

5/11/2022 Deposition Excerpts:
Mercedes de Armas (individually)

EXHIBIT G
TO DECLARATION OF CINDI WILLIAMS

CITY OF SEATTLE



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37	Also present: Claudia Penunuri

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2	Exhibit No. 9 14-page Baja Concrete USA Corp 120
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1	BE IT REMEMBERED that on Wednesday,
2	May 11, 2022, at 9:07 a.m., before Michelle D.
3	Elam, Certified Court Reporter, RPR, appeared via
4	Zoom, MERCEDES Z. DE ARMAS, the witness herein;
5	WHEREUPON, the following
6	proceedings were had remotely:
7	
8	<<<<<< >>>>>>
9	
10	MERCEDES Z. DE ARMAS, having been first duly
11	sworn by the Certified
12	Court Reporter, testified
13	as follows:
14	
15	MR. LARKIN: Maybe I should clarify
16	one thing.
17	So I'm here for Baja Concrete, of course.
18	Mercedes, herself, is not our client. But for
19	convenience, it just worked better to have her here in
20	our conference room for this.
21	MS. SYLVESTER: Thank you,
22	Mr. Larkin. That was going to be one of my questions.
23	///
24	///
25	///

<p>1 EXAMINATION Page 6</p> <p>2 BY MS. SYLVESTER:</p> <p>3 Q Good morning, Ms. De Armas.</p> <p>4 My name is Lorna Staten Sylvester, and I</p> <p>5 represent the City, along with Ms. Erica Franklin, who</p> <p>6 conducted the deposition of you before.</p> <p>7 MR. LARKIN: Sorry.</p> <p>8 Are we waiting for someone from Newway?</p> <p>9 MS. SYLVESTER: We have --</p> <p>10 MS. WOLFE: I'm here, Alex. My</p> <p>11 video is just not working today.</p> <p>12 MR. LARKIN: Oh, okay. Sorry.</p> <p>13 MS. WOLFE: Yeah.</p> <p>14 MR. LARKIN: Sorry.</p> <p>15 Q (By Ms. Sylvester) Okay. So if you can state your</p> <p>16 name and spell your name for the record, please.</p> <p>17 A Mercedes De Armas. M-e-r-c-e-d-e-s, capital D-e,</p> <p>18 space A-r-m-a-s.</p> <p>19 Q Okay. And can you state your business address for the</p> <p>20 record as well.</p> <p>21 A Okay. I'm a little bit confused because I'm here as</p> <p>22 Mercedes De Armas, and my understanding is that I'm</p> <p>23 personally here, which I -- Mercedes De Armas has no</p> <p>24 business with Baja or this deal. So I don't know why</p> <p>25 I was subpoenaed.</p>	<p>1 Q Okay. Ms. De Armas, we're going to get to that. Page 7</p> <p>2 If you could state your business address for the</p> <p>3 record.</p> <p>4 A You mean Mercedes Accounting?</p> <p>5 Q Correct, your business address.</p> <p>6 A Mercedes Accounting & Associates is now located at</p> <p>7 12727 Northup Way, Suite 7, in Bellevue, Washington</p> <p>8 98005.</p> <p>9 Q Okay. Thank you.</p> <p>10 So we're here to take your deposition In The</p> <p>11 Matter of the Appeal of Baja Concrete USA, Roberto</p> <p>12 Contreras, Newway Forming Inc., and Antonio Machado.</p> <p>13 The Hearing Examiner Case Nos. are LS-21-002,</p> <p>14 LS-21-003, and LS-21-004.</p> <p>15 We're here to find out everything that you know</p> <p>16 about these claims that Baja, Newway, and</p> <p>17 Mr. Contreras and Mr. Machado failed to pay wages for</p> <p>18 all hours worked, including overtime, and failed to</p> <p>19 provide sick and safe time in violation of SMC 1416,</p> <p>20 1419, and 1420, beginning in February of 2018 to</p> <p>21 August of 2020.</p> <p>22 So today is there anything such as stress,</p> <p>23 physical or mental conditions, or being under the</p> <p>24 influence of any substances that would prevent you</p> <p>25 from answering truthfully today?</p>
<p>1 A No. Page 8</p> <p>2 But I just need to say that now I have more</p> <p>3 experience. It will be a better deposition from last</p> <p>4 time because now I know what I'm doing better.</p> <p>5 Q Okay. Great.</p> <p>6 So we've already heard this, but is there -- for</p> <p>7 the record, is there anyone in the room with you?</p> <p>8 A No. Just Mr. -- Alex.</p> <p>9 Q Mr. Larkin?</p> <p>10 A Yeah.</p> <p>11 Q Okay. And there are a couple of rules that you may</p> <p>12 recall. We went over some rules the last time that</p> <p>13 you were deposed. So I would just like to go through</p> <p>14 those again.</p> <p>15 First, you're required to give full, nonevasive</p> <p>16 truthful answers.</p> <p>17 You understand that?</p> <p>18 A Yes.</p> <p>19 Q Okay. And if you could answer verbally because</p> <p>20 shaking your head or nodding won't be picked up on the</p> <p>21 record. So if you could just answer verbally.</p> <p>22 Instead of saying "uh-huh" or "huh-uh," if you could</p> <p>23 say "yes" or "no."</p> <p>24 A Okay.</p> <p>25 Q Okay. Also, we can take breaks if you need a break.</p>	<p>1 However, if there is a pending question, we would ask Page 9</p> <p>2 that you answer the question prior to any breaks?</p> <p>3 A Understood.</p> <p>4 Q Okay. And if I refer to the relevant time period, I'm</p> <p>5 referring to February of 2018 to August of 2020.</p> <p>6 Okay?</p> <p>7 A Okay.</p> <p>8 Q Okay. And also if I refer to Baja generally, I'm</p> <p>9 talking about Baja Concrete USA, but I may refer to</p> <p>10 Baja Ltd., which is the one that is in Canada, but I</p> <p>11 will specify that. But generally, if I just say just</p> <p>12 "Baja," I'm talking about Baja Concrete USA.</p> <p>13 A Okay.</p> <p>14 Q Okay. And lastly, even though you're testifying today</p> <p>15 as Mercedes De Armas, I would ask that you answer my</p> <p>16 question if you can, unless it falls under some sort</p> <p>17 of privilege. So if you know the answer, regardless</p> <p>18 of how you came to know the answer, I would ask that</p> <p>19 you answer my question.</p> <p>20 If you don't know, it's fine to say "I don't</p> <p>21 know." Or if you need clarification, it's fine to say</p> <p>22 that you need clarification. Okay?</p> <p>23 A You mean, Ms. Lorna, that if I know the answer because</p> <p>24 I met with someone and I know it through the other</p> <p>25 person, when I answer, I should say I met with someone</p>

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1 just wanted a paycheck that include everything,
 2 everything included. So they got more than the pay
 3 rate. They got paid everything in there.
 4 And the bonus was just to cover taxes and to
 5 cover overtime and to -- just to give them a higher --
 6 because when you get \$5,000 net, you have to do a
 7 gross for \$7,000 gross to be able to deduct all of the
 8 taxes. You know, the employee just wanted to work by
 9 piecework.
 10 It's, like -- it's a small contract. I'll give
 11 you this work. I'll do this for you for \$3,000.
 12 Everything included.
 13 Roberto will keep track of the hours, I believe,
 14 and then just give it to us. We had every detail, and
 15 I provided all of the payroll summaries to Alex today
 16 with all of the details he gave us.
 17 Q Okay. And so you got hours worked information from
 18 Roberto.
 19 And where did you get the piece rate amounts from
 20 or piecework, I believe, it's called? Where did you
 21 get those amounts from?
 22 A Roberto will provide us that.
 23 Q Okay. And where did you get the information about
 24 what the bonus should be?
 25 A In the payroll summaries, sometimes -- sometimes he

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1 Q Okay. All right. So Roberto would give you the net
 2 amount and then you would figure out, based on that,
 3 what the bonus should be in order to cover taxes and
 4 whatever else.
 5 Am I saying that right?
 6 A Well, you are just missing the part that Roberto was
 7 the one who asked us to calculate the bonus because
 8 that was the contract with the worker.
 9 Q Okay. So, now, you said that your contact person was
 10 Claudia.
 11 A Yes.
 12 Q Did you have contact with her with regard to payroll?
 13 A Yes. In a sense, if she has any question, I will
 14 answer the questions.
 15 Q Was Claudia the one who was responsible for providing
 16 time sheets or time cards for you -- to you?
 17 A No. It was Roberto.
 18 Q Okay. So you named Claudia as your contact person but
 19 you got all of your payroll summaries and pay amounts
 20 from Roberto?
 21 A Yeah.
 22 They are two different things. Roberto, to me,
 23 is another -- is a subcontractor or a contractor or
 24 whatever we want to call it, that has an agreement
 25 with Baja Concrete USA. That's Roberto to me.

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1 will put a bonus there that was different, but he
 2 wanted the employees -- he wanted -- what he
 3 disclosed -- what Roberto said is, we need to pay this
 4 employee \$2,000 and they are going to make more money.
 5 Everything is included. So everything was put in the
 6 bonus. That's why they have a bonus.
 7 Q Okay. So the bonus amount also came from Roberto --
 8 A Yes.
 9 Q -- or did you help with that?
 10 A Well, it came from Roberto, right, that we needed to
 11 pay the bonus. Now, when we are doing the
 12 calculation, the math, to come out with a net paycheck
 13 for the piecework, it will give us, in the payroll
 14 summaries, a net. This employee is 2,550 net, right.
 15 We need to come out with a net.
 16 He told us, you calculate the bonus that will
 17 cover taxes, overtime, everything in there. It was
 18 like a contract. He said that that was the agreement
 19 with the worker.
 20 Q Okay. So did you help determine the bonus amount or
 21 did that amount come from Roberto?
 22 A No. We will cut -- the system, the payroll system
 23 will calculate it to be able to accomplish the net.
 24 We just have the instruction from Roberto that we
 25 needed to give them a bonus to cover the contract.

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1 So these are two businesses that made an
 2 agreement. Roberto and Baja Concrete USA, and Roberto
 3 belongs to Baja Concrete Ltd. So they have an
 4 agreement.
 5 So I was -- Roberto was providing everything. He
 6 was hired for. He was -- "hire" is not the right
 7 word. Well, yes, maybe the right word in English.
 8 You know what I mean.
 9 He was hired as a contractor as an agreement with
 10 the Ltd. USA. Roberto, to me, was always an
 11 independent contractor. He was in his zone and he was
 12 in charge of all labor and everything that had to do
 13 with that.
 14 Q Okay. I understand that, but Roberto is providing
 15 information to you that you use to process payroll for
 16 Baja Concrete USA; is that right?
 17 A Yes.
 18 Q Okay. So did you ever get any time sheets or time
 19 cards in order to process payroll?
 20 A I just discovered -- given the information to
 21 Mr. Larkin that in 2018, because there were just a few
 22 employees, he was providing some -- like, a time card.
 23 Q When you say "he," who are you talking about?
 24 A "He" is Roberto.
 25 Q Okay. And so was he providing any time sheets or time

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1 deduction?

2 **A We will not require that. That will be between**

3 **Roberto and the employees.**

4 Q I understand.

5 But you use the payroll summary to process the

6 pay stubs.

7 So do you recall if the consent from the employee

8 was in writing or initialed or something on those

9 payroll summaries? Do you recall that?

10 If you don't recall, say "I don't recall." If

11 you do recall, please let me know.

12 **A Yeah, I don't know.**

13 Q Okay. Do you recall whether or not in working with

14 the Office of Labor Standards, if you ever provided

15 any consent from an employee in writing that they

16 agreed to these deductions?

17 **A No, I did not because I don't have them.**

18 Q Okay. And did you have any information in writing

19 that an employee agreed to these deductions prior to

20 the deduction being taken out of their paycheck?

21 **A Not in writing.**

22 Q Okay.

23 **A But I met once with an employee that wanted to have a**

24 **consultation with me.**

25 Q Okay.

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1 **taxes and the meaning of that, the meaning of**

2 **everything. He wanted just to understand.**

3 Q And so how did the subject of deductions come up in

4 order for him to say, "Yeah, yeah, yeah"?

5 **A Because he had one -- I think it was tools -- or I**

6 **don't recall. There were two employees that did that.**

7 **And Roberto sent them to me to -- so I can explain to**

8 **them exactly what it was on the pay stub. And then I**

9 **told them. They were pleased. They were happy to**

10 **understand that.**

11 Q So why would they be discussing a deduction for

12 tools --

13 **A No, there were not caring about the deduction for**

14 **tools at all. They are --**

15 The question was more about why they are taking

16 all of these taxes. I mean, are they taking -- I have

17 a contract with Roberto Soto, and then I have more

18 money there. I understand I'm getting my net.

19 They wanted to understand how that worked.

20 That's it. He was not complaining about any

21 deductions.

