.25	$ 894.83	$ 35.79	$ 930.62	$ 930.62	4%		$ 808.03	Monday, October 7, 2013	-1	#REF!
Daily log	87.3											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.56	Friday, September 20, 2013	-3	#REF!
Daily log	80											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 858.94	Monday, October 7, 2013	-1	#REF!
Daily log	94											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,056.50	Wednesday, August 7, 2013	-1	#REF!
Daily log	120											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	130.3	10.25	$ 1,335.58	$ 53.42	$ 1,389.00	$ 1,389.00	4%		$ 1,137.93	Wednesday, August 21, 2013	-2	#REF!
Daily log	130.3											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.3	10.25	$ 987.08	$ 39.48	$ 1,026.56	$ 1,026.56	4%		$ 876.42	Friday, September 6, 2013	-2	#REF!
Daily log	96.3											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 689.44	Friday, September 20, 2013	-3	#REF!
Daily log	72											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 858.94	Monday, October 7, 2013	-1	#REF!
Daily log	94											

Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	126.5	10.25	$ 1,296.63	$ 51.87	$ 1,348.49	$ 1,348.49	4%		$ 1,107.70	Monday, August 5, 2013	28	#REF!
Daily log	126.5											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,056.50	Friday, July 19, 2013	-4	#REF!
Daily log	120											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,056.50	Wednesday, August 7, 2013	-1	#REF!
Daily log	120											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	70	10.25	$ 717.50	$ 28.70	$ 746.20	$ 746.20	4%		$ 673.05	Wednesday, August 21, 2013	-2	#REF!
Daily log	70											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.56	Friday, September 6, 2013	-2	#REF!
Daily log	80											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	38	10.25	$ 389.50	$ 15.58	$ 405.08	$ 405.08	4%		$ 384.63	Friday, September 20, 2013	-3	#REF!
Daily log	38											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 858.94	Monday, October 7, 2013	-1	#REF!
Daily log	94											

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	$ 1,039.35	4%		$ 885.54	Thursday, June 20, 2013	-3	#REF!	
Daily log	97.5												
Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126.5	10.25	$ 1,296.63	$ 51.87	$ 1,348.49	$ 1,348.50	4%		$ 908.34	Friday, July 5, 2013	-3	#REF!	
Daily log	126.5												
Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31	$ 1,177.93	$ 1,177.94	4%		$ 851.35	Friday, July 19, 2013	-4	#REF!	
Daily log	110.5												
Period ending	2013-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,056.50	Wednesday, August 7, 2013	-1	#REF!	
Daily log	120												
Period ending	2013-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,225.90	4%		$ 1,018.51	Wednesday, August 21, 2013	-2	#REF!	
Daily log	115												
Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,056.50	Friday, September 6, 2013	-2	#REF!	
Daily log	120												
Period ending	2013-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.56	Friday, September 20, 2013	-3	#REF!	
Daily log	80												
Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,002.04	4%		$ 858.94	Monday, October 7, 2013	-1	#REF!	
Daily log	94												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%				-8	#REF!	
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%				-8	#REF!	
Daily log													
Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%				-8	#REF!	
Daily log													

Period ending	2013-06-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 813.35	Thursday, June 20, 2013	-3	#REF!
Daily log	88											

Period ending	2013-06-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33	$ 1,071.34	4%		$ 908.34	Friday, July 5, 2013	-3	#REF!
Daily log	100.5											

Period ending	2013-07-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 991.38	4%		$ 851.35	Friday, July 19, 2013	-4	#REF!
Daily log	93											

Period ending	2013-07-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	109.3	10.25	$ 1,120.33	$ 44.81	$ 1,165.14	$ 1,165.14	4%		$ 975.20	Wednesday, August 7, 2013	-1	#REF!
Daily log	109.3											

Period ending	2013-08-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 904.53	Wednesday, August 21, 2013	-2	#REF!
Daily log	100											

Period ending	2013-08-31											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.3	10.25	$ 987.08	$ 39.48	$ 1,026.56	$ 1,026.56	4%		$ 872.42	Friday, September 6, 2013	-2	#REF!
Daily log	96.3											

Period ending	2013-09-15											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.56	Friday, September 20, 2013	-3	#REF!
Daily log	80											

Period ending	2013-09-30											
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque date	Late by (days)	Amount remaining
Payroll Company	79.3	10.25	$ 812.83	$ 32.51	$ 845.34	$ 845.34	4%		$ 747.25	Monday, October 7, 2013	-1	#REF!
Daily log	79.3											

Period ending														
	2013-05-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 1,001.31	Friday, June 7, 2013	13	$	1.80
Daily log	112													
Period ending	2013-06-01													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 1,001.31	Friday, June 7, 2013	-2	$	1.80
Daily log	112													
	112													
Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Saturday, July 6, 2013	13	-$	0.51
Daily log	112													
Period ending	2013-06-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Saturday, July 6, 2013	-1	-$	0.51
Daily log	112													
Period ending	2013-07-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Tuesday, August 6, 2013	16	-$	0.51
Daily log	112													
Period ending	2013-07-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Tuesday, August 6, 2013	2	-$	0.51
Daily log	112													
Period ending	2013-08-10													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Friday, September 6, 2013	19	-$	0.51
Daily log	112													
Period ending	2013-08-24													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Friday, September 6, 2013	5	-$	0.51
Daily log	112													
Period ending	2013-09-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 999.51	$ 999.00	Saturday, September 14, 2013	-11	-$	0.51
Daily log	112													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending	2013-05-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 1,001.31	Friday, June 7, 2013	12	$ 10.56
Daily log	112												

Period ending	2013-06-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 1,001.31	Friday, June 7, 2013	-2	$ 10.56
Daily log	112												

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 999.00	Saturday, July 6, 2013	13	$ 8.25
Daily log	112												

Period ending	2013-06-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 999.00	Saturday, July 6, 2013	-1	$ 8.25
Daily log	112												

Period ending	2013-07-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 999.00	Tuesday, August 6, 2013	16	$ 8.25
Daily log	107												

Period ending	2013-07-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 990.75	$ 999.00	Tuesday, August 6, 2013	2	$ 8.25
Daily log	112												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	56	10.25	$ 574.00	$ 22.96	$ 596.96	$ 596.96	4%		$ 562.85	$ 508.70	Saturday, August 17, 2013	6	-$ 54.15
Daily log	56												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending														
	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Saturday, July 6, 2013	13	$	9.41
Daily log	108													
Period ending	2013-06-29													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Saturday, July 6, 2013	-1	$	9.41
Daily log	108													
Period ending	2013-07-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Tuesday, August 6, 2013	16	$	9.41
Daily log	108													
Period ending	2013-07-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Tuesday, August 6, 2013	2	$	9.41
Daily log	108													
Period ending	2013-08-10													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Friday, September 6, 2013	19	$	9.41
Daily log	108													
Period ending	2013-08-24													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 954.30	Friday, September 6, 2013	5	$	9.41
Daily log	108													
Period ending	2013-09-07													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 944.89	$ 944.89	Saturday, September 14, 2013	-1	$	-
Daily log	108													
Period ending	2013-09-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.25	$ 553.50	$ 22.14	$ 575.64	$ 575.64	4%		$ 542.99	$ 486.56	Saturday, September 14, 2013	-8	-$	56.43
Daily log	54													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$	-
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque #	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-07-13	Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 1,129.29	4833	$ 1,129.29	Thursday, August 8, 2013	18	$ -
	Daily log	108													
2013-07-27	Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 1,129.29	4833	$ 1,129.29	Thursday, August 8, 2013	4	$ -
	Daily log	108													
2013-08-10	Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 1,129.29	4842	$ 1,129.29	Friday, August 23, 2013	5	$ -
	Daily log	108													
	Payroll Company							4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														
1900-01-00	Payroll Company			$ -	$ -	$ -		4%						-8	$ -
	Daily log														

Period ending	2013-07-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 1,205.88	$ 1,205.88	Friday, August 16, 2013	26	$ -	
Daily log	112													

Period ending	2013-07-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 1,205.88	$ 1,205.88	Friday, August 16, 2013	12	$ -	
Daily log	112													

Period ending	2013-08-10													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.25	$ 1,148.00	$ 45.92	$ 1,193.92	$ 1,193.92	4%		$ 1,205.88	$ 1,205.88	Wednesday, August 21, 2013	3	$ -	
	112													
Daily log														

Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company							4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	2012-08-04												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 898.75	$ 898.75	Friday, August 10, 2012	-2	$ -
Daily log	96												

Period ending	2012-08-18												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 930.85	$ 930.85	Friday, August 24, 2012	-2	$ -
Daily log	100												

Period ending	2012-09-01												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.25	4%		$ 898.75	$ 898.75	Friday, September 7, 2012	-2	$ -
Daily log	96												

Period ending	2012-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,108.54	4%		$ 960.57	$ 960.57	Friday, September 21, 2012	-2	$ -
Daily log	96												

Period ending	2012-09-29												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,091.89	$ 1,091.89	Friday, October 5, 2012	-2	$ -
Daily log	110												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					#VALUE!	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	*2013-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	$ -
Daily log	80												

Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	$ -
Daily log	104												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110	10.5	$ 1,155.00	$ 46.20	$ 1,201.20	$ 1,201.20	4%		$ 1,016.88	$ 1,016.88	Thursday, July 25, 2013	2	$ -
Daily log	110												

Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	124.5	10.5	$ 1,307.25	$ 52.29	$ 1,359.54	$ 1,343.16	4%		$ 1,131.96	$ 1,131.96	Tuesday, August 13, 2013	5	$ -
Daily log	123												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112	10.5	$ 1,176.00	$ 47.04	$ 1,223.04	$ 1,212.12	4%		$ 1,032.45	$ 1,032.45	Friday, August 23, 2013	0	$ -
Daily log	111												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	127	10.5	$ 1,333.50	$ 53.34	$ 1,386.84	$ 1,386.84	4%		$ 1,152.30	$ 1,152.30	Tuesday, September 10, 2013	2	$ -
Daily log	127												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,071.37	$ 1,071.37	Friday, September 20, 2013	-3	$ -
Daily log	117												

Period ending	2013-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	10.5	$ 84.00	$ 3.36	$ 87.36	$ 87.36	4%		$ 85.72	$ 85.72	Monday, June 10, 2013	2	$ -
Daily log	8												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,114.11	$ 1,114.11	Thursday, July 25, 2013	2	$ -
Daily log	120												

Period ending	2013-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	133.5	10.5	$ 1,401.75	$ 56.07	$ 1,457.82	$ 1,452.36	4%		$ 1,223.91	$ 1,223.91	Tuesday, August 13, 2013	5	$ -
Daily log	133												

Period ending	2013-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	122	10.5	$ 1,281.00	$ 51.24	$ 1,332.24	$ 1,321.32	4%		$ 1,130.38	$ 1,130.38	Friday, August 23, 2013	0	$ -
Daily log	121												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	128	10.5	$ 1,344.00	$ 53.76	$ 1,397.76	$ 1,408.68	4%	Yes	$ 1,179.18	$ 1,179.18	Tuesday, September 10, 2013	2	$ -
Daily log	129												

Period ending	2013-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Friday, September 20, 2013	-3	$ -
Daily log	117												

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Tuesday, October 8, 2013	0	$ -
Daily log	117												

Period ending	2013-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36	$ 1,179.36	4%		$ 1,020.06	$ 1,020.06	Tuesday, October 22, 2013	-1	$ -
Daily log	108												

Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,197.59	$ 1,197.59	Thursday, July 25, 2013	2	$ -	
Daily log	120													

Period ending	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	142.5	10.5	$ 1,496.25	$ 59.85	$ 1,556.10	$ 1,550.64	4%		$ 1,414.94	$ 1,414.94	Tuesday, August 13, 2013	5	$ -	
Daily log	142													

Period ending	2013-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	127	10.5	$ 1,333.50	$ 53.34	$ 1,386.84	$ 1,386.84	4%		$ 1,265.22	$ 1,265.22	Friday, August 23, 2013	0	$ -	
Daily log	127													

Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	125	10.5	$ 1,312.50	$ 52.50	$ 1,365.00	$ 1,354.08	4%		$ 1,245.90	$ 1,245.90	Tuesday, September 10, 2013	2	$ -	
Daily log	124													

Period ending	2013-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,169.02	$ 1,169.02	Friday, September 20, 2013	-3	$ -	
Daily log	117													

Period ending	2013-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92	$ 1,375.92	4%		$ 1,255.55	$ 1,255.55	Tuesday, October 8, 2013	0	$ -	
Daily log	126													

Period ending	2013-10-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,169.02	$ 1,169.02	Tuesday, October 22, 2013	-1	$ -	
Daily log	117													

Period ending	2013-10-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92	$ 1,375.92	4%		$ 1,255.55	$ 1,255.55	Friday, November 8, 2013	0	$ -	
Daily log	126													

Period ending	2013-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	30	10.5	$ 315.00	$ 12.60	$ 327.60	$ 327.60	4%		$ 312.44	$ 312.44	Wednesday, June 5, 2013	-3	
Daily log	30												
Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,114.11	$ 1,114.11	Thursday, July 25, 2013	2	
Daily log	120												
Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	152.5	10.5	$ 1,601.25	$ 64.05	$ 1,665.30	$ 1,659.84	4%		$ 1,375.81	$ 1,375.81	Tuesday, August 13, 2013	5	
Daily log	152												
Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	118	10.5	$ 1,239.00	$ 49.56	$ 1,288.56	$ 1,223.04	4%		$ 1,097.90	$ 1,097.90	Friday, August 23, 2013	0	
Daily log	112												
Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	136	10.5	$ 1,428.00	$ 57.12	$ 1,485.12	$ 1,485.12	4%		$ 1,244.25	$ 1,244.25	Tuesday, September 10, 2013	2	
Daily log	136												
Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Friday, September 20, 2013	-3	
Daily log	117												
Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92	$ 1,375.92	4%		$ 1,162.91	$ 1,162.91	Tuesday, October 8, 2013	0	
Daily log	126												
Period ending	*2013-10-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Tuesday, October 22, 2013	-1	
Daily log	117												
Period ending	*2013-10-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92	$ 1,375.92	4%		$ 1,162.91	$ 1,162.91	Friday, November 8, 2013	0	
Daily log	126												
Period ending	*2013-11-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Friday, November 22, 2013	-1	
Daily log	117												
Period ending	*2013-11-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	108	10.5	$ 1,134.00	$ 45.36	$ 1,179.36	$ 1,179.36	4%		$ 1,020.06	$ 1,020.06	Friday, December 6, 2013	-2	
Daily log	108												

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Period ending	2013-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	$ -
Daily log	80												

Period ending	2013-06-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 907.90	$ 907.90	Thursday, June 27, 2013	4	$ -
Daily log	96												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	$ -
Daily log	104												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,095.36	$ 1,095.36	Thursday, July 25, 2013	2	$ -
Daily log	120												

Period ending	2013-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132.5	10.5	$ 1,391.25	$ 55.65	$ 1,446.90	$ 1,441.44	4%		$ 1,197.03	$ 1,197.03	Tuesday, August 13, 2013	5	$ -
Daily log	132												

Period ending	2013-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	113	10.5	$ 1,186.50	$ 47.46	$ 1,233.96	$ 1,212.12	4%		$ 1,040.23	$ 1,040.23	Friday, August 23, 2013	0	$ -
Daily log	111												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.5	$ 1,239.00	$ 49.56	$ 1,288.56	$ 1,288.56	4%		$ 1,079.15	$ 1,079.15	Tuesday, September 10, 2013	2	$ -
Daily log	118												

Period ending	2013-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,071.37	$ 1,071.37	Friday, September 20, 2013	-3	$ -
Daily log	117												

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126	10.5	$ 1,323.00	$ 52.92	$ 1,375.92	$ 1,375.92	4%		$ 1,144.16	$ 1,144.16	Tuesday, October 8, 2013	0	$ -
Daily log	126												

Period ending	2013-10-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	45	10.5	$ 472.50	$ 18.90	$ 491.40	$ 491.40	4%		$ 465.05	$ 465.05	Tuesday, October 22, 2013	-1	$ -
Daily log	45												

Period ending	*2013-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	$	-
Daily log	80													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 907.90	$ 907.90	Thursday, June 27, 2013	4	$	-
Daily log	96													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	$	-
Daily log	104													
Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115.5	10.5	$ 1,212.75	$ 48.51	$ 1,261.26	$ 1,244.88	4%		$ 1,078.44	$ 1,078.44	Tuesday, August 13, 2013	5	$	-
Daily log	114													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	112	10.5	$ 1,176.00	$ 47.04	$ 1,223.04	$ 1,223.04	4%		$ 1,051.20	$ 1,051.20	Friday, August 23, 2013	0	$	-
Daily log	112													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115	10.5	$ 1,207.50	$ 48.30	$ 1,255.80	$ 1,266.72	4%	Yes	$ 1,074.55	$ 1,074.55	Tuesday, September 10, 2013	2	$	-
Daily log	116													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Friday, September 20, 2013	-3	-$	0.00
Daily log	117													
Period ending	*2013-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,277.64	4%		$ 1,090.12	$ 1,090.12	Tuesday, October 8, 2013	0	$	-
Daily log	117													
Period ending	*2013-10-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.5	$ 1,039.50	$ 41.58	$ 1,081.08	$ 1,081.08	4%		$ 950.01	$ 950.01	Tuesday, October 22, 2013	-1	$	-
Daily log	99													

Period ending														
	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, April 15, 2013	7	$ -	
Daily log	80													
Period ending	*2013-04-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.5	$ 756.00	$ 30.24	$ 786.24	$ 786.24	4%		$ 710.78	$ 710.78	Wednesday, April 24, 2013	1	$ -	
Daily log	72													
Period ending	*2013-04-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Tuesday, May 14, 2013	6	$ -	
Daily log	80													
Period ending	*2013-05-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Wednesday, May 22, 2013	-1	$ -	
Daily log	80													
Period ending	*2013-05-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	$ -	
Daily log	80													
Period ending	*2013-06-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 907.90	$ 907.90	Thursday, June 27, 2013	4	$ -	
Daily log	96													
Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	$ -	
Daily log	104													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,095.36	$ 1,095.36	Thursday, July 25, 2013	2	$ -	
Daily log	120													
Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	123	10.5	$ 1,291.50	$ 51.66	$ 1,343.16	$ 1,343.16	4%		$ 1,119.76	$ 1,119.76	Tuesday, August 13, 2013	5	$ -	
Daily log	123													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111	10.5	$ 1,165.50	$ 46.62	$ 1,212.12	$ 1,212.12	4%		$ 1,024.66	$ 1,024.66	Friday, August 23, 2013	0	$ -	
Daily log	111													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.5	$ 1,155.00	$ 46.20	$ 1,201.20	$ 1,168.44	4%		$ 1,016.88	$ 1,016.88	Tuesday, September 10, 2013	2	$ -	
Daily log	107													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 555.11	$ 555.11	Friday, September 20, 2013	-3	$ -	
Daily log	54													

Period ending														
	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, April 15, 2013	7	$	-
Daily log	80													
Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.5	$ 756.00	$ 30.24	$ 786.24	$ 786.24	4%		$ 710.78	$ 710.78	Wednesday, April 24, 2013	1	$	-
Daily log	72													
Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Thursday, May 9, 2013	1	$	-
Daily log	80													
Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Wednesday, May 22, 2013	-1	$	-
Daily log	80													
Period ending	2013-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	$	-
Daily log	80													
Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 907.90	$ 907.90	Saturday, June 22, 2013	-1	$	-
Daily log	96													
Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	$	-
Daily log	104													
Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.5	$ 1,155.00	$ 46.20	$ 1,201.20	$ 1,201.20	4%		$ 1,016.88	$ 1,016.88	Thursday, July 25, 2013	2	$	-
Daily log	110													
Period ending	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117.5	10.5	$ 1,233.75	$ 49.35	$ 1,283.10	$ 1,277.64	4%		$ 1,075.26	$ 1,075.26	Tuesday, August 13, 2013	5	$	-
Daily log	117													
Period ending	2013-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105	10.5	$ 1,102.50	$ 44.10	$ 1,146.60	$ 1,102.92	4%		$ 977.95	$ 977.95	Friday, August 23, 2013	0	$	-
Daily log	101													
Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109	10.5	$ 1,144.50	$ 45.78	$ 1,190.28	$ 1,190.28	4%		$ 1,009.09	$ 668.81	Tuesday, September 10, 2013	2	-$	340.28
Daily log	109													
Period ending	2013-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 555.11			-41540	-$	555.11
Daily log	54													

Period ending														
	2013-03-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.15	$ 756.15	Monday, April 15, 2013	7	$	-
Daily log	80													
Period ending	2013-04-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.5	$ 756.00	$ 30.24	$ 786.24	$ 786.24	4%		$ 693.87	$ 693.87	Wednesday, April 24, 2013	1	$	-
Daily log	72													
Period ending	2013-04-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.15	$ 756.15	Tuesday, May 14, 2013	6	$	-
Daily log	80													
Period ending	2013-05-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.15	$ 756.15	Wednesday, May 22, 2013	-1	$	-
Daily log	80													
Period ending	2013-05-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 756.15	$ 756.15	Monday, June 10, 2013	2	$	-
Daily log	80													
Period ending	2013-06-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 880.68	$ 880.68	Thursday, June 27, 2013	4	$	-
Daily log	96													
Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 942.95	$ 942.95	Wednesday, July 10, 2013	2	$	-
Daily log	104													
Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	110	10.5	$ 1,155.00	$ 46.20	$ 1,201.20	$ 1,201.20	4%		$ 989.66	$ 989.66	Thursday, July 25, 2013	2	$	-
Daily log	110													
Period ending	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	129.5	10.5	$ 1,359.75	$ 54.39	$ 1,414.14	$ 1,408.68	4%		$ 1,145.41	$ 1,145.41	Tuesday, August 13, 2013	5	$	-
Daily log	129													
Period ending	2013-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114	10.5	$ 1,197.00	$ 47.88	$ 1,244.88	$ 1,233.96	4%		$ 1,020.80	$ 1,020.80	Friday, August 23, 2013	0	$	-
Daily log	113													
Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	117	10.5	$ 1,228.50	$ 49.14	$ 1,277.64	$ 1,190.28	4%		$ 1,044.14	$ 833.94	Tuesday, September 10, 2013	2	-$	210.20
Daily log	109													
Period ending	2013-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 539.48	$ 539.48	Friday, September 20, 2013	-3	$	-
Daily log	54													

Period ending	*2013-03-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, April 15, 2013	7	
Daily log	80												
Period ending	*2013-04-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	72	10.5	$ 756.00	$ 30.24	$ 786.24	$ 786.24	4%		$ 710.78	$ 710.78	Wednesday, April 24, 2013	1	
Daily log	72												
Period ending	*2013-04-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Tuesday, May 14, 2013	6	
Daily log	80												
Period ending	*2013-05-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Wednesday, May 22, 2013	-1	
Daily log	80												
Period ending	*2013-05-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	80	10.5	$ 840.00	$ 33.60	$ 873.60	$ 873.60	4%		$ 779.97	$ 779.97	Monday, June 10, 2013	2	
Daily log	80												
Period ending	*2013-06-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	96	10.5	$ 1,008.00	$ 40.32	$ 1,048.32	$ 1,048.32	4%		$ 907.90	$ 907.90	Thursday, June 27, 2013	4	
Daily log	96												
Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	104	10.5	$ 1,092.00	$ 43.68	$ 1,135.68	$ 1,135.68	4%		$ 970.17	$ 970.17	Wednesday, July 10, 2013	2	
Daily log	104												
Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,095.36	$ 1,095.36	Thursday, July 25, 2013	2	
Daily log	120												
Period ending	*2013-07-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	124.5	10.5	$ 1,307.25	$ 52.29	$ 1,359.54	$ 1,354.08	4%		$ 1,131.96	$ 1,131.96	Tuesday, August 13, 2013	5	
Daily log	124												
Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	120	10.5	$ 1,260.00	$ 50.40	$ 1,310.40	$ 1,310.40	4%		$ 1,095.36	$ 1,095.36	Friday, August 23, 2013	0	
Daily log	120												
Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	111	10.5	$ 1,165.50	$ 46.62	$ 1,212.12	$ 1,190.28	4%		$ 1,024.66	$ 1,024.66	Tuesday, September 10, 2013	2	
Daily log	109												
Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	
Payroll Company	54	10.5	$ 567.00	$ 22.68	$ 589.68	$ 589.68	4%		$ 555.11	$ 555.11	Friday, September 20, 2013	-3	
Daily log	54												

