

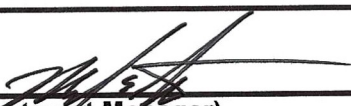
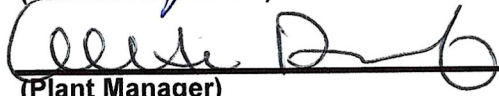
PAYROLL CHANGE REPORT

Today's Date:	<u>7/1/2026</u>	Effective Date:	<u>7/12/2026</u>
Hire Date:	<u>5/12/2026</u>	Hours Worked:	<u>60 Days</u>
Employee's Name:	<u>Richard Sobrack</u>		
Department:	<u>IQF</u>		

CHANGE (\$)		FROM	TO
X	Rate	\$15.05	\$15.55
	Shift Differential	\$0.75	\$0.75
	Total	\$15.80	\$16.30

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

ADDITIONAL COMMENTS

Authorized by:	<u></u>	Date:	<u>6-29-26</u>
	(Department Manager)		
Guideline verified:	<u></u>	Date:	<u>6/21/25</u>
	(Human Resources)		
	<u></u>	Date:	<u>6/29/26</u>
	(Plant Manager)		