22 Q Okay.

23 **A Personally, as Mercedes Accounting CEO, I have no**

24 **doubt that each one of the deductions were approved by**

25 **each one of the employees.**

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1 **A And they -- and he disclosed that that agreement --**

2 **because that was -- he had questions about the pay**

3 **stub, and I was going over it with him. And he said,**

4 **yeah, yeah, yeah.**

5 And sometimes you can see that they were personal

6 things. Sometimes they needed personal things. So

7 Roberto was giving them a favor to buy them, and they

8 will say, "I don't have any money. Just take it out

9 of my paycheck." And I know by that employee, that

10 that was right. I mean --

11 Q Okay.

12 **A Why Roberto will do that without the consent? The**

13 **employee will complain. And why Roberto will do that,**

14 **it doesn't make sense.**

15 Q I'm not sure.

16 Can you tell me, when you said that you saw -- or

17 you met with an employee and you showed him -- or he

18 was looking at the pay stub and he said, "Yeah, yeah,

19 yeah," was that -- was that conversation in relation

20 to a deduction that had already been taken out of his

21 paycheck --

22 **A No.**

23 Q -- if you're looking at a pay stub?

24 **A No. He had a consultation to understand the pay stub**

25 **and how it works and the meaning of, you know, the**

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1 Q And are you basing that by anything that is in writing

2 from the employee prior to the deduction being taken

3 out of their paycheck?

4 **A I have no -- I don't recall because that will be --**

5 **Roberto will have it. Remember, I don't need to have**

6 **that in writing because Roberto and the employees and**

7 **the labor that he hired and all that of that is**

8 **between them. They do the whole thing, like an**

9 **independent person.**

10 So I will not know. I will not have. It's just

11 my personal opinion that if they don't complain -- I

12 mean -- I mean, who is going to get a paycheck and

13 you're going to get a deduction of \$200 and you're

14 going to be happy about it. You are going to -- the

15 first thing they do, this is my 30 years of

16 experience, is call -- either talk to Roberto or

17 either talk to the payroll to see if they made a

18 mistake or something there.

19 And we usually -- when they come with that, they

20 will say, "You need to ask Roberto." But in this

21 case, Roberto -- in this personal person that wanted

22 to understand the pay stub, Roberto send -- just ask

23 Mercedes about the meaning of that. He thought I

24 could explain it better to him. And that was okay.

25 But nobody ever complained. Who is going to

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1 **employees that were supervisor would drive in that and**
 2 **were doing that too.**
 3 Q Okay. So did you ever see any documents which would
 4 indicate which workers should have the deductions
 5 taken from their pay and which ones should not?
 6 **A The only document that I have is Roberto's payroll**
 7 **summaries where he was -- indicated that we needed to**
 8 **make that deduction to the employee.**
 9 Q Okay. I think I'm done with Exhibit 3.
 10 Do you recall whether or not you provided any
 11 documents to the Office of Labor Standards, which
 12 would have shown which workers should have the
 13 deductions taken from their pay?
 14 **A Are you asking me if I provided to the Office of Labor**
 15 **Standards a document -- I'm sorry. Could you repeat**
 16 **the question?**
 17 Q Right.
 18 Any document that would show which workers should
 19 have the deductions taken from their pay?
 20 **A I don't think so because I don't have any.**
 21 Q Okay. Do you know whether or not the deduction for
 22 rent would change depending on how many people lived
 23 in the apartment?
 24 **A I don't know that. That would be Roberto.**
 25 Q Okay. What about the deduction for gas? Did it vary,

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1 **THE WITNESS: If I know any laws --**
 2 **I know that's not -- that's not a good practice.**
 3 Q (By Ms. Sylvester) And why do you say that?
 4 **A Because those are personal matters. All of them are**
 5 **personal, the shoes, the flight ticket, the gas, the**
 6 **oil, those are things between them. They are**
 7 **personal. They are have nothing to do with really**
 8 **payroll.**
 9 **I understood that that's what the practice --**
 10 **that has discontinued. I understood that happened**
 11 **because the employees wanted to see it in the paycheck**
 12 **because Roberto was paying with the credit card and**
 13 **they wanted to make sure they were paying him back or**
 14 **whatever. Well, the credit card happened to be a Baja**
 15 **thing -- the company credit card, so it needed to be**
 16 **deducted.**
 17 Q Okay. So is it possible that by doing it the way that
 18 Baja did -- doing it the way that Roberto did, is it
 19 possible that Baja made a profit off of these
 20 deductions?
 21 MR. LARKIN: Object to the form of
 22 the question.
 23 **THE WITNESS: No, I don't think Baja**
 24 **made any profit.**
 25 MS. SYLVESTER: Okay. All right.

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1 depending on how many people rode in the car?
 2 **A I don't know that. That would be between Roberto and**
 3 **the employees.**
 4 Q And what about deductions for oil? Did it vary,
 5 depending on how many people made use of the car at
 6 any given time?
 7 **A I don't know that. It would be between Roberto and**
 8 **the employees.**
 9 Q Do you know if Baja made any profits off of these
 10 deductions?
 11 **A No, I have no -- I don't have any information.**
 12 Q Do you know whether employers are able to
 13 (inaudible) -- the deductions for rent, tools, shoes,
 14 oil, and gas et cetera, to be deducted from an
 15 employee's paycheck?
 16 **A Could you repeat again. Sometimes the sound is**
 17 **breaking up a little bit.**
 18 Q Yeah. Okay. Sometimes if I sit too close --
 19 So do you know whether the law allows an employer
 20 to take deductions for rent, tools, shoes, oil, gas,
 21 and, et cetera, to be deducted from an employee's
 22 paycheck?
 23 MR. LARKIN: Object to the form of
 24 the question.
 25 Go ahead.

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1 Let's refer to Exhibit No. 4.
 2 (Exhibit No. 4 marked for
 3 identification.)
 4 MS. SYLVESTER: All right. If you
 5 could scroll through -- all right.
 6 Q (By Ms. Sylvester) Do you recognize -- do you
 7 recognize what these are, Ms. De Armas?
 8 **A I have seen them, yes.**
 9 Q Okay. And do they look like handwritten time sheets?
 10 **A They are time sheets, and they are handwritten, yes.**
 11 Q And do the dates range from December 30 of 2018 to
 12 January 12th, 2019?
 13 **A Yeah, I can see that.**
 14 Q (By Ms. Sylvester) Okay. So --
 15 MR. LARKIN: I don't think we've
 16 seen the full document. Can you scroll down?
 17 MS. SYLVESTER: I think she did
 18 scroll through.
 19 **THE WITNESS: No, we didn't.**
 20 MR. LARKIN: I didn't see Page 4.
 21 MS. SYLVESTER: Oh, okay.
 22 MR. LARKIN: Okay. Thank you.
 23 Q (By Ms. Sylvester) All right. So specifically, I
 24 would like to draw your attention to Pages 3 and 4.
 25 Do you see a line that notes -- an employee's

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1 These hours were reported by Roberto in the payroll
2 summaries for payroll processing.
3 Q Okay.
4 A He took these hours from wherever he took them because
5 he give this as a summary. It's not given as a time
6 card. I believe those are correct.
7 So you are comparing this with time sheets that
8 he attached to an invoice, so that's a different
9 scenario.
10 Q Okay. Let's see if this pay stub covers overtime,
11 based on that time sheet, which we have no reason to
12 believe was inaccurate. Okay?
13 A I have no reason to believe that is inaccurate? I
14 don't know if that accurate. I don't know if the time
15 sheet is accurate. I didn't do that. I didn't
16 approve it. I wasn't there. I cannot say that is
17 accurate. Not at all. To me, I don't know if it's
18 accurate or not.
19 Obviously, they use it for billing purposes. But
20 I don't know -- the only way that I will know if I was
21 asked that question, let me see the time card. The
22 real time card. The time in, the time out, the lunch.
23 Everything that is in a time card. Then -- and that
24 was Roberto's job, not my job. Roberto is in charge
25 of that.

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1 A Not at all. We are not aware of anything because we
2 did not do invoicing. We do not do receivables for
3 our clients, for any of them. They always take care
4 of the invoicing. They always take care of that and
5 we just take care of the processing. We were not
6 aware of that at all.
7 But I can see why now that you are showing
8 this --
9 Q Okay. Good.
10 A -- as an accountant. As an accountant, you showing me
11 this -- since the very beginning, I noticed that the
12 agreement between Newway Forming and Baja Concrete
13 were extremely low. You cannot go by with \$42 an
14 hour. And that's what I requested Claudia and
15 Roberto, you guys need to get something in writing and
16 increase this because you will never pay -- not even
17 the payroll taxes and not even the expenses with that
18 hourly rate. There is no way you can do that. So
19 that's not a good agreement. You will go bankrupt.
20 Now that you are showing this and explaining it
21 in detail, I can see that the agreement that they had
22 was to put more hours.
23 Q Okay. So at least for some period of time while you
24 were providing services to Baja Concrete Ltd., you had
25 copies of the time sheets; right?

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1 And I have -- and I know that -- I know when
2 Roberto stays in Canada, there was a supervisor doing
3 the summary. That supervisor said, "I'm late because
4 I need to go to the Newway Forming time cards. I need
5 to make a summary and then give you the summary to
6 process payroll because we are not allowed to take the
7 time cards out of the site. But I go there and this
8 is the summary that I have."
9 So it may be errors, right, when you were
10 transferring from one thing to another. I have no
11 idea. But that's what I know from this supervisor
12 that was bringing this stuff, and Roberto was doing
13 the same thing. He was doing a summary too. That's
14 the truth.
15 Q So are we going to be able to calculate whether or not
16 the bonus covered any overtime based on the time
17 sheets that we looked at?
18 A I already made the calculation. I already made the
19 calculation. It will not cover.
20 Q It won't?
21 A It won't.
22 Q Okay. Thank you.
23 So was Mercedes Accounting aware of any
24 discrepancies between the payroll summaries and the
25 time sheets?

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1 A No.
2 MR. LARKIN: Sorry. Objection. I
3 think you said Baja, Ltd.
4 MS. SYLVESTER: Oh, I'm sorry.
5 Q (By Ms. Sylvester) Baja Concrete USA, at least --
6 A No.
7 Q -- for some time you had copies of the -- well, I
8 think you said in 2018; correct?
9 A Yeah. In 2018, but I thought those were time cards.
10 Q Oh, they were time cards that you had in 2018, not
11 time sheets like --
12 A No. It looks like -- now it looks like what Roberto
13 gave us was kind of the same format, right. If you
14 see the pay stubs from those time sheets and you see
15 the pay stub, it should match perfectly.
16 Q Right.
17 A It should match perfectly.
18 Q Okay.
19 A At that time it was -- and at that time, it was just
20 two or three employees. There were not many. Okay?
21 Q Right. So let's --
22 A As a payroll processing, if he would have give us the
23 time cards -- the time sheets, I'm sorry, for
24 processing everything, then every single pay stub
25 would matched those hours. If he would have given us

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1 **Concrete. We are Mercedes Accounting. We are**
 2 **processing the payroll. They provide the information**
 3 **to us. We don't go to their site. We don't add their**
 4 **hours. We don't receive time cards, you know.**
 5 **If they would have provided us the time cards and**
 6 **pay for that service, then we would have account**
 7 **because we do that service for specific companies that**
 8 **they don't want to review. If they would pay us to do**
 9 **that, then we would require all time cards in and out,**
 10 **and we would have done at that service.**
 11 **But we were not hired for that. We were just**
 12 **hired -- we received from Roberto Soto the payroll**
 13 **summaries, and we supposed to process. So he is in**
 14 **charge. So that is his problem, not my problem.**
 15 Q Okay. So did you collect the W-2 forms from the
 16 workers?
 17 A **W-2? The W-2 is a form that we provide by the end of**
 18 **the year.**
 19 Q So --
 20 A **So by the end of the year.**
 21 Q Did you collect them?
 22 A **W-2s? No, we issue W-2s for each employee by the end**
 23 **of the year.**
 24 Q Did you process the W-4s?
 25 A **W-4, Roberto will give us the W-4. That's a very**

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1 **provided.**
 2 Q (By Ms. Sylvester) Okay. But you were providing
 3 documentation on behalf of Baja Concrete USA to OLS?
 4 A **Yeah, the Baja Concrete records that I have.**
 5 Q Okay. Can you describe any communications that you
 6 had with any workers from any of the Baja/Newway
 7 projects during the relevant time period?
 8 A **Are you asking me if I talk to the employees?**
 9 Q Correct.
 10 A **What do you mean? I never talk to the employees,**
 11 **unless they came for a consultation. We spoke already**
 12 **that there were two of them that came that wanted to**
 13 **understand the figures in the pay stub. You know, on**
 14 **the deduction of the taxes. They were thinking they**
 15 **were paying too much taxes or whatever. You know,**
 16 **that was the consultation, to explain them that, a**
 17 **couple of them.**
 18 **But we don't talk to the employees. It's --**
 19 **Roberto talks to them on the site.**
 20 Q Okay. So other than what you just described, did any
 21 other employees express concerns to you about the
 22 amount of their pay?
 23 A **No.**
 24 Q Okay. Do you recall if you saw any bank statements
 25 that would corroborate that the funds listed on the