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Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 907.72	4%		$ 780.58	$ 780.58	Tuesday, July 2, 2013	2	$ -
Daily log	85												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.22	4%		$ 799.47	$ 799.47	Monday, July 15, 2013	1	$ -
Daily log	87.5												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 960.89	4%		$ 818.49	$ 927.22	Monday, July 29, 2013	1	$ 108.73
Daily log	90												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.5	10.25	$ 1,071.13	$ 42.85	$ 1,113.97	$ 1,115.52	4%		$ 928.70	$ 928.70	Monday, August 12, 2013	1	$ -
Daily log	104.5												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74	$ 958.52	4%		$ 816.79	$ 816.79	Monday, August 26, 2013	1	$ -
Daily log	89.75												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	119.5	10.25	$ 1,224.88	$ 49.00	$ 1,273.87	$ 1,275.42	4%		$ 1,045.38	$ 1,045.38	Monday, September 9, 2013	1	$ -
Daily log	119.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	71.5	10.25	$ 732.88	$ 29.32	$ 762.19	$ 764.22	4%		$ 678.29	$ 678.29	Monday, September 23, 2013	1	$ -
Daily log	71.5												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83.25	10.25	$ 853.31	$ 34.13	$ 887.45	$ 888.69	4%		$ 767.01	$ 767.01	Monday, October 7, 2013	1	$ -
Daily log	83.25												

Period ending														
	2013-01-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99.25	10.25	$ 1,017.31	$ 40.69	$ 1,058.01	$ 1,059.26	4%		$ 888.60	$ 888.60	Monday, January 28, 2013	1	$ -	
Daily log	98.75													
Period ending	2013-02-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90.5	10.25	$ 927.63	$ 37.11	$ 964.73	$ 966.42	4%		$ 822.43	$ 822.43	Monday, February 11, 2013	1	$ -	
Daily log	90.5													
Period ending	2013-02-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.59	4%	Yes	$ 843.21	$ 843.21	Monday, February 25, 2013	1	$ -	
Daily log	93.5													
Period ending	2013-03-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	65.5	10.25	$ 671.38	$ 26.86	$ 698.23	$ 699.83	4%		$ 630.01	$ 630.01	Monday, March 11, 2013	1	$ -	
Daily log	65.5													
Period ending	2013-03-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,003.18	4%		$ 848.63	$ 848.63	Monday, March 25, 2013	1	$ -	
Daily log	94													
Period ending	2013-03-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	115	10.25	$ 1,178.75	$ 47.15	$ 1,225.90	$ 1,227.49	4%	Yes	$ 1,009.68	$ 1,009.68	Monday, April 8, 2013	1	$ -	
Daily log	115.25													
Period ending	2013-04-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,142.57	4%		$ 947.99	$ 947.99	Monday, April 22, 2013	1	$ -	
Daily log	106													
Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102.75	10.25	$ 1,053.19	$ 42.13	$ 1,095.32	$ 1,097.15	4%		$ 915.60	$ 915.60	Monday, May 6, 2013	1	$ -	
Daily log	102.75													
Period ending	2013-05-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	105.5	10.25	$ 1,081.38	$ 43.26	$ 1,124.63	$ 1,126.40	4%		$ 936.46	$ 936.46	Tuesday, May 21, 2013	2	$ -	
Daily log	105													
Period ending	2013-05-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101	10.25	$ 1,035.25	$ 41.41	$ 1,076.66	$ 1,078.46	4%		$ 902.28	$ 902.28	Monday, June 3, 2013	1	$ -	
Daily log	101													
Period ending	2013-06-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	114.5	10.25	$ 1,173.63	$ 46.95	$ 1,220.57	$ 1,222.31	4%		$ 1,005.83	$ 1,005.83	Monday, June 17, 2013	1	$ -	
Daily log	114.5													
Period ending	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.5	10.25	$ 948.13	$ 37.93	$ 986.05	$ 988.01	4%		$ 837.82	$ 837.82	Tuesday, July 2, 2013	2	$ -	
Daily log	92.5													
Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97.25	10.25	$ 996.81	$ 39.87	$ 1,036.69	$ 1,038.28	4%	Yes	$ 873.65	$ 873.65	Monday, July 15, 2013	1	$ -	
Daily log	98.25													

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.75	10.25	$ 1,012.19	$ 40.49	$ 1,052.68	$ 1,054.32	4%		$ 885.09	$ 885.09	Monday, July 29, 2013	1	$ -
Daily log	50												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74	$ 958.43	4%		$ 816.73	$ 816.73	Monday, August 12, 2013	1	$ -
Daily log	89.75												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74	$ 958.28	4%		$ 816.62	$ 816.62	Monday, August 26, 2013	1	$ -
Daily log	89.5												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	25	10.25	$ 256.25	$ 10.25	$ 266.50	$ 268.03	4%		$ 256.39	$ 256.39	Monday, September 9, 2013	1	$ -
Daily log	25												

Period ending														
	2013-01-19													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	$ 1,013.96	4%		$ 856.31	$ 856.31	Monday, January 28, 2013	1	$ -	
Daily log	95													
Period ending	2013-02-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86.75	10.25	$ 889.19	$ 35.57	$ 924.76	$ 926.37	4%		$ 793.87	$ 793.87	Monday, February 11, 2013	1	$ -	
Daily log	86.75													
Period ending	2013-02-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.53	4%		$ 843.17	$ 843.17	Monday, February 25, 2013	1	$ -	
Daily log	93.25													
Period ending	2013-03-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	91.75	10.25	$ 940.44	$ 37.62	$ 978.06	$ 979.65	4%		$ 831.85	$ 831.85	Monday, March 11, 2013	1	$ -	
Daily log	91.75													
Period ending	2013-03-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71	$ 998.29	4%		$ 845.14	$ 845.14	Monday, March 25, 2013	1	$ -	
Daily log	92.5													
Period ending	2013-03-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108.25	10.25	$ 1,109.56	$ 44.38	$ 1,153.95	$ 1,155.54	4%		$ 957.23	$ 957.23	Monday, April 8, 2013	1	$ -	
Daily log	108.25													
Period ending	2013-04-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	10.25	$ 1,014.75	$ 40.59	$ 1,055.34	$ 1,057.18	4%		$ 887.12	$ 887.12	Monday, April 22, 2013	1	$ -	
Daily log	99													
Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	109.25	10.25	$ 1,119.81	$ 44.79	$ 1,164.61	$ 1,166.30	4%		$ 964.89	$ 964.89	Monday, May 6, 2013	1	$ -	
Daily log	109.25													
Period ending	2013-05-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106.5	10.25	$ 1,091.63	$ 43.67	$ 1,135.29	$ 1,137.16	4%		$ 944.12	$ 944.12	Tuesday, May 21, 2013	2	$ -	
Daily log	106.5													
Period ending	2013-05-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 961.22	4%		$ 818.71	$ 818.71	Monday, June 3, 2013	1	$ -	
Daily log	90													
Period ending	2013-06-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99.25	10.25	$ 1,017.31	$ 40.69	$ 1,058.01	$ 1,059.55	4%		$ 888.81	$ 888.81	Monday, June 17, 2013	1	$ -	
Daily log	99.25													
Period ending	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95.5	10.25	$ 978.88	$ 39.16	$ 1,018.03	$ 1,019.73	4%		$ 860.43	$ 860.43	Tuesday, July 2, 2013	2	$ -	
Daily log	95.5													
Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	111.5	10.25	$ 1,142.88	$ 45.72	$ 1,188.59	$ 1,190.23	4%		$ 981.25	$ 981.25	Monday, July 15, 2013	1	$ -	
Daily log	111.5													

Period ending	2013-07-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	98.5	10.25	$ 1,009.63	$ 40.39	$ 1,050.01	$ 1,051.91	4%		$ 883.35	$ 883.35	Monday, July 29, 2013	1	$	-
Daily log	98.5													

Period ending	2013-08-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,035.71	4%		$ 871.82	$ 871.82	Monday, August 12, 2013	1	$	-
Daily log	97													

Period ending	2013-08-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96.25	10.25	$ 986.56	$ 39.46	$ 1,026.03	$ 1,027.68	4%		$ 866.09	$ 866.09	Monday, August 26, 2013	1	$	-
Daily log	96.25													

Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33	$ 1,100.65	$ 1,102.28	4%		$ 919.27	$ 919.27	Monday, September 9, 2013	1	$	-
Daily log	103.25													

Period ending	2013-09-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103	10.25	$ 1,055.75	$ 42.23	$ 1,097.98	$ 1,099.74	4%		$ 917.45	$ 917.45	Monday, September 23, 2013	1	$	-
Daily log	103													

Period ending	2013-09-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.75	10.25	$ 868.69	$ 34.75	$ 903.44	$ 905.20	4%		$ 778.79	$ 778.79	Monday, October 7, 2013	1	$	-
Daily log	84.75													

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-01-19	Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.17	4%		$ 842.91	$ 842.91	Monday, January 28, 2013	1	$ -
	Daily log	93.25												
2013-02-02	Payroll Company	95.25	10.25	$ 976.31	$ 39.05	$ 1,015.37	$ 1,016.93	4%		$ 858.43	$ 858.43	Monday, February 11, 2013	1	$ -
	Daily log	95.25												
2013-02-16	Payroll Company	85.5	10.25	$ 876.38	$ 35.06	$ 911.43	$ 913.06	4%		$ 784.39	$ 784.39	Monday, February 25, 2013	1	$ -
	Daily log	85.5												
2013-03-02	Payroll Company	100.25	10.25	$ 1,027.56	$ 41.10	$ 1,068.67	$ 1,070.13	4%		$ 896.35	$ 896.35	Monday, March 11, 2013	1	$ -
	Daily log	100.25												
2013-03-16	Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	$ 833.18	4%		$ 727.45	$ 727.45	Monday, March 25, 2013	1	$ -
	Daily log	78												
2013-03-30	Payroll Company	111	10.25	$ 1,137.75	$ 45.51	$ 1,183.26	$ 1,184.61	4%		$ 977.95	$ 977.95	Monday, April 8, 2013	1	$ -
	Daily log	111												
2013-04-13	Payroll Company	108.75	10.25	$ 1,114.69	$ 44.59	$ 1,159.28	$ 1,161.15	4%		$ 961.23	$ 961.23	Monday, April 22, 2013	1	$ -
	Daily log	108.75												
2013-04-27	Payroll Company	104.75	10.25	$ 1,073.69	$ 42.95	$ 1,116.64	$ 1,118.50	4%		$ 930.83	$ 930.83	Monday, May 6, 2013	1	$ -
	Daily log	104.75												
2013-05-11	Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 993.17	4%		$ 841.49	$ 841.49	Tuesday, May 21, 2013	2	$ -
	Daily log	93												
2013-05-25	Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.36	4%		$ 799.57	$ 799.57	Monday, June 3, 2013	1	$ -
	Daily log	87.5												
2013-06-08	Payroll Company	78	10.25	$ 799.50	$ 31.98	$ 831.48	$ 832.98	4%		$ 727.31	$ 727.31	Monday, June 17, 2013	1	$ -
	Daily log	78												
2013-06-22	Payroll Company	37.25	10.25	$ 381.81	$ 15.27	$ 397.09	$ 398.42	4%		$ 377.87	$ 377.87	Tuesday, July 2, 2013	2	$ -
	Daily log	29.25												
2013-07-06	Payroll Company	95.5	10.25	$ 978.88	$ 39.16	$ 1,018.03	$ 1,018.70	4%		$ 859.69	$ 859.69	Monday, July 15, 2013	1	$ -
	Daily log	95.5												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.25	10.25	$ 843.06	$ 33.72	$ 876.79	$ 878.37	4%		$ 759.66	$ 759.66	Monday, July 29, 2013	1	$ -
Daily log	82.25												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.17	4%		$ 799.44	$ 799.44	Monday, August 12, 2013	1	$ -
Daily log	87.5												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100.5	10.25	$ 1,030.13	$ 41.21	$ 1,071.33	$ 1,072.83	4%		$ 898.27	$ 898.27	Monday, August 26, 2013	1	$ -
Daily log	100.5												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	41.5	10.25	$ 425.38	$ 17.02	$ 442.39	$ 444.11	4%		$ 420.44	$ 420.44	Monday, September 9, 2013	1	$ -
Daily log	41.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.75	4%		$ 905.34	$ 905.34	Monday, September 23, 2013	1	$ -
Daily log	101.5												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83.25	10.25	$ 853.31	$ 34.13	$ 887.45	$ 889.13	4%		$ 767.33	$ 767.33	Monday, October 7, 2013	1	$ -
Daily log	83.25												

