

# PAYROLL CHANGE REPORT

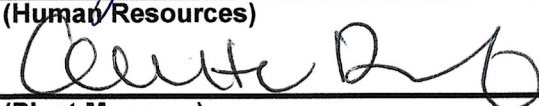
7-12

|                                            |                                         |
|--------------------------------------------|-----------------------------------------|
| <b>Today's Date:</b> <u>7/1/2026</u>       | <b>Effective Date:</b> <u>7/14/2026</u> |
| <b>Hire Date:</b> <u>1/13/2025</u>         | <b>Hours Worked:</b> <u>18 Months</u>   |
| <b>Employee's Name:</b> <u>Dimoie Lual</u> |                                         |
| <b>Department:</b> <u>IQF</u>              |                                         |

| X | CHANGE (\$)        | FROM           | TO             |
|---|--------------------|----------------|----------------|
|   | Rate               | \$16.55        | \$17.05        |
|   | Shift Differential | \$0.75         | \$0.75         |
|   | <b>Total</b>       | <b>\$17.30</b> | <b>\$17.80</b> |

| REASON (S) FOR THE CHANGE (S) |                                       |        |         |        |          |        |        |
|-------------------------------|---------------------------------------|--------|---------|--------|----------|--------|--------|
|                               | Seniority Increase (Circle One)       | 60 Day | 6 Month | 1 Year | 18 Month | 2 Year | Annual |
|                               | Merit Increase                        |        |         |        |          |        |        |
|                               | Other-Job Transfer/Promotion Increase |        |         |        |          |        |        |

| ADDITIONAL COMMENTS |
|---------------------|
|                     |

|                                                                                                                                            |                             |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| <b>Authorized by:</b> <u></u><br>(Department Manager)   | <b>Date:</b> <u>6-29-26</u> |
| <b>Guideline verified:</b> <u></u><br>(Human Resources) | <b>Date:</b> <u>6/26/26</u> |
| <u></u><br>(Plant Manager)                              | <b>Date:</b> <u>6/29/26</u> |