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1 **important document that employee will fill out and it**
 2 **has all of the information that we need, like social**
 3 **security, you know, everything that we need to**
 4 **process. And he will give us the hourly rate and when**
 5 **they are going to start and everything.**
 6 **And we will not receive an original. We don't**
 7 **have any original. We have only copies that he**
 8 **provided just to eliminate -- for easy information and**
 9 **they give us that.**
 10 Q So you did collect the W-4s from Baja Concrete USA for
 11 their --
 12 A **Yes. Roberto gave us a copy of those when a new**
 13 **employee was there, yes.**
 14 Q Okay. And you kept copies of those?
 15 A **I do have copies of those, yes.**
 16 Q And did you provide any of these W-4s to the Office of
 17 Labor Standards?
 18 A **I don't think they asked for that. We provided -- you**
 19 **know, they gave us a list and we gave them everything**
 20 **that we, as Mercedes Accounting in our records, we do**
 21 **have. I understand that Roberto may have other**
 22 **records.**
 23 MR. LARKIN: Just answer the
 24 question.
 25 **THE WITNESS: Yeah, what I have I**

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1 payroll summaries and the pay stubs were actually
 2 deposited?
 3 A **I'm sorry. Could you repeat the question?**
 4 Q Did you ever see any bank statements that would
 5 corroborate that the funds listed on the payroll
 6 summaries and pay stubs were deposited?
 7 A **You mean if I see the Baja Concrete bank statements?**
 8 Q Correct.
 9 A **Where I can see that the pay stubs were charged?**
 10 Q Correct.
 11 A **Yeah.**
 12 Q Okay.
 13 A **Of course, we do have the bank statements.**
 14 Q Were those ever provided to the Office of Labor
 15 Standards?
 16 A **If they ask for, I did. If they didn't ask for, I**
 17 **didn't.**
 18 Q Okay. So the W-4s that you have, you only have copies
 19 of the W-4s; is that right?
 20 A **Yes.**
 21 Q And so who kept the originals?
 22 A **Roberto.**
 23 Q Okay. Did you ever review those with any of the
 24 employees?
 25 A **No.**

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1 MS. SYLVESTER: All right. So if we
 2 can move to Exhibit No. 7.
 3 (Exhibit No. 7 marked for
 4 identification.)
 5 MS. SYLVESTER: And then if you can
 6 just scroll through that really quickly.
 7 Q (By Ms. Sylvester) All right. Do you recognize what
 8 those are -- or what's contained in Exhibit No. 7?
 9 **A That's a pay stub for Ivan Ponce.**
 10 Q Okay. Is it a pay stub that was generated by Mercedes
 11 Accounting on behalf of Baja Concrete USA?
 12 **A Yes.**
 13 Q Okay. So if we can just start with the first page.
 14 MS. SYLVESTER: If you can scroll so
 15 you can see kind of --
 16 Q (By Ms. Sylvester) Is there any notation -- or do you
 17 notice any notation on the first page for sick leave
 18 or sick leave time?
 19 **A For sick pay, you're saying?**
 20 Q Sick leave. Like a balance.
 21 **A Like a balance?**
 22 Q Uh-huh. Yes, like a sick leave balance. Like, you
 23 have so many hours of sick leave.
 24 Do you see that anywhere on this pay stub?
 25 **A Well, the word -- well, I don't know when this pay**

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1 **A A sick leave balance? I don't see sick leave on this**
 2 **one.**
 3 Q Okay.
 4 **A Could you go to the last pay stub to see if this one**
 5 **has a new one, so I can show you where they were? If**
 6 **you go to Page 27.**
 7 Q Okay.
 8 **A 27 -- what date -- oh, no, still the year 2019. 2019**
 9 **they were -- keep track in Excel spreadsheet.**
 10 Q Was the Excel spreadsheet shared with an employee?
 11 **A Well, were given to Roberto. Roberto knew who was**
 12 **sick. We didn't know. This is Roberto's job because**
 13 **he's, like, his company. Let's say Roberto has a**
 14 **company. It's Canadian. And then he keeps track of**
 15 **everything.**
 16 **So he will take care of everybody that was sick.**
 17 **He will report to us if somebody would be sick, and he**
 18 **would put it in the payroll summary. If somebody is**
 19 **sick, he would put the hours sick in there.**
 20 Q Okay. Is it noted anywhere on these pay stubs for
 21 Mr. Ponce?
 22 **A No, I don't see anything here.**
 23 Q Okay. And that was from November 2018 through -- this
 24 last one is November 2019?
 25 **A Uh-huh.**

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1 **stub is from. At the beginning, sick leave were**
 2 **controlled by -- we gave that in Excel and we provided**
 3 **that to the City of Seattle.**
 4 **And then after the fact, we put it in the pay**
 5 **stubs. And the pay stub will have the sick pay and**
 6 **everything on the pay stub.**
 7 Q Okay.
 8 **A Before it was done by Excel --**
 9 Q Okay.
 10 **A -- and provided to Roberto.**
 11 Q So just looking at -- we're going to focus on Exhibit
 12 No. 7.
 13 So this first page is dated -- I can't see the
 14 whole page.
 15 MS. SYLVESTER: Actually, can you
 16 scroll down just a little bit? I mean up.
 17 Q (By Ms. Sylvester) This pay period covers the period
 18 November 4, 2018, through November 17, 2018, for a pay
 19 date of November 23rd, 2018.
 20 On this specific pay stub, do you see anything
 21 indicating what the sick leave balance was for
 22 Mr. Ponce? Do you see it there?
 23 **A I can see the net pay.**
 24 **Is that what you're talking about?**
 25 Q I'm talking about a sick leave balance.

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1 Q Is that a yes?
 2 **A Yes.**
 3 MS. SYLVESTER: We can go back to
 4 Exhibit 5. It's the pay stub for Gerardo Valencia.
 5 Q (By Ms. Sylvester) If you can kind of quickly scroll
 6 through, I think you'll see that on April 10th, 2020,
 7 is the first time that there's any sick leave noted.
 8 It's Page 40.
 9 **A Yeah, there you have.**
 10 Q Okay. So we see that for Mr. Valencia, the first time
 11 that sick leave is indicated anywhere on this pay
 12 stubs is April 10th, 2020.
 13 Would you agree with that?
 14 **A No, I don't know. I would need to review the records**
 15 **to see exactly when it was showing on the pay stub.**
 16 **You see, some employers -- and it is accepted by**
 17 **the law, by the sick leave law -- you can keep track**
 18 **of this yourself in an Excel. Of course, you need to**
 19 **share with employees and you need to have that**
 20 **tracking and control.**
 21 **We talked to Roberto when he was having that. It**
 22 **was good for the employee to see that. Will make his**
 23 **job easier to have it there. We suggested that. And**
 24 **then we started to put it. But I need to see when**
 25 **that started. I don't recall right now.**

<p style="text-align: right;">Page 98</p> <p>1 Q So if we go to the pay stub before this, which would 2 be the pay period prior. 3 Do you see sick leave -- place for sick leave on 4 there? 5 A Yes. 6 Q And what is indicated as the used and available hours? 7 A What makes me believe that he was having -- coming 8 into the pay stub -- is it mistake, an error, or is 9 the switch between the two systems, between Excel and 10 the pay stub -- and showing on the pay stub. 11 Q So do you see any used hours indicated on the pay 12 date, March 27, 2020? 13 A No, I don't see any on this pay stub. 14 Q And do you see any available hours on the -- 15 A I don't see any on this pay stub. 16 Q Okay. So if we go to the one -- the pay period before 17 this one. So for the pay period February 23rd, 2020, 18 to March 7th, 2020, with a pay date of 19 March 13th, 2020 what are the used sick hours? 20 A It's zero. 21 Q And what are the available hours? 22 A Zero. 23 Q Okay. So if we want to quickly scroll up, if you 24 continue to look in that area. Let me know if you see 25 anything other than zeros in those files.</p>	<p style="text-align: right;">Page 99</p> <p>1 A I see only zeros so far. 2 MS. SYLVESTER: Okay. I think you 3 can go a little faster. Just a little bit. 4 Q (By Ms. Sylvester) Okay. So did you see any balances 5 in the sick column as we scrolled through the pay 6 stubs prior to April 10th, 2020? 7 A Yeah, I notice the it's all zero until it started at 8 that date, that I guess the one you're mentioning. 9 Q Yes. Did you see any available hours other than 10 zeros? 11 A I saw only zeros. 12 Q Okay. All right. So we can safely say that Gerardo 13 Valencia's pay stubs did not indicate any balance for 14 sick leave used or sick leave available prior to 15 April 10th, 2020? 16 A You're talking about the pay stubs, yes. 17 Q Yes. 18 A Yes. 19 MS. SYLVESTER: Okay. So now can we 20 go back down to Page 40. 21 And thank you so much for your help. I really 22 appreciate it. You're doing a great job. 23 EXHIBIT TECH: Of course. No 24 problem. 25 MS. SYLVESTER: This would be so</p>
<p style="text-align: right;">Page 100</p> <p>1 much more difficult if I was trying to do this myself. 2 Q (By Ms. Sylvester) Okay. So do you see what his 3 available -- do you see what his available hours are 4 indicated on that April 10th, 2020, pay date? 5 A Yeah. He has 14.40. 6 Q Okay. So now can we go down to the next pay date. 7 So according to the pay stub on the 8 April 24th, 2020, pay date, what are his available 9 hours? 10 A April 24th, it says 14.40. 11 Q Okay. Let's go to the next one. 12 For the May 8th, 2020, what are his available 13 hours? 14 A It's still 14.40. The clock is not running. 15 Q Okay. So would you agree that he is not accruing any 16 available sick time? 17 A Not on these pay stubs. 18 Q Okay. Can you explain why the pay stubs indicate zero 19 hours used and zero available? 20 A Yes. The system that we use, you can -- when you are 21 setting it up, you can set up to show the sick pay. 22 And then it will show sick zero, zero, zero. But 23 until you turn it on, that will start calculating, 24 right, it will not accrue. So two steps. One, to put 25 the sick, and, one, to put the accrual.</p>	<p style="text-align: right;">Page 101</p> <p>1 If I don't see -- and as I said before, they were 2 all kept in an Excel, and I gave the Excel copies to 3 City of Seattle. So -- and if I don't see any other 4 employee with this, I think it was a test for 5 something the person in charge of payroll was running 6 because it wasn't on, right. It was not on. But that 7 means to me it's in the Excel because Excel is the 8 first thing -- was done for them. It was an Excel 9 spreadsheet. 10 Q Okay. But we've already established that the Excel 11 spreadsheet was not shared with the employees; right? 12 A Of course it was. Excuse me. Roberto -- I didn't say 13 that at all. 14 Roberto Soto was in charge. I gave it to him. 15 He's supposed to share with employee. Same thing with 16 the pay stubs. I gave it to him and copied Claudia. 17 And, of course, the person in charge to give the pay 18 stubs was Roberto. 19 And I believe he was doing that because there are 20 some correspondence that I went through trying to 21 prepare emails from Roberto that I saw he was talking 22 about pay and things like that. So I think he was 23 doing that. 24 Q Okay. 25 A Now, I cannot a hundred percent say because it wasn't</p>

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1 MR. LARKIN: You said you have quite
2 a few more questions? Are you going to need another
3 hour?
4 MS. SYLVESTER: Yeah. I didn't
5 expect it to take this long, I guess.
6 **THE WITNESS: A lunch break is okay.**
7 MS. SYLVESTER: We can go as far as
8 we can go, and if it starts to get too long, maybe
9 we'll have to discuss a second portion. But I do have
10 quite a few. I'm about halfway done.
11 **THE WITNESS: Oh, we better have**
12 **lunch.**
13 MR. LARKIN: It's a good time for a
14 lunch break, I guess.
15 MS. SYLVESTER: I'm a little more
16 than halfway done. I would expect another probably
17 hour and a half.
18 MR. LARKIN: Okay.
19 MS. WOLFE: Can we keep the lunch
20 break pretty short, then?
21 MS. SYLVESTER: Whatever everybody
22 wants is fine with me.
23 MR. LARKIN: Thirty minutes?
24 **THE WITNESS: Thirty minutes.**
25 MS. WOLFE: That's fine for me.