Period ending	2013-05-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	29.75	10.25	$ 304.94	$ 12.20	$ 317.14	$ 317.14	4%		$ 302.14	$ 302.14	Monday, June 3, 2013	1	$ -
Daily log	29.75												
Period ending	*2013-06-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.25	10.25	$ 1,201.81	$ 48.07	$ 1,249.89	$ 1,250.37	4%		$ 1,026.72	$ 1,026.73	Monday, June 17, 2013	1	$ 0.01
Daily log	117.25												
Period ending	*2013-06-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71	$ 998.66	4%		$ 845.41	$ 845.41	Tuesday, July 2, 2013	2	$ -
Daily log	93.5												
Period ending	*2013-07-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.25	10.25	$ 986.56	$ 39.46	$ 1,026.03	$ 1,027.63	4%		$ 866.06	$ 866.06	Monday, July 15, 2013	1	$ -
Daily log	96.25												
Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	$ 1,041.00	4%		$ 875.58	$ 875.58	Monday, July 29, 2013	1	$ -
Daily log	97.5												
Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.42	4%		$ 799.61	$ 799.61	Monday, August 12, 2013	1	$ -
Daily log	87.5												
Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89.75	10.25	$ 919.94	$ 36.80	$ 956.74	$ 958.24	4%		$ 816.60	$ 816.60	Monday, August 26, 2013	1	$ -
Daily log	89.75												
Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	82.5	10.25	$ 845.63	$ 33.83	$ 879.45	$ 880.99	4%		$ 761.53	$ 761.53	Monday, September 9, 2013	1	$ -
Daily log	82.5												
Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102	10.25	$ 1,045.50	$ 41.82	$ 1,087.32	$ 1,088.73	4%		$ 909.60	$ 909.60	Monday, September 23, 2013	1	$ -
Daily log	102												
Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90.25	10.25	$ 925.06	$ 37.00	$ 962.07	$ 963.79	4%		$ 820.55	$ 820.55	Monday, October 7, 2013	1	$ -
Daily log	90.25												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	86.75	10.25	$ 889.19	$ 35.57	$ 924.76		4%					-41511	$ -
Daily log	86.75												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75.5	10.25	$ 773.88	$ 30.96	$ 804.83	$ 804.84	4%		$ 707.25	$ 707.25	Monday, September 9, 2013	1	$ -
Daily log	75.5												
											Cheque		

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	53.5	10.25	$ 548.38	$ 21.94	$ 570.31	$ 571.56	4%		$ 528.43	$ 528.43	Monday, September 23, 2013	1	$ -
Daily log	53.5												
											Cheque		

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-02-16	Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 817.41	$ 817.41	Monday, February 25, 2013	1	$ -
	Daily log	90												
2013-03-02	Payroll Company	50.75	10.25	$ 520.19	$ 20.81	$ 541.00	$ 542.48	4%		$ 505.40	$ 505.40	Monday, March 11, 2013	1	$ -
	Daily log	50.7												
2013-03-16	Payroll Company	46.5	10.25	$ 476.63	$ 19.07	$ 495.69	$ 499.25	4%		$ 471.16	$ 471.16	Monday, March 25, 2013	1	$ -
	Daily log	46.5												
2013-03-30	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.50	4%		$ 454.35	$ 454.35	Monday, April 8, 2013	1	$ -
	Daily log	45												
2013-04-13	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, April 22, 2013	1	$ -
	Daily log	45												
2013-04-27	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, May 6, 2013	1	$ -
	Daily log	45												
2013-05-11	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Tuesday, May 21, 2013	2	$ -
	Daily log	45												
2013-05-25	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, June 3, 2013	1	$ -
	Daily log	45												
2013-06-08	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, June 17, 2013	1	$ -
	Daily log	45												
2013-06-22	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Tuesday, July 2, 2013	2	$ -
	Daily log	45												
2013-07-06	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, July 15, 2013	1	$ -
	Daily log	45												
2013-07-20	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, July 29, 2013	1	$ -
	Daily log	45												
2013-08-03	Payroll Company	45	10.25	$ 461.25	$ 18.45	$ 479.70	$ 480.47	4%		$ 454.32	$ 454.32	Monday, August 12, 2013	1	$ -
	Daily log	45												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-41511	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	2013-01-19												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50.75	10.25	$ 520.19	$ 20.81	$ 541.00	$ 543.01	4%		$ 505.82	$ 505.82	Monday, January 28, 2013	1	$ -
Daily log	50.75												

Period ending	2013-02-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85.25	10.25	$ 873.81	$ 34.95	$ 908.77	$ 909.67	4%	Yes	$ 781.97	$ 781.97	Monday, February 11, 2013	1	$ -
Daily log	85.75												

Period ending	2013-02-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 907.53	4%		$ 780.45	$ 780.45	Monday, February 25, 2013	1	$ -
Daily log	85												

Period ending	2013-03-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83.75	10.25	$ 858.44	$ 34.34	$ 892.78	$ 894.23	4%		$ 770.97	$ 770.97	Monday, March 11, 2013	1	$ -
Daily log	83.75												

Period ending	2013-03-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.5	10.25	$ 958.38	$ 38.34	$ 996.71	$ 998.15	4%		$ 845.03	$ 845.03	Monday, March 25, 2013	1	$ -
Daily log	93.5												

Period ending	2013-03-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	110.5	10.25	$ 1,132.63	$ 45.31	$ 1,177.93	$ 1,179.53	4%		$ 974.33	$ 974.33	Monday, April 8, 2013	1	$ -
Daily log	110.5												

Period ending	2013-04-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	102.25	10.25	$ 1,048.06	$ 41.92	$ 1,089.99	$ 1,091.86	4%		$ 911.84	$ 911.84	Monday, April 22, 2013	1	$ -
Daily log	102.25												

Period ending	2013-04-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,083.75	4%		$ 906.06	$ 906.06	Monday, May 6, 2013	1	$ -
Daily log	101.5												

Period ending	2013-05-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104	10.25	$ 1,066.00	$ 42.64	$ 1,108.64	$ 1,110.37	4%		$ 925.03	$ 925.03	Tuesday, May 21, 2013	2	$ -
Daily log	104												

Period ending	2013-05-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94.75	10.25	$ 971.19	$ 38.85	$ 1,010.04	$ 1,011.81	4%		$ 854.78	$ 854.78	Monday, June 3, 2013	1	$ -
Daily log	94.75												

Period ending	2013-06-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.25	10.25	$ 1,201.81	$ 48.07	$ 1,249.89	$ 1,251.50	4%		$ 1,027.56	$ 1,027.56	Monday, June 17, 2013	1	$ -
Daily log	117.25												

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92	10.25	$ 943.00	$ 37.72	$ 980.72	$ 982.71	4%		$ 834.04	$ 834.04	Tuesday, July 2, 2013	2	$ -
Daily log	92												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98.25	10.25	$ 1,007.06	$ 40.28	$ 1,047.35	$ 1,048.93	4%		$ 881.24	$ 881.24	Monday, July 15, 2013	1	$ -
Daily log	98.25												

Period ending	2013-07-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	97.25	10.25	$ 996.81	$ 39.87	$ 1,036.69	$ 1,038.35	4%		$ 873.69	$ 873.69	Monday, July 29, 2013	1	$	-
Daily log	97.25													

Period ending	2013-08-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86.25	10.25	$ 884.06	$ 35.36	$ 919.43	$ 921.08	4%		$ 790.10	$ 790.10	Monday, August 12, 2013	1	$	-
Daily log	86.25													

Period ending	2013-08-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.24	4%		$ 799.49	$ 799.49	Monday, August 26, 2013	1	$	-
Daily log	87.5													

Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.25	10.25	$ 1,027.56	$ 41.10	$ 1,068.67	$ 1,070.15	4%		$ 896.36	$ 896.36	Monday, September 9, 2013	1	$	-
Daily log	100.25													

Period ending	2013-09-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.74	4%		$ 843.32	$ 843.32	Monday, September 23, 2013	1	$	-
Daily log	93.25													

Period ending	2013-09-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80.75	10.25	$ 827.69	$ 33.11	$ 860.80	$ 862.40	4%		$ 748.28	$ 478.28	Monday, October 7, 2013	1	-$	270.00
Daily log	80.75													

Period ending														
	2013-03-02													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	91.5	10.25	$ 937.88	$ 37.52	$ 975.39	$ 975.40	4%		$ 828.82	$ 828.82	Monday, March 11, 2013	1	$ -	
Daily log	91.5													
Period ending	2013-03-16													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	90.5	10.25	$ 927.63	$ 37.11	$ 964.73	$ 966.24	4%		$ 822.29	$ 822.29	Monday, March 25, 2013	1	$ -	
Daily log	90.5													
Period ending	2013-03-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106.75	10.25	$ 1,094.19	$ 43.77	$ 1,137.96	$ 1,139.50	4%		$ 945.80	$ 945.80	Monday, April 8, 2013	1	$ -	
Daily log	106.75													
Period ending	2013-04-13													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107.25	10.25	$ 1,099.31	$ 43.97	$ 1,143.29	$ 1,145.09	4%		$ 949.78	$ 949.78	Monday, April 22, 2013	1	$ -	
Daily log	53.5													
Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33	$ 1,100.65	$ 1,102.47	4%		$ 919.40	$ 919.40	Monday, May 6, 2013	1	$ -	
Daily log	103.25													
Period ending	2013-05-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100.75	10.25	$ 1,032.69	$ 41.31	$ 1,074.00	$ 1,075.77	4%		$ 900.37	$ 900.37	Tuesday, May 21, 2013	2	$ -	
Daily log	100.75													
Period ending	2013-05-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.48	4%		$ 799.66	$ 799.66	Monday, June 3, 2013	1	$ -	
Daily log	87.5													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					#VALUE!	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending													
	2013-01-19												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.5	10.25	$ 1,060.88	$ 42.44	$ 1,103.31	$ 1,104.58	4%		$ 920.90	$ 920.90	Monday, January 28, 2013	1	$ -
Daily log	103.5												
Period ending	2013-02-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90.25	10.25	$ 925.06	$ 37.00	$ 962.07	$ 963.81	4%		$ 820.66	$ 820.66	Monday, February 11, 2013	1	$ -
Daily log	89.25												
Period ending	2013-02-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.59	4%		$ 843.21	$ 843.21	Monday, February 25, 2013	1	$ -
	93.25												
Daily log													
Period ending	2013-03-02												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.25	10.25	$ 955.81	$ 38.23	$ 994.05	$ 995.63	4%		$ 843.24	$ 843.24	Monday, March 11, 2013	1	$ -
Daily log	93.25												
Period ending	2013-03-16												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49	$ 817.09	4%		$ 715.98	$ 715.98	Monday, March 25, 2013	1	$ -
Daily log	76.5												
Period ending	2013-03-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	104.75	10.25	$ 1,073.69	$ 42.95	$ 1,116.64	$ 1,117.96	4%		$ 930.44	$ 930.44	Monday, April 8, 2013	1	$ -
Daily log	100.75												
Period ending	2013-04-13												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,142.39	4%		$ 947.85	$ 947.85	Monday, April 22, 2013	1	$ -
Daily log	107												
Period ending	2013-04-27												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33	$ 1,100.65	$ 1,102.47	4%	Yes	$ 919.40	$ 919.40	Monday, May 6, 2013	1	$ -
Daily log	111.25												
Period ending	2013-05-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97	10.25	$ 994.25	$ 39.77	$ 1,034.02	$ 1,035.79	4%		$ 871.87	$ 871.87	Tuesday, May 21, 2013	2	$ -
Daily log	96.25												
Period ending	2013-05-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94.25	10.25	$ 966.06	$ 38.64	$ 1,004.71	$ 1,006.36	4%		$ 850.89	$ 850.89	Monday, June 3, 2013	1	$ -
Daily log	94.25												
Period ending	2013-06-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	117.25	10.25	$ 1,201.81	$ 48.07	$ 1,249.89	$ 1,251.49	4%		$ 1,027.56	$ 1,027.56	Monday, June 17, 2013	1	$ -
Daily log	117.25												
Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	75.75	10.25	$ 776.44	$ 31.06	$ 807.50	$ 820.15	4%	Yes	$ 718.16	$ 718.16	Tuesday, July 2, 2013	2	$ -
Daily log	76.5												
Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	87.5	10.25	$ 896.88	$ 35.88	$ 932.75	$ 934.10	4%		$ 799.39	$ 799.39	Monday, July 15, 2013	1	$ -

