

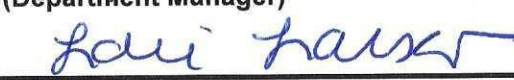
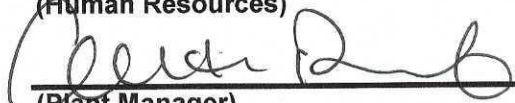
## PAYROLL CHANGE REPORT

Today's Date: 4/1/2026 Effective Date: 4/12/2026  
Hire Date: 10/7/2024 Hours Worked: 18 months  
Employee's Name: Thi Thai Tran  
Department: Flow Wrap Packout

| CHANGE (\$) |                    | FROM    | TO      |
|-------------|--------------------|---------|---------|
| X           | Rate               | \$16.55 | \$17.05 |
|             | Shift Differential | \$0.00  | \$0.00  |
|             | Total              | \$16.55 | \$17.05 |

| 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 |
|                     |

Authorized by:  Date: 4-1-2026  
(Department Manager)  
Guideline verified:  Date: 4-1-26  
(Human Resources)  
 Date: 4-8-26  
(Plant Manager)

CMC  
23.19  
PL