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1 **Anyway --**
2 MR. LARKIN: If the witness doesn't
3 know, can we just ask she say she doesn't know?
4 MS. SYLVESTER: Yes, I did that.
5 Q (By Ms. Sylvester) You think you have a copy of
6 Baja's sick leave policy, but you don't know whether
7 or not this policy was provided to Baja workers.
8 Am I -- is that correct?
9 **A You are talking to the workers. I think Roberto Soto,**
10 **yes, but workers, I don't know.**
11 Q Okay. So are you saying that the copy of Baja USA
12 sick leave policy was provided to Roberto?
13 **A I don't recall exactly what happened.**
14 Q Okay.
15 MR. LARKIN: Just say you don't --
16 **THE WITNESS: I really don't know.**
17 **I should say I don't know. I really don't know**
18 **because I'm just trying to guess.**
19 MR. LARKIN: Don't guess.
20 Q (By Ms. Sylvester) Okay. Do you recall whether or
21 not when you were providing documents to the Office of
22 Labor Standards, whether or not you provided a copy of
23 that sick leave policy?
24 **A I don't recall at the moment. I don't know if I did.**
25 Q Okay. So now let's talk a little bit about piece

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1 MS. SYLVESTER: Thirty minutes for
2 lunch. I'll try to be done in an hour, hour and a
3 half.
4 MR. LARKIN: Should we come back at
5 12:40, then?
6 MS. SYLVESTER: Yeah.
7 MS. WOLFE: Perfect.
8 (Recess from 12:10 p.m. to
9 12:41 p.m.)
10 Q (By Ms. Sylvester) Ms. De Armas, picking up where we
11 left off about the sick leave policy.
12 Were you ever provided a copy of the Baja sick
13 leave policy?
14 **A I believe -- I believe they have one, yes.**
15 Q Were you provided a copy?
16 **A I think I have a copy, yeah.**
17 Q Okay. And was this sick leave policy provided to the
18 Baja workers?
19 **A We don't work directly with the workers, me neither.**
20 **I'm acting as Baja right now, overseeing De Armas and**
21 **Mercedes Accounting --**
22 MR. LARKIN: No, you are not acting
23 as Baja now.
24 **THE WITNESS: Oh, no Baja.**
25 **Confusing -- I have too many titles.**

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1 rate.
2 So we touched a little bit on piece rates in your
3 testimony earlier.
4 MS. SYLVESTER: So you if I can have
5 Exhibit No. 6, which we looked at for Hector Cespedes
6 Rivera.
7 Thank you.
8 Q (By Ms. Sylvester) So now, if you scroll down to
9 Page 17, beginning on the -- July 19th, 2019, pay
10 date, his pay stub had a notation for piece rate. If
11 you keep going down a little bit farther, and you see
12 in the Pay section there's something marked piecework.
13 Do you see that?
14 **A Yes.**
15 Q Okay. Do you know what the piecework rate was? For
16 example, normally if you work in a widgets factory and
17 you're paid by the piece, it's \$10 per widget or \$15
18 per widget.
19 So in this circumstance, do you know what the
20 piecework rate was?
21 **A Roberto will know. I don't know. He was providing**
22 **that to us to process payroll. He's the one who was**
23 **calculating all of that.**
24 Q Okay.
25 **A Whatever information I have, it was provided by**

<p style="text-align: right;">Page 110</p> <p>1 Roberto Soto.</p> <p>2 Q Okay. So was the piecework rate ever noted on the pay</p> <p>3 stub?</p> <p>4 A No. The system doesn't put piecework hours there.</p> <p>5 But the system -- the payroll system that we use will</p> <p>6 keep track of the hours -- will have the hours that</p> <p>7 Roberto reported in another report.</p> <p>8 Q Okay. And so --</p> <p>9 A And then that will calculate probably the hourly rate.</p> <p>10 But remember what piecework is. It's, like, a</p> <p>11 contract with the employee. And, of course, you need</p> <p>12 to keep track of the hours. But it's a contract that</p> <p>13 he will do certain job and certain things for an</p> <p>14 amount of money.</p> <p>15 Q Right.</p> <p>16 So piecework is not an hourly rate; isn't that</p> <p>17 right?</p> <p>18 A Correct.</p> <p>19 Q Okay.</p> <p>20 A That's what I was trying to explain.</p> <p>21 Q Piecework is you complete a piece, like a widget, for</p> <p>22 example, and you get paid per piece; isn't that right?</p> <p>23 A Correct.</p> <p>24 Q Okay. The determination of how much you get paid per</p> <p>25 piece is not noted on the pay stub?</p>	<p style="text-align: right;">Page 111</p> <p>1 A No, it's not.</p> <p>2 Q Okay.</p> <p>3 A It will not go there.</p> <p>4 Q So where would it go?</p> <p>5 A There is -- when Roberto will make that agreement with</p> <p>6 them, that contract, that they will do certain</p> <p>7 portions of the concrete or whatever, that was</p> <p>8 calculated and that's why the hours were reported, I</p> <p>9 guess.</p> <p>10 He was giving it to us in a document in the</p> <p>11 payroll summaries. He was giving everything in there.</p> <p>12 If it's 16.20, he has that -- I'm trying to recall if</p> <p>13 he ever gave me because I've done -- I know exactly</p> <p>14 what you're talking about, and you know, you calculate</p> <p>15 the hours based on that.</p> <p>16 Q Right.</p> <p>17 A You know that -- how many widgets or whatever are</p> <p>18 done, maybe two an hour and then you calculate how</p> <p>19 many hours. But I don't know. That's Roberto. I</p> <p>20 don't know.</p> <p>21 Q Okay. And what pieces were applicable for this type</p> <p>22 of work? What was the piece? Instead of it being a</p> <p>23 widget, what was it?</p> <p>24 A That's Roberto -- question for Roberto Soto.</p> <p>25 Q Okay. So that information was not provided to you --</p>
<p style="text-align: right;">Page 112</p> <p>1 A No.</p> <p>2 Q -- to process the paperwork?</p> <p>3 A No, it was not provided to me.</p> <p>4 Q And were you the one who suggested to Baja that they</p> <p>5 use the piecework --</p> <p>6 A No.</p> <p>7 Q -- method of payment?</p> <p>8 A No, I was not. As I said before, Roberto made a</p> <p>9 contract with these people, and they did not want to</p> <p>10 work unless it was a net check. And that was an</p> <p>11 agreement for piecework, how much it was, and then he</p> <p>12 will calculate the hours and everything. He would</p> <p>13 give us all of that.</p> <p>14 Q So are you familiar with the Labor & Industries</p> <p>15 standards for piecework and the documentation that's</p> <p>16 required for that?</p> <p>17 A Yeah, and I know the hours are required. Yeah. And</p> <p>18 what you are saying, you know, the standard, if they</p> <p>19 are doing the concrete, he needs to have all of that.</p> <p>20 But he will calculate all of that. We just report</p> <p>21 what he gave us.</p> <p>22 Q And so what are the standards that are required for</p> <p>23 piecework? What information is required to be</p> <p>24 provided?</p> <p>25 MR. LARKIN: I'll object to the form</p>	<p style="text-align: right;">Page 113</p> <p>1 of the question, but go ahead.</p> <p>2 THE WITNESS: So even though they</p> <p>3 have -- they are working by piece, like you said, for</p> <p>4 certain kind of work, the standard has -- we do have</p> <p>5 that, too, and Roberto probably has that too -- how</p> <p>6 many hours an employee will do a portion of the work,</p> <p>7 and they will know how many hours, you know, was</p> <p>8 included in there.</p> <p>9 But remember, Roberto was keeping track of the</p> <p>10 hours, too, for employee, which -- and the Newway</p> <p>11 Forming was doing the same thing too. So the</p> <p>12 information is there.</p> <p>13 I didn't need it at all. I just needed hours</p> <p>14 because he was calculating that and he gave it to us.</p> <p>15 Q Okay.</p> <p>16 A I'm not -- I'm just a subcontractor for Baja Concrete</p> <p>17 USA. Roberto is an independent contractor. He needs</p> <p>18 to do his job, and he just provided the information,</p> <p>19 and then I process payroll.</p> <p>20 Q Okay. Did you ever see any piecework rate</p> <p>21 information?</p> <p>22 A Before Baja Concrete? Yeah. Like, framing people</p> <p>23 sometimes work for piecework too. You know, framers</p> <p>24 in the industry of construction.</p> <p>25 Q And was that information provided to the Office of</p>

<p style="text-align: right;">Page 114</p> <p>1 Labor Standards, the information that --</p> <p>2 A Information from Roberto -- if I don't have it, I</p> <p>3 didn't do it because that was Roberto's job, not mine.</p> <p>4 Q Okay. And so do you still have access to the</p> <p>5 information that you saw regarding the piecework?</p> <p>6 MR. LARKIN: Object to the form.</p> <p>7 I don't think she said she saw information,</p> <p>8 unless I misunderstood.</p> <p>9 THE WITNESS: No, I haven't seen it,</p> <p>10 and I don't have it. Roberto will give us just the</p> <p>11 payroll summaries. The calculations that were behind,</p> <p>12 he has. I don't have it.</p> <p>13 Q (By Ms. Sylvester) Okay. So as the person who was</p> <p>14 processing the payroll for Baja Concrete, you never</p> <p>15 saw the documents required by the Labor & Industries</p> <p>16 standards for piecework?</p> <p>17 A That was Roberto's job. If I needed it, he would have</p> <p>18 provided to me. But it was pretty plain.</p> <p>19 Everything -- he was doing the calculations, so I</p> <p>20 don't have that.</p> <p>21 Q Okay. All right. Now, let's go back to Exhibit</p> <p>22 No. 5, the pay stubs for Gerardo Valencia. I guess</p> <p>23 you can start from the top. And then if you just</p> <p>24 scroll down, and I would ask that you look at the pay</p> <p>25 rate. So the hourly rate for Mr. Valencia in the Pay</p>	<p style="text-align: right;">Page 115</p> <p>1 section.</p> <p>2 Do you see the rate there?</p> <p>3 A Yes.</p> <p>4 Q Do you see what it is for this first pay stub?</p> <p>5 A Yeah. The hourly rate is 33.</p> <p>6 Q Now, if you scroll down to the next one, so Page 2.</p> <p>7 So the pay rate for this next pay stub, do you</p> <p>8 see it there?</p> <p>9 A Yeah, it says 26.</p> <p>10 Q Okay. And let's go to the next one.</p> <p>11 What is it there?</p> <p>12 A It's 31.</p> <p>13 Q Okay. And what about the next one? What is it there?</p> <p>14 A 22.50.</p> <p>15 Q Okay. So do you see that for each pay stub, the pay</p> <p>16 rate changes from pay stub to pay stub?</p> <p>17 A Yeah.</p> <p>18 Q Okay. Can you explain that?</p> <p>19 A The only conclusion that I can have of this is that</p> <p>20 this is one of those -- it's weird because it says</p> <p>21 regular pay, but he probably -- Roberto probably put a</p> <p>22 certain amount to give him.</p> <p>23 Could you move a little down to see the net pay?</p> <p>24 Yeah, he would put 1,639. And sometimes the rate</p> <p>25 will not show there, but it shows on this pay stub for</p>
<p style="text-align: right;">Page 116</p> <p>1 a reason. And maybe -- I don't know. I really don't</p> <p>2 know.</p> <p>3 But this is a person that wanted 1,639, even, in</p> <p>4 their pay stub. And for a reason, it was not the</p> <p>5 piecework, but regular pay. I would need to find out</p> <p>6 what was going on there.</p> <p>7 Q Okay.</p> <p>8 A Maybe Roberto requested something, and I will not</p> <p>9 recall right now.</p> <p>10 Q So were you provided with any documentation when an</p> <p>11 employee's pay rate was changed?</p> <p>12 A Yes. Roberto will give us -- in the document, he will</p> <p>13 tell us the rate change. The increase of the rate,</p> <p>14 yes, he will.</p> <p>15 Q And can you tell me what it was that he would give to</p> <p>16 you so I can get an idea of what that item looked</p> <p>17 like?</p> <p>18 A Well, it would say hours, it will say pay rate, it</p> <p>19 will say change, you know. But usually it was to</p> <p>20 increase. I will need to really see what happened</p> <p>21 here. I would need to research.</p> <p>22 Q For this one, the first pay rate was 33 and then the</p> <p>23 later pay rate was 22.50.</p> <p>24 A Okay.</p> <p>25 Q Is that an increase or a decrease?</p>	<p style="text-align: right;">Page 117</p> <p>1 A It's a decrease. That's what I think -- the employee</p> <p>2 pay was set up as a net pay. And the rate and the</p> <p>3 hours is just -- they are not real. He needed to get</p> <p>4 1,639.</p> <p>5 If I go and see the payroll summaries from</p> <p>6 Roberto, I will have the answer to that. I really</p> <p>7 don't know now. I would need to see what was in the</p> <p>8 payroll summaries.</p> <p>9 Q So in any much your work for Baja, did you generate</p> <p>10 any written notifications to provide to employees to</p> <p>11 notify them that their rate was changed?</p> <p>12 A Roberto would do that.</p> <p>13 Q Okay. So you, as in you, Mercedes or you Mercedes</p> <p>14 Accounting, didn't generate any documents that would</p> <p>15 inform an employee that their rate had changed?</p> <p>16 A No, we don't provide that service. That will be the</p> <p>17 employer.</p> <p>18 Q So that's not part of a payroll service that you</p> <p>19 provide?</p> <p>20 A Roberto was doing all of it, right. You don't get to</p> <p>21 see the employees but maybe one or two if they stop by</p> <p>22 the office sometimes to drop something. But I don't</p> <p>23 need to see the site. I don't need to see anything.</p> <p>24 Roberto was in charge of all the hiring and all</p> <p>25 of this labor, so I don't get to see it.</p>

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1 Q Yes, to get them --

2 **A No, we did not. Not at all. Not even once.**

3 Q Okay. And do you know what records you provided to

4 OLS that would demonstrate Baja USA paid sick and safe

5 time policy?