Daily log	87.5													
Period ending	*2013-07-20*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	97.5	10.25	$ 999.38	$ 39.98	$ 1,039.35	$ 1,040.85	4%		$ 875.47	$ 875.47	Monday, July 29, 2013	1	$ -	
Daily log	97.5													
Period ending	*2013-08-03*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company	63.5	10.25	$ 650.88	$ 26.04	$ 676.91	$ 678.58	4%		$ 613.18	$ 613.18	Monday, August 12, 2013	1	$ -	
Daily log	63.5													
Period ending														
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	*1900-01-00*													
	Hours	**Rate**	**Earnings**	**Vacation Pay**	**Gross earnings**	**Gross earnings paid**	*Vacation pay rate*	**Under-payed** (*Yes or No*)	**Net pay**	**Cheque amount**	**Cheque date**	**Late by (days)**	**Amount remaining**	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 690.13	$ 690.13	Monday, July 8, 2013	0	$ -	
Daily log	72													

Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 906.10	4%		$ 790.18	$ 790.18	Wednesday, July 24, 2013	1	$ -	
Daily log	85													

Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56		4%		$ 166.22	$ 166.22	Wednesday, August 7, 2013	-1	$ -	
Daily log	16													

Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	84.25	10.25	$ 863.56	$ 34.54	$ 898.11		4%		$ 814.23	$ 814.23	Wednesday, July 24, 2013	1	$ -	
Daily log	84.25													

Period ending	*2013-08-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	6	10.25	$ 61.50	$ 2.46	$ 63.96		4%		$ 62.79	$ 62.79	Friday, September 6, 2013	-1	$ -	
Daily log	6													

Period ending	*2013-05-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.72	$ 83.72	Thursday, June 6, 2013	-1	$ -
Daily log	8												

Period ending	*2013-06-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	121.75	10.25	$ 1,247.94	$ 49.92	$ 1,297.86	$ 1,297.86	4%		$ 1,070.43	$ 1,070.43	Monday, July 8, 2013	0	$ -
Daily log	121.75												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	130.75	10.25	$ 1,340.19	$ 53.61	$ 1,393.80	$ 1,393.80	4%		$ 1,141.93	$ 1,141.93	Wednesday, July 24, 2013	1	$ -
Daily log	130.75												

Period ending	*2013-07-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93	10.25	$ 953.25	$ 38.13	$ 991.38	$ 991.38	4%		$ 851.00	$ 851.00	Wednesday, August 7, 2013	0	$ -
Daily log	93												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	48	10.25	$ 492.00	$ 19.68	$ 511.68	$ 511.68	4%		$ 484.21	$ 484.21	Thursday, August 22, 2013	-1	$ -
Daily log	48												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	44.5	10.25	$ 456.13	$ 18.25	$ 474.37	$ 474.37	4%		$ 449.44	$ 449.44	Monday, September 9, 2013	1	$ -
Daily log	44.5												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	12.5	10.25	$ 128.13	$ 5.13	$ 133.25	$ 133.25	4%		$ 130.82	$ 130.82	Monday, September 23, 2013	0	$ -
Daily log	12.5												

Period ending	*2013-09-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	10.25	$ 902.00	$ 36.08	$ 938.08	$ 938.08	4%		$ 812.98	$ 812.98	Monday, October 7, 2013	-1	$ -
Daily log	88												

Period ending	2013-05-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.72	$ 83.72	Thursday, June 6, 2013	-1	$ -
Daily log	8												

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	$ 1,012.70	4%		$ 866.20	$ 866.20	Monday, July 8, 2013	0	$ -
Daily log	95												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	90	10.25	$ 922.50	$ 36.90	$ 959.40	$ 959.40	4%		$ 828.19	$ 828.19	Wednesday, July 24, 2013	1	$ -
Daily log	90												

Period ending	2013-07-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	112.5	10.25	$ 1,153.13	$ 46.13	$ 1,199.25	$ 1,199.25	4%		$ 999.26	$ 999.26	Wednesday, August 7, 2013	0	$ -
Daily log	112.5												

Period ending	2013-08-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.16	$ 752.16	Thursday, August 22, 2013	-1	$ -
Daily log	80												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	10.25	$ 820.00	$ 32.80	$ 852.80	$ 852.80	4%		$ 752.16	$ 752.16	Monday, September 9, 2013	1	$ -
Daily log	80												

Period ending	2013-09-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49	$ 815.49	4%		$ 725.56	$ 725.56	Monday, September 23, 2013	0	$ -
Daily log	76.5												

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92.5	10.25	$ 948.13	$ 37.93	$ 986.05	$ 986.05	4%		$ 847.21	$ 847.21	Monday, October 7, 2013	-1	$ -
Daily log	92.5												

Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48.75	10.25	$ 499.69	$ 19.99	$ 519.68	$ 519.68	4%		$ 491.66	$ 491.66	Monday, July 8, 2013	0	$ -	
Daily log	48.75													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	161.5	10.25	$ 1,655.38	$ 66.22	$ 1,721.59	$ 1,721.59	4%		$ 1,381.46	$ 1,381.46	Wednesday, July 24, 2013	1	$ -	
Daily log	161.5													
Period ending	*2013-07-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146.5	10.25	$ 1,501.63	$ 60.07	$ 1,561.69	$ 1,561.69	4%		$ 1,266.52	$ 1,266.52	Wednesday, August 7, 2013	0	$ -	
Daily log	146.5													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,369.81	4%		$ 1,124.05	$ 1,124.05	Thursday, August 22, 2013	-1	$ -	
Daily log	128.5													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,345.83	4%		$ 1,106.17	$ 1,106.17	Monday, September 9, 2013	1	$ -	
Daily log	126.25													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.06	$ 1,041.06	Monday, September 23, 2013	0	$ -	
Daily log	118													

Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	149.5	10.25	$ 1,532.38	$ 61.30	$ 1,593.67	$ 1,593.67	4%		$ 1,289.52	$ 1,289.52	Wednesday, July 24, 2013	1	$ -	
Daily log	149.5													

Period ending	2013-07-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146.5	10.25	$ 1,501.63	$ 60.07	$ 1,561.69	$ 1,561.69	4%		$ 1,266.52	$ 1,266.52	Wednesday, August 7, 2013	0	$ -	
Daily log	146.5													

Period ending	2013-08-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,367.15	4%		$ 1,124.05	$ 1,124.05	Thursday, August 22, 2013	-1	$ -	
Daily log	128.25													

Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,345.83	4%		$ 1,106.17	$ 1,106.17	Monday, September 9, 2013	1	$ -	
Daily log	126.25													

Period ending	2013-09-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	121.5	10.25	$ 1,245.38	$ 49.82	$ 1,295.19	$ 1,295.19	4%		$ 1,068.46	$ 1,068.46	Monday, September 23, 2013	0	$ -	
Daily log	121.5													

Period ending	2013-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	44.5	10.25	$ 456.13	$ 18.25	$ 474.37	$ 474.37	4%		$ 449.44	$ 449.44	Monday, October 7, 2013	-1	$ -	
Daily log	44.5													

Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	30.75	10.25	$ 315.19	$ 12.61	$ 327.80		4%		$ 312.79	$ -	Monday, July 8, 2013	0	-$	312.79
Daily log	30.75													

Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	7	10.25	$ 71.75	$ 2.87	$ 74.62		4%		$ 73.25	$ 386.04	Wednesday, July 24, 2013	1	$	312.79
Daily log	7													

Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	6	10.25	$ 61.50	$ 2.46	$ 63.96		4%		$ 62.79			-41525	-$	62.79
Daily log	6													

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	21	10.25	$ 215.25	$ 8.61	$ 223.86	$ 223.86	4%		$ 215.90	$ 215.90	Wednesday, July 24, 2013	1	$ -
Daily log	21												

Period ending	*2013-07-30*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	146.5	10.25	$ 1,501.63	$ 60.07	$ 1,561.69	$ 1,561.69	4%		$ 1,266.52	$ 1,482.42	Wednesday, August 7, 2013	0	$ 215.90
Daily log	146.5												

Period ending	*2013-08-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,369.81	4%		$ 1,124.05	$ 1,124.05	Thursday, August 22, 2013	-1	$ -
Daily log	128.5												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,345.83	4%		$ 1,106.17	$ 1,106.17	Monday, September 9, 2013	1	$ -
Daily log	126.25												

Period ending	*2013-09-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	118	10.25	$ 1,209.50	$ 48.38	$ 1,257.88	$ 1,257.88	4%		$ 1,041.06	$ 1,041.06	Monday, September 23, 2013	0	$ -
Daily log	118												

Period ending	*2013-06-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	58	10.25	$ 594.50	$ 23.78	$ 618.28	$ 618.28	4%		$ 571.87	$ 571.87	Monday, July 8, 2013	0	$	-
Daily log	58													
Period ending	*2013-07-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	161.5	10.25	$ 1,655.38	$ 66.22	$ 1,721.59	$ 1,604.33	4%		$ 1,381.46	$ 1,381.46	Wednesday, July 24, 2013	1	$	-
Daily log	150.5													
Period ending	*2013-07-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	146.5	10.25	$ 1,501.63	$ 60.07	$ 1,561.69	$ 1,561.69	4%		$ 1,266.52	$ 1,266.52	Wednesday, August 7, 2013	-1	$	-
Daily log	146.5													
Period ending	*2013-08-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	128.5	10.25	$ 1,317.13	$ 52.69	$ 1,369.81	$ 1,273.87	4%		$ 1,124.05	$ 1,124.05	Friday, August 23, 2013	0	$	-
Daily log	119.5													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	126.25	10.25	$ 1,294.06	$ 51.76	$ 1,345.83	$ 1,345.83	4%		$ 1,106.17	$ 1,106.17	Monday, September 9, 2013	1	$	-
Daily log	126.25													
Period ending	*2013-09-15*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	122	10.25	$ 1,250.50	$ 50.02	$ 1,300.52	$ 1,220.57	4%		$ 1,072.41	$ 1,072.41	Monday, September 23, 2013	0	$	-
Daily log	114.5													
Period ending	*2013-09-30*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	95.5	10.25	$ 978.88	$ 39.16	$ 1,018.03	$ 1,018.03	4%		$ 870.01	$ 870.01	Monday, October 7, 2013	-1	$	-
Daily log	95.5													