6 **A I gave to OLS the Excel for the sick pay, a**

7 **calculation how we give it the hourly and the**

8 **accruing -- the accrual of hours for employee. I gave**

9 **them in Excel.**

10 Q Okay. When you worked with Baja to provide documents

11 to the Office of Labor Standards, did you find that

12 some records were missing?

13 **A I don't recall now.**

14 Q For example, we just went over Mr. Rios' pay stubs.

15 And if he was on the time sheets in 2018, did you

16 find that his 2018 pay stub information was missing?

17 **A Remember, we receive the payroll summaries from**

18 **Roberto. If he doesn't have anything in 2018, Roberto**

19 **did not report hours for him in 2018.**

20 **And that time sheet is not what payroll was based**

21 **on. Roberto was giving us a payroll summary to**

22 **process payroll. Those time sheets that you just**

23 **showed are only attached to the invoices.**

24 **So we never -- this is the first time I see that**

25 **time sheet attached to the invoice because I was not**

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1 **receive -- we were not preparing that, so we never**

2 **really -- we just put the numbers.**

3 Q So you did house records that were provided to you by

4 Roberto on behalf of Baja?

5 **A If he email it to us, I have a copy.**

6 Q And what types of documents are you talking about?

7 **A I'm talking about payroll summaries, I'm talking about**

8 **W-4s, copies, right, that he probably sent to payroll**

9 **for payroll. And he copied me on the invoices.**

10 Q So the invoices that we just saw, something like

11 those?

12 **A Yeah, something like those.**

13 Q And when you were copied on the emails with the

14 invoices, did they include the time sheets that we

15 also saw?

16 **A I think so.**

17 Q Okay.

18 **A Can I clarify something?**

19 Q Sure.

20 **A We don't process receivables for any client. So that**

21 **was information and we used the invoice to note the**

22 **invoices when they receive the payment, will receive a**

23 **copy of the check, and we will know the invoice was**

24 **paid in that case. That's it.**

25 **We have nothing to do with the hours put in the**

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1 **reviewing the invoices and the attachments, okay. I**

2 **just have a page and whatever was missing for**

3 **receivables, for financials and put it there. But I**

4 **was not really reviewing this between that.**

5 **So I think if I don't have a pay stub for Noe**

6 **Rios in 2018, it's because in the payroll summaries**

7 **that Roberto provided for the payroll, he was not**

8 **there.**

9 Q Okay. And did -- during your time in providing OLS

10 with records during the investigation, do you recall

11 if there were any records that would show employees

12 authorizing the deductions that we discussed earlier?

13 **A I didn't see any paperwork for -- from employees in**

14 **writing authorizing the deductions.**

15 Q Okay. So did you keep any records on behalf of Baja?

16 For example, does Mercedes Accounting house any

17 records on behalf of Baja?

18 **A The ones that were provided to me by Roberto for the**

19 **processing payroll, those are the documents that I**

20 **have.**

21 Q Okay.

22 **A And they mail me -- they email me the copy of -- I**

23 **wasn't in the loop of the emails for the receivables.**

24 **Because who would put the receivables in the**

25 **accounting system for the accounting. But we did not**

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1 **invoice. We were not invoicing. That's Roberto Soto**

2 **and Claudia's department.**

3 Q Okay. Did you keep, on behalf of Baja, any records

4 documenting the following, and I have a list. So did

5 you keep any records on behalf of Baja documenting

6 each employee's name?

7 **A Yeah, I have the employee's name.**

8 Q Okay. And what about each employee's address?

9 **A Also we have the address.**

10 Q And what about total overtime earnings?

11 **A Total overtime earnings?**

12 Q Correct.

13 **A Roberto was reporting in the payroll summaries all the**

14 **information. He would put there the overtime. He**

15 **would put in the payroll summaries overtime and then**

16 **that employee will have overtime.**

17 Q So you have a record somewhere for each employee's

18 overtime earnings?

19 **A Not somewhere. In the payroll summaries that Roberto**

20 **will give us, they will show you overtime, if there**

21 **was overtime.**

22 **But remember, two systems. It started with the**

23 **system that -- the piecework and the amount net that**

24 **they would receive or they would not work. And then**

25 **later it was switched to the regular hourly rate and**

<p style="text-align: right;">Page 134</p> <p>1 regular hours that Roberto was reporting regular 2 hours, regular rate, overtime, and everything. 3 Q So my question is whether you, as in Mercedes 4 Accounting, kept records documenting total -- overtime 5 earnings for each employee? So do you have those 6 records? 7 A No, we don't have -- with any records that -- you mean 8 the documents; right? 9 Q Right. 10 A No. Roberto will have that, and Roberto will report 11 the overtime. We were not -- we will not do anything 12 with employees. We just a payroll processing. 13 Q Right. 14 So I want to know if as part of your duties 15 processing payroll, whether or not you keep certain 16 records for your client. 17 So I'm going through a list of records, different 18 types of records, to find out whether or not you keep 19 these certain types of records as part of your duties 20 for your client. 21 So as part of your duties for your client, Baja 22 Concrete USA, did you keep or house records for each 23 employee's total overtime earnings? 24 A No, I don't have that. 25 Q Okay. All right. So did you also house any</p>	<p style="text-align: right;">Page 135</p> <p>1 information or keep records for each employee's dates 2 of employment? 3 A Yes, we have that. 4 Q Okay. And what about any written notice of the 5 employee's rates of pay? 6 A Yes. 7 Q Did you house -- 8 A Yeah, we have that in an email. 9 Q So you have emails related to each employee's rate of 10 pay? 11 A Well, sometimes Roberto will send that email and 12 sometimes he will put the note in the payroll summary. 13 Either those two. 14 Q Okay. But you have that information? 15 A Currently, yes. 16 Q Okay. All right. And what about written notice of an 17 employee's eligibility for overtime? Anything like 18 that? 19 A No, none of that. 20 Q What about information or documentation regarding all 21 hours worked about regular and overtime hours 22 separated? 23 A Okay. The prior question was if I have a document for 24 the overtime. 25 You see, all the questions that you are asking me</p>
<p style="text-align: right;">Page 136</p> <p>1 are related to the payroll processing, and the system 2 will have that. It will have the dates of employment 3 from the system, will have the name, will have the 4 addresses, we have copies of the W-4s. And what was 5 this last question you were asking? 6 So the system will have it. So I can print 7 there, the payroll summaries, I do have from Roberto, 8 which has all of the information that is processed. 9 Q Okay. So you would be able -- strike that. 10 So you would have documents related to each 11 employee's total hours worked with regular and 12 overtime hours separated? 13 A Yes. 14 Q Okay. 15 A My I ask a question? 16 Q Sure. 17 A Are you talking about the period for the City of 18 Seattle labor standards -- 19 Q Yes. 20 A -- the termination, or are you -- because they may 21 be -- they may be with the years that they ask, maybe 22 the time when they were having the system on the net 23 pay. And -- you know what I mean? I don't know. 24 But if there is any records of overtime, I would 25 have them. And I would having provided them to the</p>	<p style="text-align: right;">Page 137</p> <p>1 City of Seattle. I gave the City of Seattle lots of 2 reports that they requested, total hours in the 3 documents that they requested. I provided those. 4 Q Okay. So the relevant time period is February 2018 5 through August of 2020. 6 So would the information for each employee, their 7 total hours worked with overtime indicated separately, 8 you would have that information? 9 A I do have. You see, we run two systems. Roberto was 10 first with the net pay, which is -- we call it 11 piecework. And then he switch it to the hourly rate 12 and overtime. 13 So we have both. I just don't know if -- until 14 August '20, which one was -- but I would have provided 15 all of that to the City of Seattle. If there was 16 overtime that Roberto reported in the payroll 17 summaries, it would be in the August -- yes, you guys 18 will have it. 19 Q Okay. And so if you have -- if you house that 20 information on behalf of Baja Concrete, you would have 21 provided it to OLS? 22 A Yeah. 23 Q Okay. 24 A For the time period, yes. 25 Q Okay. And did you, Mercedes De Armas or you, Mercedes</p>

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1 Q That employee would get that net pay; correct?

2 **A Correct.**

3 (Ms. Franklin was no longer

4 present.)

5 Q (By Mr. Larkin) You mentioned an Excel; correct? An

6 Excel spreadsheet?

7 **A Uh-huh.**

8 Q Now, was that created by and used by Mercedes

9 Accounting?

10 **A Which Excel? You talking about the sick pay?**

11 Q I thought you said there was an Excel --

12 **A The one that she was showing?**

13 Q No, not the one she was showing. The one that you

14 were talking about that I thought -- maybe I

15 misunderstood.

16 I thought Mercedes Accounting was using an Excel

17 spreadsheet to, I guess, track or calculate hours and

18 pay and things like that for these workers?

19 **A It was the sick pay. We give it to Roberto because**

20 **that information comes from payroll.**

21 Q Okay. So Mercedes Accounting provided that Excel to

22 Roberto?

23 **A Correct.**

24 Q And you don't have any reason to know whether Roberto

25 provided that or information from that to any workers?

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1 separate -- and, of course, that will match the hours

2 the employee was there.

3 But it's kind of a -- in my own words, I put it,

4 like, a contract with the employee that says, this is

5 going to be -- the employer tells the employee, I'm

6 going to pay you 2,000 for you to frame this wall,

7 okay. And that wall is, you know, 5 feet by 4 feet

8 and that's the square footage you're going to do. I

9 mean, that's two hours, so the owners know that is

10 about 60 hours doing that work for piece, right?

11 Because if the employer wasn't there -- it was

12 about 60 hours. The employee agrees, and that's put

13 in writing, and that's the piecework. That's what he

14 gets paid. And he gets paid the 2,000 for that

15 amount. Doesn't matter if the 2,000 means \$60 an hour

16 or a hundred an hour. It's just that he did it. It

17 was an agreement with him.

18 Q And so in your example, the "piece" would be the

19 square footage?

20 **A Yes.**

21 Q Okay. So is anything like that documented in relation

22 to the workers who were paid by a piece rate for Baja

23 Concrete?

24 **A I don't have any documentation for that. Roberto will**

25 **have that.**

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1 **A Yeah, I don't know?**

2 MR. LARKIN: You don't know.

3 Okay. That's all I have.

4 MS. SYLVESTER: I just have a follow

5 up based on that -- or based on those questions.

6

7 FURTHER EXAMINATION

8 BY MS. SYLVESTER:

9 Q Okay. So in talking about piecework, what is your

10 understanding of piecework? What is it?

11 MR. LARKIN: I'm sorry.

12 Ms. Sylvester, could you clarify. You're talking

13 about piecework in this context related to Baja

14 Concrete or piecework generally?

15 Q (By Ms. Sylvester) Generally, what is your

16 understanding of piecework?

17 **A Well, a worker -- I just give you an example. A**

18 **worker that works as a framer, because it's very clear**

19 **on framing category, and they know that they will**

20 **have -- I don't remember the measurement, two squares**

21 **or whatever, in two hours.**

22 And so according to the work that he's done,

23 calculated in that square footage. Let's say framing,

24 it would be a square footage. And then according to

25 that, we calculate the hours for the work done. And

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1 Q And so none of that -- no documents were provided to

2 the Office of Labor Standards for that?

3 **A No.**

4 MR. LARKIN: Well --

5 **THE WITNESS: Can I have a question**

6 **for you?**

7 MR. LARKIN: Oh, to me?

8 **THE WITNESS: Yeah.**

9 MR. LARKIN: No.

10 **THE WITNESS: I don't know how this**

11 **works.**

12 MR. LARKIN: It's a little unusual

13 how this works. No, not right now.

14 **THE WITNESS: Well, because he just**

15 **asked me a question related to this.**

16 MR. LARKIN: I think she can provide

17 clarification to one of my questions, I guess.