Period ending	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	360	11	$ 3,960.00	$ 158.40	$ 4,118.40	$ 4,118.40	4%		$ 3,213.30	$ 3,213.30	Sunday, June 30, 2013	-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-06-30													
Payroll Company Daily log		350.5	12	$ 4,206.00	$ 168.24	$ 4,374.24	$ 4,374.24	4%		$ 3,377.06	$ 3,377.06	Sunday, June 30, 2013	-8	$ -
Period ending	*2013-07-31*	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log		340	12	$ 4,080.00	$ 163.20	$ 4,243.20	$ 4,243.20	4%		$ 3,293.75	$ 3,295.75	Wednesday, July 31, 2013	-8	$ 2.00
Period ending	*2013-08-31*	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log		326.75	12	$ 3,921.00	$ 156.84	$ 4,077.84	$ 4,077.84	4%		$ 3,187.15	$ 3,187.15	Saturday, August 31, 2013	-8	$ -
Period ending	*2013-09-30*	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log		399.75	12	$ 4,797.00	$ 191.88	$ 4,988.88	$ 4,988.88	4%		$ 3,767.18	$ 3,767.18	Monday, September 30, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -

Period ending														
	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	216	11	$ 2,376.00	$ 95.04	$ 2,471.04	$ 2,471.04	4%		$ 2,050.73	$ 2,050.73	Wednesday, July 31, 2013	-8	$ -	
Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	347.5	11	$ 3,822.50	$ 152.90	$ 3,975.40	$ 3,975.40	4%		$ 3,121.12	$ 3,121.12	Saturday, August 31, 2013	-8	$ -	
Period ending	2013-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	300.25	11	$ 3,302.75	$ 132.11	$ 3,434.86	$ 3,434.86	4%		$ 2,757.08	$ 2,757.08	Monday, September 30, 2013	-8	$ -	
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					#VALUE!	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -	

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-07-31													
Payroll Company Daily log		443	11	$ 4,873.00	$ 194.92	$ 5,067.92	$ 5,067.92	4%		$ 3,817.35	$ 3,817.35	Wednesday, July 31, 2013	-8	$ -
Period ending	2013-08-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log		403	11	$ 4,433.00	$ 179.52	$ 4,667.52	$ 4,667.52	4%		$ 3,563.22	$ 3,563.22	Saturday, August 31, 2013	-8	$ -
Period ending	2013-09-30	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log		400	11	$ 4,400.00	$ 176.00	$ 4,576.00	$ 4,576.00	4%		$ 3,505.13	$ 3,505.13	Monday, September 30, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending	1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending	1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending	1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending	1900-01-00	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -

Period ending	2013-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	260	10.75	$ 2,795.00	$ 111.80	$ 2,906.80	$ 2,906.80	4%		$ 2,371.79	$ 2,371.79	Friday, May 31, 2013	-8	$ -

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	363.75	10.75	$ 3,910.31	$ 156.41	$ 4,066.73	$ 4,066.73	4%		$ 3,179.98	$ 3,179.98	Sunday, June 30, 2013	-8	$ -

Period ending	2013-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	390.25	10.75	$ 4,195.19	$ 167.81	$ 4,363.00	$ 4,363.00	4%		$ 3,369.94	$ 3,369.94	Wednesday, July 31, 2013	-8	$ -

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	323	10.75	$ 3,472.25	$ 138.89	$ 3,611.14	$ 3,611.14	4%		$ 2,883.73	$ 2,883.73	Saturday, August 31, 2013	-8	$ -

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	400	10.75	$ 4,300.00	$ 172.00	$ 4,472.00	$ 4,472.00	4%		$ 3,439.12	$ 3,439.12	Monday, September 30, 2013	-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-06-30													
Payroll Company Daily log		86	11	$ 946.00	$ 37.84	$ 983.84	$ 983.84	4%		$ 931.08	$ 931.08	Sunday, June 30, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-07-31													
Payroll Company Daily log		250	11	$ 2,750.00	$ 110.00	$ 2,860.00	$ 2,860.00	4%		$ 2,336.94	$ 2,336.94	Wednesday, July 31, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-08-31													
Payroll Company Daily log		300	11	$ 3,300.00	$ 132.00	$ 3,432.00	$ 3,432.00	4%		$ 2,755.03	$ 2,755.03	Saturday, August 31, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	2013-09-30													
Payroll Company Daily log		360	11	$ 3,960.00	$ 158.40	$ 4,118.40	$ 4,118.40	4%		$ 3,213.30	$ 3,213.30	Monday, September 30, 2013	-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -
Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
	1900-01-00													
Payroll Company Daily log				$ -	$ -	$ -		4%					-8	$ -

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-08-31	Payroll Company Daily log	168	11	$ 1,848.00	$ 73.92	$ 1,921.92	$ 1,921.92	4%		$ 1,659.32	$ 1,659.32	Saturday, August 31, 2013	-8	$ -
2013-09-30	Payroll Company Daily log	400	11	$ 4,400.00	$ 176.00	$ 4,576.00	$ 4,576.00	4%		$ 3,505.13	$ 3,505.13	Monday, September 30, 2013	-8	$ -
	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	2013-04-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	421.72	10.25	$ 4,322.63	$ 172.91 Paid	$ 4,495.54	$ 4,322.64	4%	#REF!	$ 3,344.32	$ 3,344.32	Tuesday, May 7, 2013	-1	$ -

Period ending	2013-05-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	254.45	10.25	$ 2,608.11	$ 104.32	$ 2,712.44	$ 2,712.43	4%		$ 2,227.03	$ 2,227.03	Friday, May 31, 2013	-8	$ -

Period ending	2013-06-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	325.25	10.25	$ 3,333.81	$ 133.35	$ 3,467.17	$ 3,467.16	4%		$ 2,780.29	$ 2,780.29	Sunday, June 30, 2013	-8	$ -

Period ending	2013-07-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	361.5	10.25	$ 3,705.38	$ 148.22	$ 3,853.59	$ 3,853.60	4%		$ 3,042.23	$ 3,042.23	Wednesday, July 31, 2013	-8	$ -

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	304	10.25	$ 3,116.00	$ 124.64	$ 3,240.64	$ 3,240.64	4%		$ 2,617.56	$ 2,617.56	Saturday, August 31, 2013	-8	$ -

Period ending	2013-09-30												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log	290.75	10.25	$ 2,980.19	$ 119.21	$ 3,099.40	$ 3,099.40	4%		$ 2,515.25	$ 2,515.25	Monday, September 30, 2013	-8	$ -

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending														
	2013-06-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	370	11	$ 4,070.00	$ 162.80	$ 4,232.80	$ 4,232.80	4%		$ 3,287.04	$ 3,287.04	Sunday, June 30, 2013	-8	$ -	
Daily log														
Period ending	2013-07-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	380	11	$ 4,180.00	$ 167.20	$ 4,347.20	$ 4,347.20	4%		$ 3,359.90	$ 3,359.90	Wednesday, July 31, 2013	-8	$ -	
Daily log														
Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	380	11	$ 4,180.00	$ 167.20	$ 4,347.20	$ 4,347.20	4%		$ 3,359.90	$ 3,359.90	Saturday, August 31, 2013	-8	$ -	
Daily log														
Period ending	2013-09-30													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	400	11	$ 4,400.00	$ 176.00	$ 4,576.00	$ 4,576.00	4%		$ 3,505.13	$ 3,505.13	Monday, September 30, 2013	-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -	
Daily log	88													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -	
Daily log	99													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-10-12*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 18, 2013	-2	$ -	
Daily log	108													

Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Thursday, May 2, 2013	-3	$ -	
Daily log	80													
Period ending	*2013-05-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, May 17, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-05-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, May 31, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-06-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Monday, June 17, 2013	1	$ -	
Daily log	80													
Period ending	*2013-06-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, June 28, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -	
Daily log	88													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -	
Daily log	99													

Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Thursday, May 2, 2013	-3	$ -	
Daily log	80													
Period ending	*2013-05-11*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, May 17, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-05-25*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, May 31, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-06-08*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Monday, June 17, 2013	1	$ -	
Daily log	80													
Period ending	*2013-06-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, June 28, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -	
Daily log	88													
Period ending	*2013-07-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-4	$ -	
Daily log	108													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -	
Daily log	99													

Period ending	2013-06-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Monday, June 17, 2013	1	$ -	
Daily log	80													
Period ending	*2013-06-22*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, June 28, 2013	-2	$ -	
Daily log	80													
Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -	
Daily log	88													
Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -	
Daily log	108													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -	
Daily log	99													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-10-12*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 18, 2013	-2	$ -	
Daily log	108													
Period ending	*2013-10-26*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, November 4, 2013	1	$ -	
Daily log	99													
Period ending	*2013-11-09*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	36	11	$ 396.00	$ 15.84	$ 411.84	$ 411.84	4%		$ 367.73	$ 367.73	Friday, November 15, 2013	-2	$ -	
Daily log	36													

Period ending	*2013-06-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Monday, June 17, 2013	1	$ -
Daily log	80												

Period ending	*2013-06-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80	11	$ 880.00	$ 35.20	$ 915.20	$ 915.20	4%		$ 809.01	$ 809.01	Friday, June 28, 2013	-2	$ -
Daily log	80												

Period ending	*2013-07-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -
Daily log	88												

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -
Daily log	108												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -
Daily log	99												

Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$ -
Daily log	108												

Period ending	*2013-07-06*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	48	11	$ 528.00	$ 21.12	$ 549.12	$ 549.12	4%		$ 510.66	$ 510.66	Friday, July 12, 2013	-2	$ -	
Daily log	48													

Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -	
Daily log	99													

Period ending	2013-04-27													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	64	10.25	$ 656.00	$ 26.24	$ 682.24	$ 682.24	4%		$ 616.08	$ 616.08	Wednesday, November 20, 2013	199	$	-
Daily log	64													

Period ending	2013-05-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.57	$ 165.57	Wednesday, November 20, 2013	185	$	-
Daily log	16													

Period ending	2013-05-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.03			-41427	-$	245.03
Daily log	24													

Period ending	2013-06-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	24	10.25	$ 246.00	$ 9.84	$ 255.84	$ 255.84	4%		$ 245.03			-41441	-$	245.03
Daily log	24													

Period ending	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	16	10.25	$ 164.00	$ 6.56	$ 170.56	$ 170.56	4%		$ 165.57			-41455	-$	165.57
Daily log	16													

Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	32	10.25	$ 328.00	$ 13.12	$ 341.12	$ 341.12	4%		$ 324.49			-41469	-$	324.49
Daily log	32													

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Period ending	2013-10-12													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Friday, October 18, 2013	-2	$ -	
Period ending	*2013-10-26*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Monday, November 4, 2013	1	$ -	
Period ending	*2013-11-09*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,089.85	$ 1,089.85	Friday, November 15, 2013	-2	$ -	
Period ending	*2013-11-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Wednesday, November 27, 2013	-4	$ -	
Period ending	*2013-12-07*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	108 108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Tuesday, December 10, 2013	-5	$ -	
Period ending	*2013-12-21*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company Daily log	120 120	11	$ 1,320.00	$ 52.80	$ 1,372.80	$ 1,372.80	4%		$ 1,210.20	$ 1,210.20	Friday, December 20, 2013	-9	$ -	

Period ending	*2013-10-12*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Friday, October 18, 2013	-2	$ -
Daily log													

Period ending	*2013-10-26*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Monday, November 4, 2013	1	$ -
Daily log													

Period ending	*2013-11-09*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52		4%		$ 1,089.85	$ 1,089.85	Friday, November 15, 2013	-2	$ -
Daily log													

Period ending	*2013-11-23*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56		4%		$ 999.58	$ 999.58	Wednesday, November 27, 2013	-4	$ -
Daily log													

Period ending	*2013-12-07*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Tuesday, December 10, 2013	-5	$ -
Daily log	108												

Period ending	*2013-12-21*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	11	$ 1,320.00	$ 52.80	$ 1,372.80	$ 1,372.80	4%		$ 1,210.20	$ 1,210.20	Friday, December 20, 2013	-9	$ -
Daily log	120												