18 Is that what you're saying?

19 **THE WITNESS: Well, you said in**

20 **Baja, Roberto offered a net pay to the people. And**

21 **based on that agreement with employees, the pay was**

22 **made. So I'm thinking Roberto has all of that with**

23 **the employee because he hired them. He agreed with**

24 **them; right? He's the one who did that.**

25 **So I don't have any documents of that. But that**

<p>1 is the way it's done.</p> <p>2 Q (By Ms. Sylvester) Okay. Now --</p> <p>3 A That's the agreement with the employee. If they use a</p> <p>4 square footage, if they use -- I'm just going to pay</p> <p>5 you 2,000 for doing this portion on the cement or</p> <p>6 doing this, I don't have any of that. Roberto will</p> <p>7 have that. That was directly with employee. And he</p> <p>8 just report it, what I needed to pay and the hours.</p> <p>9 Q So you never received any information or documentation</p> <p>10 about the piece?</p> <p>11 A I did not.</p> <p>12 Q The piecework?</p> <p>13 A I did not.</p> <p>14 MS. SYLVESTER: I believe that's all</p> <p>15 I have.</p> <p>16 Does anyone else have anything based on that?</p> <p>17 Okay.</p> <p>18 (Discussion held off the</p> <p>19 record.)</p> <p>20 THE WITNESS: I'll go ahead and read</p> <p>21 it.</p> <p>22 (Signature reserved.)</p> <p>23 (Deposition concluded at</p> <p>24 1:49 p.m.)</p> <p>25</p>	<p>Page 146</p> <p>1 A F F I D A V I T</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6 I, _____, hereby declare</p> <p>7 under penalty of perjury that I have read the</p> <p>8 foregoing deposition and that the testimony contained</p> <p>9 herein is a true and correct transcript of my</p> <p>10 testimony, noting the corrections attached.</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16 Signature: _____ Date: _____</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p>Page 148</p> <p>1 C E R T I F I C A T E</p> <p>2</p> <p>3 I, MICHELLE D. ELAM, Certified Court Reporter in</p> <p>4 the State of Washington, residing in Mayer, Arizona,</p> <p>5 reported;</p> <p>6 That the foregoing deposition of Mercedes</p> <p>7 Z. De Armas was taken before me and completed on</p> <p>8 May 11, 2022, and thereafter was transcribed under my</p> <p>9 direction; that the deposition is a full, true and</p> <p>10 complete transcript of the testimony of said witness,</p> <p>11 including all questions, answers, objections, motions</p> <p>12 and exceptions;</p> <p>13 That the witness, before examination, was</p> <p>14 by me duly sworn to testify the truth, the whole</p> <p>15 truth, and nothing but the truth, and that the witness</p> <p>16 reserved the right of signature;</p> <p>17 That I am not a relative, employee,</p> <p>18 attorney or counsel of any party to this action or</p> <p>19 relative or employee of any such attorney or counsel</p> <p>20 and that I am not financially interested in the said</p> <p>21 action or the outcome thereof;</p> <p>22 That I am herewith securely sealing the</p> <p>23 said deposition and promptly delivering the same to</p> <p>24 Attorney Loran Staten Sylvester.</p> <p>25</p> <p>IN WITNESS WHEREOF, I have hereunto set my</p> <p>signature on the 18th day of May, 2022.</p> <p><i>Michelle D. Elam</i></p> <p>Michelle D. Elam, RPR, CCR</p> <p>Certified Court Reporter 3335</p>	<p>Page 149</p> <p>1 B&A Litigation Services</p> <p>2 2208 North 30th Street, Suite 202</p> <p>3 Tacoma, Washington 98403</p> <p>4 253.627.6401</p> <p>5 Date: May 18, 2022</p> <p>6 To: Alex Larkin</p> <p>7 MDK Law</p> <p>8 777 108th Avenue NE</p> <p>9 Suite 2000</p> <p>10 Bellevue, Washington 98004</p> <p>11 Case: In the Matter of the Appeal of: Baja Concrete</p> <p>12 USA Corp., Roberto Contreras, Newway Forming</p> <p>13 Inc., and Antonio Machado</p> <p>14 Witness: Mercedes Z. De Armas</p> <p>15 Cause No.: LS-21-002, LS-21-003, LS-21-004</p> <p>16 Date Taken: May 11, 2022</p> <p>17</p> <p>18 The above transcript must be read and the</p> <p>19 Correction Sheet signed within 30 days of this notice or</p> <p>20 before the trial date. If the Correction Sheet is not</p> <p>21 signed within that time period, signature will be deemed</p> <p>22 waived for all purposes.</p> <p>23 Please contact the witness and arrange a</p> <p>24 convenient time and place for reading and signing.</p> <p>25</p> <p>After the Correction Sheet is signed, please mail</p> <p>the signed original Correction Sheet to:</p> <p>Lorna Staten Sylvester</p> <p>Seattle City Attorney's Office</p> <p>701 5th Avenue</p> <p>Suite 2050</p> <p>Seattle, Washington 98104</p> <p>Michelle D. Elam, RPR, CCR 3335</p> <p>Cc:</p>

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100101

11/23/2018

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **2,632.00**

Two thousand six hundred thirty-two and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

|||

100101

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning: 11/04/2018
Period Ending: 11/17/2018
Pay Date: 11/23/2018
Total Hours: 80.00

EMPLOYEE

Gerardo . Valencia
Seattle WA 98108

BENEFITS

Sick Used Available 0.00 0.00

NET PAY:

\$2,632.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	33.00	2,640.00	2,640.00
Bonus	-	-	256.03	256.03

DEDUCTIONS	Current	YTD
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TAXES	Current	YTD
Federal Income Tax	0.00	0.00
Social Security	179.55	179.55
Medicare	41.99	41.99
WA Workers' Compensation Tax	42.49	42.49

SUMMARY	Current	YTD
Total Pay	\$2,896.03	\$2,896.03
Taxes	\$264.03	\$264.03
Deductions	\$0.00	\$0.00

Net Pay

\$2,632.00

APPBAJA0685

BAJA CONCRETE USA CORP
12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100104

12/07/2018

PAY TO THE
ORDER OF

Gerardo . Valencia

\$ **1,265.00

One thousand two hundred sixty-five and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

|||

100104

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning: 11/18/2018
Period Ending: 12/01/2018
Pay Date: 12/07/2018
Total Hours: 77.50

EMPLOYEE

Gerardo . Valencia
Seattle WA 98108

BENEFITS

Sick Used Available
 0.00 0.00

NET PAY:

\$1,265.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	77.50	26.00	2,015.00	4,655.00
Bonus	-	-	2.10	258.13

DEDUCTIONS	Current	YTD
Advance R	440.00	440.00

TAXES	Current	YTD
Federal Income Tax	116.63	116.63
Social Security	125.06	304.61
Medicare	29.25	71.24
WA Workers' Compensation Tax	41.16	83.65

SUMMARY	Current	YTD
Total Pay	\$2,017.10	\$4,913.13
Taxes	\$312.10	\$576.13
Deductions	\$440.00	\$440.00

Net Pay \$1,265.00

APPBAJA0686

APPBAJA0687

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100125

01/04/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **1,639.00**

One thousand six hundred thirty-nine and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100125

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/16/2018
Period Ending:	12/29/2018
Pay Date:	01/04/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:**\$1,639.00****MEMO:**

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	1,800.00
Bonus	-	-	689.42	689.42

DEDUCTIONS	Current	YTD
Advance R	440.00	440.00

TAXES	Current	YTD
Federal Income Tax	171.19	171.19
Social Security	154.34	154.34
Medicare	36.10	36.10
WA Workers' Compensation Tax	42.49	42.49
WA Paid Family and Medical Leave EE	6.30	6.30

SUMMARY	Current	YTD
Total Pay	\$2,489.42	\$2,489.42
Taxes	\$410.42	\$410.42
Deductions	\$440.00	\$440.00

Net Pay**\$1,639.00**

APPBAJA0688

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100133

01/18/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **1,796.00**

One thousand seven hundred ninety-six and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100133

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/30/2018
Period Ending:	01/12/2019
Pay Date:	01/18/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:**\$1,796.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	3,600.00
Bonus	-	-	1,064.92	1,754.34

DEDUCTIONS	Current	YTD
Advance R	800.00	1,240.00

TAXES	Current	YTD
Federal Income Tax	0.00	171.19
Social Security	177.63	331.97
Medicare	41.54	77.64
WA Workers' Compensation Tax	42.49	84.98
WA Paid Family and Medical Leave EE	7.26	13.56

SUMMARY	Current	YTD
Total Pay	\$2,864.92	\$5,354.34
Taxes	\$268.92	\$679.34
Deductions	\$800.00	\$1,240.00

Net Pay**\$1,796.00**

APPBAJA0689

BAJA CONCRETE USA CORP
12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100145

02/01/2019

PAY TO THE
ORDER OF

Gerardo . Valencia

\$ **2,871.00

Two thousand eight hundred seventy-one and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

||" [REDACTED] ||"

100145

EMPLOYER
BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD
Period Beginning: 01/13/2019
Period Ending: 01/26/2019
Pay Date: 02/01/2019
Total Hours: 80.00

EMPLOYEE
Gerardo . Valencia
[REDACTED]
Seattle WA 98108

BENEFITS	Used	Available
Sick	0.00	0.00

NET PAY: **\$2,871.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	5,400.00
Bonus	-	-	1,678.23	3,432.57

DEDUCTIONS	Current	YTD
Advance R	0.00	1,240.00

TAXES	Current	YTD
Federal Income Tax	289.85	461.04
Social Security	215.65	547.62
Medicare	50.43	128.07
WA Workers' Compensation Tax	42.49	127.47
WA Paid Family and Medical Leave EE	8.81	22.37

SUMMARY	Current	YTD
Total Pay	\$3,478.23	\$8,832.57
Taxes	\$607.23	\$1,286.57
Deductions	\$0.00	\$1,240.00

Net Pay **\$2,871.00**

APPBAJA0690

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100153

02/15/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **2,409.00**

Two thousand four hundred nine and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100153

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	01/27/2019
Period Ending:	02/09/2019
Pay Date:	02/15/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:**\$2,409.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	30.11	2,409.00	7,809.00
Bonus	-	-	252.87	3,685.44

DEDUCTIONS	Current	YTD
Advance R	0.00	1,240.00

TAXES	Current	YTD
Federal Income Tax	0.00	461.04
Social Security	165.04	712.66
Medicare	38.60	166.67
WA Workers' Compensation Tax	42.49	169.96
WA Paid Family and Medical Leave EE	6.74	29.11

SUMMARY	Current	YTD
Total Pay	\$2,661.87	\$11,494.44
Taxes	\$252.87	\$1,539.44
Deductions	\$0.00	\$1,240.00

Net Pay**\$2,409.00**

APPBAJA0691

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100165

03/01/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **2,145.00**

Two thousand one hundred forty-five and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100165

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	02/10/2019
Period Ending:	02/23/2019
Pay Date:	03/01/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick	Used	Available
	0.00	0.00

NET PAY:

\$2,145.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	9,609.00
Bonus	-	-	1,052.97	4,738.41

DEDUCTIONS	Current	YTD
Advance R	440.00	1,680.00

TAXES	Current	YTD
Federal Income Tax	0.00	461.04
Social Security	176.88	889.54
Medicare	41.37	208.04
WA Workers' Compensation Tax	42.49	212.45
WA Paid Family and Medical Leave EE	7.23	36.34

SUMMARY	Current	YTD
Total Pay	\$2,852.97	\$14,347.41
Taxes	\$267.97	\$1,807.41
Deductions	\$440.00	\$1,680.00

Net Pay

\$2,145.00

APPBAJA0692

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100166

03/15/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **2,750.00**

Two thousand seven hundred fifty and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100166

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	02/24/2019
Period Ending:	03/09/2019
Pay Date:	03/15/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:**\$2,750.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	11,409.00
Bonus	-	-	1,527.16	6,265.57

DEDUCTIONS	Current	YTD
Advance R	0.00	1,680.00

TAXES	Current	YTD
Federal Income Tax	271.72	732.76
Social Security	206.28	1,095.82
Medicare	48.24	256.28
WA Workers' Compensation Tax	42.49	254.94
WA Paid Family and Medical Leave EE	8.43	44.77

SUMMARY	Current	YTD
Total Pay	\$3,327.16	\$17,674.57
Taxes	\$577.16	\$2,384.57
Deductions	\$0.00	\$1,680.00

Net Pay**\$2,750.00**

APPBAJA0693

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

03/29/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **2,024.00**

Two thousand twenty-four and 00/100 ***** DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100171

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	03/10/2019
Period Ending:	03/23/2019
Pay Date:	03/29/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick	Used	Available
	0.00	0.00

NET PAY:**\$2,024.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	13,209.00
Bonus	-	-	1,170.10	7,435.67