Period ending														
2013-08-17	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -
Daily log	108												
Period ending													
2013-08-31	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -
Daily log	108												
Period ending													
2013-09-14	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -
Daily log	99												
Period ending													
2013-09-28	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$ -
Daily log	108												
Period ending													
2013-10-12	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 18, 2013	-2	$ -
Daily log	108												
Period ending													
2013-10-26	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, November 4, 2013	1	$ -
Daily log	99												
Period ending													
2013-11-09	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, November 15, 2013	-2	$ -
Daily log	108												
Period ending													
2013-11-23	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Friday, November 29, 2013	-2	$ -
Daily log	99												
Period ending													
2013-12-07	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Saturday, December 7, 2013	-8	$ -
Daily log	108												

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$	-
Daily log	108													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$	-
Daily log	108													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$	-
Daily log	99													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$	-
Daily log	108													
Period ending	*2013-10-12*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 18, 2013	-2	$	-
Daily log	108													
Period ending	*2013-10-26*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, November 4, 2013	1	$	-
Daily log	99													
Period ending	*2013-11-09*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, November 15, 2013	-2	$	-
Daily log	108													
Period ending	*2013-11-23*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Friday, November 29, 2013	-2	$	-
Daily log	99													
Period ending	*2013-12-07*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Saturday, December 7, 2013	-8	$	-
Daily log	108													

Period ending	*2013-07-06*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	88	11	$ 968.00	$ 38.72	$ 1,006.72	$ 1,006.72	4%		$ 889.25	$ 889.25	Friday, July 12, 2013	-2	$ -
Daily log	88												

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, July 26, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 9, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, August 23, 2013	-2	$ -
Daily log	108												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Monday, September 9, 2013	1	$ -
Daily log	108												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99	11	$ 1,089.00	$ 43.56	$ 1,132.56	$ 1,132.56	4%		$ 999.58	$ 999.58	Monday, September 23, 2013	1	$ -
Daily log	99												

Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 4, 2013	-2	$ -
Daily log	108												

Period ending	*2013-10-12*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	108	11	$ 1,188.00	$ 47.52	$ 1,235.52	$ 1,235.52	4%		$ 1,089.85	$ 1,089.85	Friday, October 18, 2013	-2	$ -
Daily log	108												

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, August 1, 2013	4	$ -
Daily log	120												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Friday, August 9, 2013	-2	$ -
Daily log	120												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Sunday, August 25, 2013	0	$ -
Daily log	120												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Tuesday, September 10, 2013	2	$ -
Daily log	120												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, September 19, 2013	-3	$ -
Daily log	120												

Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Monday, October 7, 2013	1	$ -
Daily log	120												

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Wednesday, July 31, 2013	3	$ -	
Daily log	108													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Friday, August 9, 2013	-2	$ -	
Daily log	108													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Sunday, August 25, 2013	0	$ -	
Daily log	108													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,151.28	4%	Yes	$ 887.82	$ 887.82	Thursday, August 1, 2013	4	$	-
Daily log	108													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Friday, August 9, 2013	-2	$	-
Daily log	108													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 675.07	$ 948.60	Sunday, August 25, 2013	0	$	273.53
Daily log	108													

Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	72	10.25	$ 738.00	$ 29.52	$ 767.52	$ 767.52	4%		$ 675.07	$ 675.07	Tuesday, September 10, 2013	2	$	-
Daily log	72													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, August 1, 2013	4	$ -	
Daily log	120													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Friday, August 9, 2013	-2	$ -	
Daily log	120													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Sunday, August 25, 2013	0	$ -	
Daily log	120													

Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Tuesday, September 10, 2013	2	$ -	
Daily log	120													

Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, September 19, 2013	-3	$ -	
Daily log	120													

Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Monday, October 7, 2013	1	$ -	
Daily log	120													

Period ending	*2013-10-12*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Wednesday, October 23, 2013	3	$ -	
Daily log	120													

Period ending	*2013-10-26*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Sunday, October 27, 2013	-7	$ -	
Daily log	120													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, August 1, 2013	4	$ -	
Daily log	120													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Friday, August 9, 2013	-2	$ -	
Daily log	120													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Sunday, August 25, 2013	0	$ -	
Daily log	120													
Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Tuesday, September 10, 2013	2	$ -	
Daily log	120													
Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, September 19, 2013	-3	$ -	
Daily log	120													
Period ending	*2013-09-28*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Monday, October 7, 2013	1	$ -	
Daily log	120													

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, August 1, 2013	4	$ -
Daily log	120												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Friday, August 9, 2013	-2	$ -
Daily log	120												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Sunday, August 25, 2013	0	$ -
Daily log	120												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Tuesday, September 10, 2013	2	$ -
Daily log	120												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Thursday, September 19, 2013	-3	$ -
Daily log	120												

Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,042.62	$ 1,042.62	Monday, October 7, 2013	1	$ -
Daily log	120												

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	12	$ 1,440.00	$ 57.60	$ 1,497.60	$ 1,497.60	4%		$ 1,203.90	$ 1,203.90	Thursday, August 1, 2013	4	$ -	
Daily log	120													
Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	12	$ 1,200.00	$ 48.00	$ 1,248.00	$ 1,248.00	4%		$ 1,019.39	$ 1,019.39	Friday, August 9, 2013	-2	$ -	
Daily log	100													
Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	12	$ 720.00	$ 28.80	$ 748.80	$ 748.80	4%		$ 661.72	$ 661.72	Sunday, August 25, 2013	0	$ -	
Daily log	60													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 924.68	$ 1,000.00	Wednesday, July 31, 2013	3	$	75.32
Daily log	100													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	100	10.25	$ 1,025.00	$ 41.00	$ 1,066.00	$ 1,066.00	4%		$ 924.68	$ 924.68	Thursday, August 15, 2013	4	$	-
Daily log	100													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 599.74	$ 599.74	Wednesday, August 28, 2013	3	$	-
Daily log	60													

Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 599.74	$ 599.74	Tuesday, September 10, 2013	2	$	-
Daily log	60													

Period ending	*2013-09-14*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 599.74	$ 599.74	Thursday, September 19, 2013	-3	$	-
Daily log	60													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Thursday, August 1, 2013	4	$	-
Daily log	108													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.20	$ 948.60	Friday, August 9, 2013	-2	$	0.40
Daily log	108													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Sunday, August 25, 2013	0	$	-
Daily log	108													

Period ending	*2013-08-31*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Tuesday, September 10, 2013	2	$	-
Daily log	108													

Period ending	*2013-07-20*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Thursday, August 1, 2013	4	$ -	
Daily log	108													

Period ending	*2013-08-03*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Friday, August 9, 2013	-2	$ -	
Daily log	108													

Period ending	*2013-08-17*													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	108	10.25	$ 1,107.00	$ 44.28	$ 1,151.28	$ 1,151.28	4%		$ 948.60	$ 948.60	Sunday, August 25, 2013	0	$ -	
Daily log	108													

Period ending	*2013-07-20*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	97.75	10.25	$ 1,001.94	$ 40.08	$ 1,042.02	$ 1,157.82	4%	Yes	$ 1,078.74	$ 1,078.74	Monday, July 29, 2013	1	$ -
Daily log	99.75												

Period ending	*2013-08-03*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 1,270.56	4%		$ 1,068.80	$ 1,068.80	Monday, August 12, 2013	1	$ -
Daily log	106												

Period ending	*2013-08-17*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	100.75	10.25	$ 1,032.69	$ 41.31	$ 1,074.00	$ 1,227.72	4%		$ 1,041.03	$ 1,041.03	Monday, August 26, 2013	1	$ -
Daily log	100.75												

Period ending	*2013-08-31*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95.75	10.25	$ 981.44	$ 39.26	$ 1,020.70	$ 1,128.80	4%		$ 960.93	$ 960.92	Monday, September 9, 2013	1	-$ 0.01
Daily log	95.25												

Period ending	*2013-09-14*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.25	10.25	$ 986.56	$ 39.46	$ 1,026.03	$ 1,150.96	4%		$ 980.26	$ 980.26	Monday, September 23, 2013	1	$ -
Daily log	96.25												

Period ending	*2013-09-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	76.5	10.25	$ 784.13	$ 31.37	$ 815.49	$ 899.61	4%		$ 792.51	$ 792.51	Tuesday, October 8, 2013	2	$ -
Daily log	76.5												

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	94	10.25	$ 963.50	$ 38.54	$ 1,002.04	$ 1,015.04	4%		$ 858.08	$ 858.08	Tuesday, July 2, 2013	2	$ -
Daily log	94												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81	10.25	$ 830.25	$ 33.21	$ 863.46	$ 879.32	4%		$ 761.55	$ 761.55	Monday, July 15, 2013	1	$ -
Daily log	81												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,114.84	4%		$ 927.22	$ 927.22	Monday, July 29, 2013	1	$ -
Daily log	100.5												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68	$ 1,059.06	4%		$ 889.55	$ 889.55	Monday, August 12, 2013	1	$ -
Daily log	98												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	80.5	10.25	$ 825.13	$ 33.01	$ 858.13	$ 882.28	4%		$ 764.24	$ 764.24	Monday, August 26, 2013	1	$ -
Daily log	80.5												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81	10.25	$ 830.25	$ 33.21	$ 863.46	$ 934.92	4%		$ 805.40	$ 805.40	Monday, September 9, 2013	1	$ -
Daily log	81												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	69.5	10.25	$ 712.38	$ 28.50	$ 740.87	$ 827.51	4%		$ 730.00	$ 730.00	Monday, September 23, 2013	1	$ -
Daily log	69.5												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	68	10.25	$ 697.00	$ 27.88	$ 724.88	$ 740.98	4%		$ 662.60	$ 662.60	Tuesday, October 8, 2013	2	$ -
Daily log	68												

Period ending														
	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	99.25	10.25	$ 1,017.31	$ 40.69	$ 1,058.01	$ 1,058.00	4%		$ 887.70	$ 887.70	Tuesday, July 2, 2013	2	$ -	
Daily log	98.75													
Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89	10.25	$ 912.25	$ 36.49	$ 948.74	$ 948.74	4%		$ 809.82	$ 809.82	Monday, July 15, 2013	1	$ -	
Daily log	89													
Period ending	2013-07-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	107	10.25	$ 1,096.75	$ 43.87	$ 1,140.62	$ 1,140.62	4%		$ 948.66	$ 948.66	Monday, July 29, 2013	1	$ -	
Daily log	104.5													
Period ending	2013-08-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	92.5	10.25	$ 948.13	$ 37.93	$ 986.05	$ 986.06	4%		$ 836.42	$ 836.42	Monday, August 12, 2013	1	$ -	
Daily log	92.5													
Period ending	2013-08-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	102.5	10.25	$ 1,050.63	$ 42.03	$ 1,092.65	$ 1,092.66	4%		$ 912.41	$ 912.41	Monday, August 26, 2013	1	$ -	
Daily log	102.5													
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	Vacation pay rate	Under-payed (Yes or No)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending														
	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	89.25	10.25	$ 914.81	$ 36.59	$ 951.41	$ 951.40	4%		$ 811.71	$ 811.71	Tuesday, July 2, 2013	2	$ -	
Daily log	89.25													
Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	41	10.25	$ 420.25	$ 16.81	$ 437.06	$ 437.06	4%		$ 413.87	$ 413.87	Monday, July 15, 2013	1	$ -	
Daily log	41													
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending														
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					#VALUE!	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-06-22	Payroll Company	69.25	10.25	$ 709.81	$ 28.39	$ 738.21	$ 738.20	4%		$ 659.74	$ 659.74	Tuesday, July 2, 2013	2	$ -
	Daily log	68.75												
2013-07-06	Payroll Company	65.75	10.25	$ 673.94	$ 26.96	$ 700.90	$ 700.90	4%		$ 630.86	$ 630.86	Monday, July 15, 2013	1	$ -
	Daily log	65.75												
2013-07-20	Payroll Company			$ -	$ -	$ -		4%					-41483	$ -
	Daily log													
2013-08-03	Payroll Company	8	10.25	$ 82.00	$ 3.28	$ 85.28	$ 85.28	4%		$ 83.68	$ 83.68	Monday, August 12, 2013	1	$ -
	Daily log	8												
	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													
1900-01-00	Payroll Company			$ -	$ -	$ -		4%					-8	$ -
	Daily log													