DEDUCTIONS	Current	YTD
Advance R	440.00	2,120.00

TAXES	Current	YTD
Federal Income Tax	228.87	961.63
Social Security	184.15	1,279.97
Medicare	43.07	299.35
WA Workers' Compensation Tax	42.49	297.43
WA Paid Family and Medical Leave EE	7.52	52.29

SUMMARY	Current	YTD
Total Pay	\$2,970.10	\$20,644.67
Taxes	\$506.10	\$2,890.67
Deductions	\$440.00	\$2,120.00

Net Pay**\$2,024.00**

BAJA CONCRETE USA CORP
12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100174

04/12/2019

PAY TO THE
ORDER OF

Gerardo . Valencia

\$ **550.00

Five hundred fifty and 00/100 *****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

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100174

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning: 03/24/2019
Period Ending: 04/06/2019
Pay Date: 04/12/2019
Total Hours: 25.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick Used Available
0.00 0.00

NET PAY:

\$550.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	25.00	22.50	562.50	15,571.50
Bonus	-	-	49.12	8,105.55

DEDUCTIONS	Current	YTD
Advance R	0.00	2,120.00

TAXES	Current	YTD
Federal Income Tax	0.00	1,124.58
Social Security	37.92	1,467.98
Medicare	8.87	343.32
WA Workers' Compensation Tax	13.28	353.20
WA Paid Family and Medical Leave EE	1.55	59.97

SUMMARY	Current	YTD
Total Pay	\$611.62	\$23,677.05
Taxes	\$61.62	\$3,349.05
Deductions	\$0.00	\$2,120.00

Net Pay

\$550.00

APPBAJA0695

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL 33186

04/12/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

This is not a check. **Advice of deposit only***

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	03/24/2019
Period Ending:	04/06/2019
Pay Date:	04/12/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

	\$2,024.00
Acct#....0804:	\$2,024.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	15,009.00
Bonus	-	-	620.76	8,056.43

DEDUCTIONS	Current	YTD
Advance R	0.00	2,120.00

TAXES	Current	YTD
Federal Income Tax	162.95	1,124.58
Social Security	150.09	1,430.06
Medicare	35.10	334.45
WA Workers' Compensation Tax	42.49	339.92
WA Paid Family and Medical Leave EE	6.13	58.42

SUMMARY	Current	YTD
Total Pay	\$2,420.76	\$23,065.43
Taxes	\$396.76	\$3,287.43
Deductions	\$0.00	\$2,120.00

Net Pay	\$2,024.00
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BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

04/26/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	04/07/2019
Period Ending:	04/20/2019
Pay Date:	04/26/2019
Total Hours:	80.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$1,576.00****\$1,576.00****\$1,576.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	17,371.50
Bonus	-	-	610.75	8,716.30

DEDUCTIONS	Current	YTD
Advance R	440.00	2,560.00

TAXES	Current	YTD
Federal Income Tax	161.75	1,286.33
Social Security	149.46	1,617.44
Medicare	34.95	378.27
WA Workers' Compensation Tax	42.49	395.69
WA Paid Family and Medical Leave EE	6.10	66.07

SUMMARY	Current	YTD
Total Pay	\$2,410.75	\$26,087.80
Taxes	\$394.75	\$3,743.80
Deductions	\$440.00	\$2,560.00

Net Pay \$1,576.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

05/10/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	04/21/2019
Period Ending:	05/04/2019
Pay Date:	05/10/2019
Total Hours:	80.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$2,142.00****\$2,142.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	19,171.50
Bonus	-	-	768.08	9,484.38

DEDUCTIONS	Current	YTD
Advance R	0.00	2,560.00

TAXES	Current	YTD
Federal Income Tax	180.63	1,466.96
Social Security	159.22	1,776.66
Medicare	37.24	415.51
WA Workers' Compensation Tax	42.49	438.18
WA Paid Family and Medical Leave EE	6.50	72.57

SUMMARY	Current	YTD
Total Pay	\$2,568.08	\$28,655.88
Taxes	\$426.08	\$4,169.88
Deductions	\$0.00	\$2,560.00

Net Pay**\$2,142.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

05/24/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	05/05/2019
Period Ending:	05/18/2019
Pay Date:	05/24/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804:	\$1,925.00
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\$1,925.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	20,971.50
Bonus	-	-	1,046.49	10,530.87

DEDUCTIONS	Current	YTD
Advance R	440.00	3,000.00

TAXES

	Current	YTD
Federal Income Tax	214.04	1,681.00
Social Security	176.49	1,953.15
Medicare	41.27	456.78
WA Workers' Compensation Tax	42.49	480.67
WA Paid Family and Medical Leave EE	7.20	79.77

SUMMARY	Current	YTD
Total Pay	\$2,846.49	\$31,502.37
Taxes	\$481.49	\$4,651.37
Deductions	\$440.00	\$3,000.00

Net Pay**\$1,925.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

06/07/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	05/19/2019
Period Ending:	06/01/2019
Pay Date:	06/07/2019
Total Hours:	80.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$1,121.00****\$1,121.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	22,771.50
Bonus	-	-	304.90	10,835.77

DEDUCTIONS	Current	YTD
Advance R	0.00	3,000.00
Loan	650.00	650.00

TAXES	Current	YTD
Federal Income Tax	125.05	1,806.05
Social Security	130.50	2,083.65
Medicare	30.53	487.31
WA Workers' Compensation Tax	42.49	523.16
WA Paid Family and Medical Leave EE	5.33	85.10

SUMMARY	Current	YTD
Total Pay	\$2,104.90	\$33,607.27
Taxes	\$333.90	\$4,985.27
Deductions	\$650.00	\$3,650.00

Net Pay**\$1,121.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

06/21/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	06/02/2019
Period Ending:	06/15/2019
Pay Date:	06/21/2019
Total Hours:	80.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804:	\$1,506.00
	\$1,506.00

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	24,571.50
Bonus	-	-	1,213.89	12,049.66

DEDUCTIONS	Current	YTD
Advance R	440.00	3,440.00
Loan	650.00	1,300.00

TAXES	Current	YTD
Federal Income Tax	137.21	1,943.26
Social Security	186.86	2,270.51
Medicare	43.70	531.01
WA Workers' Compensation Tax	42.49	565.65
WA Paid Family and Medical Leave EE	7.63	92.73

SUMMARY	Current	YTD
Total Pay	\$3,013.89	\$36,621.16
Taxes	\$417.89	\$5,403.16
Deductions	\$1,090.00	\$4,740.00

Net Pay**\$1,506.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

07/05/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	06/16/2019
Period Ending:	06/29/2019
Pay Date:	07/05/2019
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$4,843.00****\$4,843.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	22.50	1,800.00	26,371.50
Bonus	-	-	790.18	12,839.84
Loan to pay	-	-	2,500.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	3,440.00
Loan	0.00	1,300.00

TAXES	Current	YTD
Federal Income Tax	0.00	1,943.26
Social Security	160.59	2,431.10
Medicare	37.55	568.56
WA Workers' Compensation Tax	42.49	608.14
WA Paid Family and Medical Leave EE	6.55	99.28

SUMMARY	Current	YTD
Total Pay	\$5,090.18	\$41,711.34
Taxes	\$247.18	\$5,650.34
Deductions	\$0.00	\$4,740.00

Net Pay**\$4,843.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

07/19/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	06/30/2019
Period Ending:	07/13/2019
Pay Date:	07/19/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804: **\$2,002.00****\$2,002.00****\$2,002.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	275.65	13,115.49
Piece work	-	-	2,002.00	2,002.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	3,440.00
Loan	0.00	1,300.00

TAXES	Current	YTD
Federal Income Tax	53.15	1,996.41
Social Security	141.22	2,572.32
Medicare	33.03	601.59
WA Workers' Compensation Tax	42.49	650.63
WA Paid Family and Medical Leave EE	5.76	105.04

SUMMARY	Current	YTD
Total Pay	\$2,277.65	\$43,988.99
Taxes	\$275.65	\$5,925.99
Deductions	\$0.00	\$4,740.00

Net Pay**\$2,002.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

08/02/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. ****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	07/14/2019
Period Ending:	07/27/2019
Pay Date:	08/02/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick	Used	Available
	0.00	0.00

NET PAY:

Acct#....0804: **\$198.00****\$198.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	120.69	13,236.18
Piece work	-	-	1,078.00	3,080.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	880.00	4,320.00
Loan	0.00	1,300.00
Payroll Correction	-0.07	0.00

TAXES	Current	YTD
Federal Income Tax	0.00	1,996.41
Social Security	74.32	2,646.64
Medicare	17.38	618.97
WA Workers' Compensation Tax	26.03	676.66
WA Paid Family and Medical Leave EE	3.03	108.00

SUMMARY	Current	YTD
Total Pay	\$1,198.69	\$45,187.68
Taxes	\$120.76	\$6,046.68
Deductions	\$879.93	\$5,620.00

Net Pay**\$198.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100182

08/16/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **400.00**

Four hundred and 00/100 *****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO Tools purchase reimbursement - Pending Receipt

AUTHORIZED SIGNATURE

[REDACTED]

100182

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	08/16/2019
Period Ending:	08/16/2019
Pay Date:	08/16/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia
[REDACTED]
Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

\$400.00

MEMO:

Tools purchase reimbursement - Pending Receipt

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	34.32	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	400.00	14,045.61
Piece work	-	-	0.00	5,642.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	4,320.00
Loan	0.00	2,100.00

TAXES	Current	YTD
Federal Income Tax	0.00	2,128.52
Social Security	26.93	2,857.79
Medicare	6.29	668.35
WA Workers' Compensation Tax	0.00	719.15
WA Paid Family and Medical Leave EE	1.10	116.62

SUMMARY	Current	YTD
Total Pay	\$434.32	\$48,593.43
Taxes	\$34.32	\$6,490.43
Deductions	\$0.00	\$6,420.00

Net Pay

\$400.00

APPBAJA0705

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

08/16/2019

PAY TO THE
ORDER OF

Gerardo . Valencia**\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning: 07/28/2019
Period Ending: 08/10/2019
Pay Date: 08/16/2019
Total Hours: 0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804:	\$1,762.00
----------------	-------------------

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	409.43	13,645.61
Piece work	-	-	2,562.00	5,642.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	4,320.00
Loan	800.00	2,100.00

TAXES

	Current	YTD
Federal Income Tax	132.11	2,128.52
Social Security	184.22	2,830.86
Medicare	43.09	662.06
WA Workers' Compensation Tax	42.49	719.15
WA Paid Family and Medical Leave EE	7.52	115.52

SUMMARY	Current	YTD
Total Pay	\$2,971.43	\$48,159.11
Taxes	\$409.43	\$6,456.11
Deductions	\$800.00	\$6,420.00

Net Pay**\$1,762.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

08/30/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	08/11/2019
Period Ending:	08/24/2019
Pay Date:	08/30/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#...0804: **\$2,160.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	617.67	14,663.28
Piece work	-	-	3,400.00	9,042.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	440.00	4,760.00
Loan	800.00	2,900.00

TAXES	Current	YTD
Federal Income Tax	257.66	2,386.18
Social Security	249.10	3,106.89
Medicare	58.26	726.61
WA Workers' Compensation Tax	42.49	761.64
WA Paid Family and Medical Leave EE	10.16	126.78

SUMMARY	Current	YTD
Total Pay	\$4,017.67	\$52,611.10
Taxes	\$617.67	\$7,108.10
Deductions	\$1,240.00	\$7,660.00

Net Pay

\$2,160.00

APPBAJA0707

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

09/13/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	08/25/2019
Period Ending:	09/07/2019
Pay Date:	09/13/2019
Total Hours:	0.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#...0804:	\$1,509.00
	\$1,509.00

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	371.41	15,034.69
Piece work	-	-	2,409.00	11,451.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	4,760.00
Loan	900.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	109.19	2,495.37
Social Security	172.38	3,279.27
Medicare	40.32	766.93
WA Workers' Compensation Tax	42.49	804.13
WA Paid Family and Medical Leave EE	7.03	133.81

SUMMARY	Current	YTD
Total Pay	\$2,780.41	\$55,391.51
Taxes	\$371.41	\$7,479.51
Deductions	\$900.00	\$8,560.00

Net Pay \$1,509.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

09/27/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	09/08/2019
Period Ending:	09/21/2019
Pay Date:	09/27/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:	\$3,171.00
Acct#....0804:	\$3,171.00

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	670.09	15,704.78
Piece work	-	-	3,611.00	15,062.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	440.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	289.27	2,784.64
Social Security	265.43	3,544.70
Medicare	62.07	829.00
WA Workers' Compensation Tax	42.49	846.62
WA Paid Family and Medical Leave EE	10.83	144.64

SUMMARY	Current	YTD
Total Pay	\$4,281.09	\$59,672.60
Taxes	\$670.09	\$8,149.60
Deductions	\$440.00	\$9,000.00

Net Pay \$3,171.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

10/11/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	09/22/2019
Period Ending:	10/05/2019
Pay Date:	10/11/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick	Used	Available
	0.00	0.00