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.5	10.25	$ 989.13	$ 39.57	$ 1,028.69	$ 1,028.70	4%		$ 866.81	$ 866.81	Tuesday, July 2, 2013	2	$ -
Daily log	96.5												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	92.25	10.25	$ 945.56	$ 37.82	$ 983.39	$ 983.38	4%		$ 834.51	$ 834.51	Monday, July 15, 2013	1	$ -
Daily log	91.75												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89	10.25	$ 912.25	$ 36.49	$ 948.74	$ 948.74	4%		$ 789.07	$ 789.07	Monday, July 29, 2013	1	$ -
Daily log	88.5												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	66.5	10.25	$ 681.63	$ 27.27	$ 708.89	$ 708.90	4%		$ 637.19	$ 637.19	Monday, August 12, 2013	1	$ -
Daily log	66.5												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	91.75	10.25	$ 940.44	$ 37.62	$ 978.06	$ 978.06	4%		$ 830.72	$ 830.72	Monday, August 26, 2013	1	$ -
Daily log	91.75												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107.5	10.25	$ 1,101.88	$ 44.08	$ 1,145.95	$ 1,145.96	4%		$ 950.40	$ 950.40	Monday, September 9, 2013	1	$ -
Daily log	107.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	107.75	10.25	$ 1,104.44	$ 44.18	$ 1,148.62	$ 1,148.62	4%		$ 952.30	$ 952.30	Monday, September 23, 2013	1	$ -
Daily log	106.75												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	93.75	10.25	$ 960.94	$ 38.44	$ 999.38	$ 999.38	4%		$ 845.91	$ 845.91	Tuesday, October 8, 2013	2	$ -
Daily log	93.25												

Period ending	2013-06-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	99.5	10.25	$ 1,019.88	$ 40.80	$ 1,060.67	$ 1,060.68	4%		$ 889.61	$ 889.61	Tuesday, July 2, 2013	2	$ -
Daily log	99.5												

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83.25	10.25	$ 853.31	$ 34.13	$ 887.45	$ 887.44	4%		$ 766.13	$ 766.13	Monday, July 15, 2013	1	$ -
Daily log	82.25												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	96.5	10.25	$ 989.13	$ 39.57	$ 1,028.69	$ 1,028.70	4%		$ 855.57	$ 855.57	Monday, July 29, 2013	1	$ -
Daily log	96												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89	10.25	$ 912.25	$ 36.49	$ 948.74	$ 948.74	4%		$ 809.82	$ 809.82	Monday, August 12, 2013	1	$ -
Daily log	88.5												

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	84.25	10.25	$ 863.56	$ 34.54	$ 898.11	$ 898.10	4%		$ 773.73	$ 773.73	Monday, August 26, 2013	1	$ -
Daily log	84.25												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	83	10.25	$ 850.75	$ 34.03	$ 884.78	$ 884.78	4%		$ 764.24	$ 764.24	Monday, September 9, 2013	1	$ -
Daily log	82.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	81.5	10.25	$ 835.38	$ 33.42	$ 868.79	$ 868.80	4%		$ 752.84	$ 752.84	Monday, September 23, 2013	1	$ -
Daily log	80.5												

Period ending	2013-09-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 582.32	$ 582.32	Tuesday, October 8, 2013	2	$ -
Daily log	60												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2013-06-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	103.25	10.25	$ 1,058.31	$ 42.33	$ 1,100.65	$ 100.64	4%		$ 918.10	$ 918.10	Tuesday, July 2, 2013	2	$ -	
Daily log	102.75													
Period ending	2013-07-06													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 1,129.26	4%		$ 939.00	$ 939.00	Monday, July 15, 2013	1	$ -	
Daily log	106													
Period ending	2013-07-20													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.00	4%		$ 899.90	$ 899.90	Monday, July 29, 2013	1	$ -	
Daily log	101													
Period ending	2013-08-03													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	106	10.25	$ 1,086.50	$ 43.46	$ 1,129.96	$ 1,129.96	4%		$ 939.00	$ 939.00	Monday, August 12, 2013	1	$ -	
Daily log	106													
Period ending	2013-08-17													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	86	10.25	$ 881.50	$ 35.26	$ 916.76	$ 923.38	4%		$ 792.25	$ 792.25	Monday, August 26, 2013	1	$ -	
Daily log	86													
Period ending	2013-08-31													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.00	4%		$ 904.81	$ 904.81	Monday, September 9, 2013	1	$ -	
Daily log	101.5													
Period ending	2013-09-14													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	96	10.25	$ 984.00	$ 39.36	$ 1,023.36	$ 1,023.36	4%		$ 863.01	$ 863.01	Monday, September 23, 2013	1	$ -	
Daily log	96													
Period ending	2013-09-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	85	10.25	$ 871.25	$ 34.85	$ 906.10	$ 906.10	4%		$ 779.43	$ 779.43	Tuesday, October 8, 2013	2	$ -	
Daily log	85													
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														
Period ending	1900-01-00													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company			$ -	$ -	$ -		4%					-8	$ -	
Daily log														

Period ending		Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
2013-08-17	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%				Tuesday, November 12, 2013	79	$ -
2013-08-17	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%				Sunday, August 25, 2013	0	$ -
2013-06-30	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%					-41463	$ -
2013-07-31	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%					-41494	$ -
2013-08-31	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%					-41525	$ -
2013-09-30	Payroll Company Daily log		10.25	$ -	$ -	$ -		4%					-41555	$ -
1900-01-00	Payroll Company Daily log			$ -	$ -	$ -		4%					-8	$ -

Period ending	2013-07-06												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	89	10.25	$ 912.25	$ 36.49	$ 948.74	$ 948.74	4%		$ 809.82	$ 809.82	Monday, July 15, 2013	1	$ -
Daily log	89												

Period ending	2013-07-20												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.00	4%	Yes	$ 899.90	$ 899.90	Monday, July 29, 2013	1	$ -
Daily log	107.25												

Period ending	2013-08-03												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	98	10.25	$ 1,004.50	$ 40.18	$ 1,044.68	$ 1,044.68	4%		$ 878.21	$ 878.21	Monday, August 12, 2013	1	$ -
	98												
Daily log													

Period ending	2013-08-17												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	95	10.25	$ 973.75	$ 38.95	$ 1,012.70	$ 1,012.70	4%		$ 855.41	$ 855.41	Monday, August 26, 2013	1	$ -
Daily log	95												

Period ending	2013-08-31												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.5	10.25	$ 1,040.38	$ 41.62	$ 1,081.99	$ 1,082.00	4%		$ 904.81	$ 904.81	Monday, September 9, 2013	1	$ -
Daily log	100.5												

Period ending	2013-09-14												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	101.75	10.25	$ 1,042.94	$ 41.72	$ 1,084.66	$ 1,084.66	4%		$ 906.70	$ 906.70	Monday, September 23, 2013	1	$ -
Daily log	101.75												

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	1900-01-00												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company			$ -	$ -	$ -		4%					-8	$ -
Daily log													

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	50	10.25	$ 512.50	$ 20.50	$ 533.00	$ 533.00	4%		$ 497.90	$ 497.90	Friday, September 13, 2013	-3	$ -
Daily log	50												

Period ending	*2013-07-15*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-4	$ -
Daily log	120												

Period ending	*2013-07-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$ -
Daily log	121												

Period ending	*2013-08-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%	Yes	$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	121												

Period ending	*2013-08-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%	Yes	$ 1,236.38	$ 1,236.38	Friday, August 30, 2013	-3	$ -
Daily log	146												

Period ending	*2013-09-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	60	10.25	$ 615.00	$ 24.60	$ 639.60	$ 639.60	4%		$ 582.32	$ 582.32	Friday, September 13, 2013	-3	$ -
Daily log	60												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-4	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$ -
Daily log	121												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,534.04	4%		$ 1,236.38	$ 1,236.38	Friday, August 16, 2013	-3	$ -
Daily log	143												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, August 30, 2013	-3	$ -
Daily log	155												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 13, 2013	-3	$ -
Daily log	156												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 27, 2013	-3	$ -
Daily log	156												

Period ending	*2013-07-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	18	10.25	$ 184.50	$ 7.38	$ 191.88	$ 191.88	4%		$ 185.55	$ 809.82	Monday, July 15, 2013	-21	$ 624.27
Daily log	18												

Period ending	*2013-08-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	41	10.25	$ 420.25	$ 16.81	$ 437.06	$ 437.06	4%		$ 413.87	$ 413.87	Friday, August 16, 2013	-3	$ -
Daily log	41												

Period ending	*2013-08-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	9	10.25	$ 95.94	$ 3.69	$ 99.63	$ 99.63	4%		$ 94.14	$ 94.14	Friday, August 30, 2013	-3	$ -
Daily log	9												

Period ending	2013-07-15													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-4	$	-
Daily log	120													

Period ending	2013-07-28													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$	-
Daily log	114													

Period ending	2013-08-11													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,236.38	$ 1,236.38	Friday, August 16, 2013	-3	$	-
Daily log	143													

Period ending	2013-08-25													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, August 30, 2013	-3	$	-
Daily log	155													

Period ending	2013-09-08													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%	Yes	$ 1,236.38	$ 1,236.38	Friday, September 13, 2013	-3	$	-
Daily log	157													

Period ending	2013-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 27, 2013	-3	$	-
Daily log	143													

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-4	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$ -
Daily log	121												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%	Yes	$ 1,048.20	$ 1,048.20	Friday, August 16, 2013	-3	$ -
Daily log	121												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,236.38	$ 1,236.38	Friday, August 30, 2013	-3	$ -
Daily log	142												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,534.04	4%		$ 1,236.38	$ 1,236.38	Friday, September 13, 2013	-3	$ -
Daily log	144												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	143	10.25	$ 1,465.75	$ 58.63	$ 1,524.38	$ 1,524.38	4%	Yes	$ 1,228.72	$ 1,228.72	Friday, September 27, 2013	-3	$ -
Daily log	155												

Period ending	2013-07-15												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	120	10.25	$ 1,230.00	$ 49.20	$ 1,279.20	$ 1,279.20	4%		$ 1,048.20	$ 1,048.20	Friday, July 19, 2013	-4	$ -
Daily log	120												

Period ending	2013-07-28												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$ -
Daily log	121												

Period ending	2013-08-11												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,236.38	$ 1,236.38	Friday, August 16, 2013	-3	$ -
Daily log	143												

Period ending	2013-08-25												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, August 30, 2013	-3	$ -
Daily log	155												

Period ending	2013-09-08												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%	Yes	$ 1,236.38	$ 1,236.38	Friday, September 13, 2013	-3	$ -
Daily log	146												

Period ending	2013-09-22												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 27, 2013	-3	$ -
Daily log	143												

Period ending	*2013-07-28*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	132	10.25	$ 1,353.00	$ 54.12	$ 1,407.12	$ 1,407.12	4%		$ 1,143.48	$ 1,143.48	Friday, August 2, 2013	-3	$ -
Daily log	121												

Period ending	*2013-08-11*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	144	10.25	$ 1,476.00	$ 59.04	$ 1,535.04	$ 1,535.04	4%		$ 1,236.38	$ 1,236.38	Friday, August 16, 2013	-3	$ -
Daily log	143												

Period ending	*2013-08-25*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, August 30, 2013	-3	$ -
Daily log	155												

Period ending	*2013-09-08*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 13, 2013	-3	$ -
Daily log	156												

Period ending	*2013-09-22*												
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining
Payroll Company	156	10.25	$ 1,599.00	$ 63.96	$ 1,662.96	$ 1,662.96	4%		$ 1,328.28	$ 1,328.28	Friday, September 27, 2013	-3	$ -
Daily log	156												

Period ending	2013-09-22													
	Hours	Rate	Earnings	Vacation Pay	Gross earnings	Gross earnings paid	*Vacation pay rate*	Under-payed (*Yes or No*)	Net pay	Cheque amount	Cheque date	Late by (days)	Amount remaining	
Payroll Company	52	10.25	$ 533.00	$ 21.32	$ 554.32	$ 554.32	4%		$ 514.78	$ 514.78	Friday, September 27, 2013	-3	$ -	
Daily log	52													