NET PAY:

Acct#....0804:	\$3,749.00
	\$3,749.00

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	704.40	16,409.18
Piece work	-	-	3,749.00	18,811.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	309.95	3,094.59
Social Security	276.11	3,820.81
Medicare	64.58	893.58
WA Workers' Compensation Tax	42.49	889.11
WA Paid Family and Medical Leave EE	11.27	155.91

SUMMARY	Current	YTD
Total Pay	\$4,453.40	\$64,126.00
Taxes	\$704.40	\$8,854.00
Deductions	\$0.00	\$9,000.00

Net Pay

\$3,749.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

10/25/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	10/06/2019
Period Ending:	10/19/2019
Pay Date:	10/25/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

Sick	Used	Available
	0.00	0.00

NET PAY:

Acct#.....0804:	\$2,541.00
	\$2,541.00

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	404.21	16,813.39
Piece work	-	-	2,541.00	21,352.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	128.96	3,223.55
Social Security	182.61	4,003.42
Medicare	42.70	936.28
WA Workers' Compensation Tax	42.49	931.60
WA Paid Family and Medical Leave EE	7.45	163.36

SUMMARY	Current	YTD
Total Pay	\$2,945.21	\$67,071.21
Taxes	\$404.21	\$9,258.21
Deductions	\$0.00	\$9,000.00

Net Pay \$2,541.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

11/08/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	10/20/2019
Period Ending:	11/02/2019
Pay Date:	11/08/2019
Total Hours:	0.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$829.00****\$829.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	117.26	16,930.65
Piece work	-	-	829.00	22,181.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	0.00	3,223.55
Social Security	58.66	4,062.08
Medicare	13.72	950.00
WA Workers' Compensation Tax	42.49	974.09
WA Paid Family and Medical Leave EE	2.39	165.75

SUMMARY	Current	YTD
Total Pay	\$946.26	\$68,017.47
Taxes	\$117.26	\$9,375.47
Deductions	\$0.00	\$9,000.00

Net Pay**\$829.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

11/22/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	11/03/2019
Period Ending:	11/16/2019
Pay Date:	11/22/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$3,277.00****\$3,277.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	587.11	17,517.76
Piece work	-	-	3,277.00	25,458.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	239.23	3,462.78
Social Security	239.58	4,301.66
Medicare	56.03	1,006.03
WA Workers' Compensation Tax	42.49	1,016.58
WA Paid Family and Medical Leave EE	9.78	175.53

SUMMARY	Current	YTD
Total Pay	\$3,864.11	\$71,881.58
Taxes	\$587.11	\$9,962.58
Deductions	\$0.00	\$9,000.00

Net Pay**\$3,277.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

12/06/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	11/17/2019
Period Ending:	11/30/2019
Pay Date:	12/06/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$2,438.00****\$2,438.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	378.62	17,896.38
Piece work	-	-	2,438.00	27,896.00
Loan to pay	-	-	0.00	2,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES

	Current	YTD
Federal Income Tax	113.53	3,576.31
Social Security	174.63	4,476.29
Medicare	40.84	1,046.87
WA Workers' Compensation Tax	42.49	1,059.07
WA Paid Family and Medical Leave EE	7.13	182.66

SUMMARY	Current	YTD
Total Pay	\$2,816.62	\$74,698.20
Taxes	\$378.62	\$10,341.20
Deductions	\$0.00	\$9,000.00

Net Pay**\$2,438.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

WELLS FARGO BANK

100193

12/17/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ **3,000.00**

Three thousand and 00/100 *****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

||||

100193

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/01/2019
Period Ending:	12/14/2019
Pay Date:	12/17/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:**\$3,000.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	0.00	17,896.38
Piece work	-	-	0.00	27,896.00
Loan to pay	-	-	3,000.00	5,500.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	0.00	3,576.31
Social Security	0.00	4,476.29
Medicare	0.00	1,046.87
WA Workers' Compensation Tax	0.00	1,059.07
WA Paid Family and Medical Leave EE	0.00	182.66

SUMMARY	Current	YTD
Total Pay	\$3,000.00	\$77,698.20
Taxes	\$0.00	\$10,341.20
Deductions	\$0.00	\$9,000.00

Net Pay \$3,000.00

APPBAJA0715

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

12/20/2019

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/01/2019
Period Ending:	12/14/2019
Pay Date:	12/20/2019
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804;

\$3,500.00**\$3,500.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Employee Taxes Paid I	-	-	0.00	34.32
Regular Pay	-	-	0.00	26,371.50
Bonus	-	-	489.95	18,386.33
Piece work	-	-	2,886.00	30,782.00
Loan to pay	-	-	614.00	6,114.00

DEDUCTIONS	Current	YTD
Advance R	0.00	5,200.00
Loan	0.00	3,800.00

TAXES	Current	YTD
Federal Income Tax	180.65	3,756.96
Social Security	209.31	4,685.60
Medicare	48.96	1,095.83
WA Workers' Compensation Tax	42.49	1,101.56
WA Paid Family and Medical Leave EE	8.54	191.20

SUMMARY	Current	YTD
Total Pay	\$3,989.95	\$81,688.15
Taxes	\$489.95	\$10,831.15
Deductions	\$0.00	\$9,000.00

Net Pay**\$3,500.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

01/03/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/15/2019
Period Ending:	12/28/2019
Pay Date:	01/03/2020
Total Hours:	0.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$1,937.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	410.12	410.12
Piece work	-	-	2,587.00	2,587.00

DEDUCTIONS	Current	YTD
Loan	650.00	650.00

TAXES

	Current	YTD
Federal Income Tax	130.77	130.77
Social Security	185.82	185.82
Medicare	43.46	43.46
WA Workers' Compensation Tax	42.49	42.49
WA Paid Family and Medical Leave EE	7.58	7.58

SUMMARY	Current	YTD
Total Pay	\$2,997.12	\$2,997.12
Taxes	\$410.12	\$410.12
Deductions	\$650.00	\$650.00

Net Pay**\$1,937.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

01/17/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	12/29/2019
Period Ending:	01/11/2020
Pay Date:	01/17/2020
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$2,633.00****\$2,633.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	0.00	410.12
Piece work	-	-	2,633.00	5,220.00
EE Taxes paid	-	-	337.66	337.66

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	87.08	217.85
Social Security	163.25	349.07
Medicare	38.18	81.64
WA Workers' Compensation Tax	42.49	84.98
WA Paid Family and Medical Leave EE	6.66	14.24

SUMMARY	Current	YTD
Total Pay	\$2,970.66	\$5,967.78
Taxes	\$337.66	\$747.78
Deductions	\$0.00	\$650.00

Net Pay**\$2,633.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

01/31/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	01/12/2020
Period Ending:	01/25/2020
Pay Date:	01/31/2020
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia
Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804: **\$3,307.00****\$3,307.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	0.00	410.12
Piece work	-	-	3,307.00	8,527.00
EE Taxes paid	-	-	471.80	809.46

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	167.96	385.81
Social Security	205.03	554.10
Medicare	47.95	129.59
WA Workers' Compensation Tax	42.49	127.47
WA Paid Family and Medical Leave EE	8.37	22.61

SUMMARY	Current	YTD
Total Pay	\$3,778.80	\$9,746.58
Taxes	\$471.80	\$1,219.58
Deductions	\$0.00	\$650.00

Net Pay**\$3,307.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

02/14/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	01/26/2020
Period Ending:	02/08/2020
Pay Date:	02/14/2020
Total Hours:	0.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$3,197.00****\$3,197.00****\$3,197.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	0.00	410.12
Piece work	-	-	3,197.00	11,724.00
EE Taxes paid	-	-	441.09	1,250.55

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	154.76	540.57
Social Security	198.22	752.32
Medicare	46.35	175.94
WA Workers' Compensation Tax	33.67	161.14
WA Paid Family and Medical Leave EE	8.09	30.70

SUMMARY	Current	YTD
Total Pay	\$3,638.09	\$13,384.67
Taxes	\$441.09	\$1,660.67
Deductions	\$0.00	\$650.00

Net Pay**\$3,197.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

02/28/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	02/09/2020
Period Ending:	02/22/2020
Pay Date:	02/28/2020
Total Hours:	0.00

EMPLOYEE

Gerardo . Valencia
Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804: **\$3,312.00****\$3,312.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	0.00	410.12
Piece work	-	-	3,312.00	15,036.00
EE Taxes paid	-	-	463.98	1,714.53

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	168.56	709.13
Social Security	205.34	957.66
Medicare	48.03	223.97
WA Workers' Compensation Tax	33.67	194.81
WA Paid Family and Medical Leave EE	8.38	39.08

SUMMARY	Current	YTD
Total Pay	\$3,775.98	\$17,160.65
Taxes	\$463.98	\$2,124.65
Deductions	\$0.00	\$650.00

Net Pay**\$3,312.00**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

03/13/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	02/23/2020
Period Ending:	03/07/2020
Pay Date:	03/13/2020
Total Hours:	0.00

EMPLOYEEGerardo . Valencia
Seattle WA 98108**BENEFITS**

	Used	Available
Sick	0.00	0.00

NET PAY:

Acct#....0804:	\$2,403.00
	\$2,403.00

MEMO:

PAY	Hours	Rate	Current	YTD
Bonus	-	-	0.00	410.12
Piece work	-	-	2,403.00	17,439.00
EE Taxes paid	-	-	285.80	2,000.33

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	62.22	771.35
Social Security	148.99	1,106.65
Medicare	34.84	258.81
WA Workers' Compensation Tax	33.67	228.48
WA Paid Family and Medical Leave EE	6.08	45.16

SUMMARY	Current	YTD
Total Pay	\$2,688.80	\$19,849.45
Taxes	\$285.80	\$2,410.45
Deductions	\$0.00	\$650.00

Net Pay	\$2,403.00
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BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

03/27/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	03/08/2020
Period Ending:	03/21/2020
Pay Date:	03/27/2020
Total Hours:	96.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	0.00

NET PAY:Acct#....0804: **\$2,658.55****\$2,658.55****\$2,658.55**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	28.50	2,280.00	2,280.00
Overtime Pay	16.00	42.75	684.00	684.00
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	96.00	96.00

DEDUCTIONS

	Current	YTD
Loan	0.00	650.00

TAXES

	Current	YTD
Federal Income Tax	126.80	898.15
Social Security	183.76	1,290.41
Medicare	42.98	301.79
WA Workers' Compensation Tax	40.41	268.89
WA Paid Family and Medical Leave EE	7.50	52.66

SUMMARY

	Current	YTD
Total Pay	\$3,060.00	\$22,909.45
Taxes	\$401.45	\$2,811.90
Deductions	\$0.00	\$650.00

Net Pay**\$2,658.55**

APPBAJA0723

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

04/10/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	03/22/2020
Period Ending:	04/04/2020
Pay Date:	04/10/2020
Total Hours:	40.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	14.40

NET PAY:Acct#.....0804: **\$1,033.07****\$1,033.07**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	32.50	28.50	926.25	3,206.25
No WK Hrs	7.50	28.50	213.75	213.75
Overtime Pay	-	42.75	0.00	684.00
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	0.00	96.00

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	0.00	898.15
Social Security	70.68	1,361.09
Medicare	16.53	318.32
WA Workers' Compensation Tax	16.84	285.73
WA Paid Family and Medical Leave EE	2.88	55.54

SUMMARY	Current	YTD
Total Pay	\$1,140.00	\$24,049.45
Taxes	\$106.93	\$2,918.83
Deductions	\$0.00	\$650.00

Net Pay**\$1,033.07**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

04/24/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYER

BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043

PAY PERIOD

Period Beginning:	04/05/2020
Period Ending:	04/18/2020
Pay Date:	04/24/2020
Total Hours:	19.36

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	14.40

NET PAY:

Acct#....0804: **\$500.00****\$500.00**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	-	28.50	0.00	3,206.25
No WK Hrs	19.36	28.50	551.76	765.51
Overtime Pay	-	42.75	0.00	684.00
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	0.00	96.00

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	0.00	898.15
Social Security	34.21	1,395.30
Medicare	8.00	326.32
WA Workers' Compensation Tax	8.15	293.88
WA Paid Family and Medical Leave EE	1.40	56.94

SUMMARY	Current	YTD
Total Pay	\$551.76	\$24,601.21
Taxes	\$51.76	\$2,970.59
Deductions	\$0.00	\$650.00

Net Pay

\$500.00

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

05/08/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	04/19/2020
Period Ending:	05/02/2020
Pay Date:	05/08/2020
Total Hours:	27.11

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	14.40

NET PAY:Acct#....0804: **\$700.03****\$700.03**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	-	28.50	0.00	3,206.25
No WK Hrs	27.11	28.50	772.49	1,538.00
Overtime Pay	-	42.75	0.00	684.00
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	0.00	96.00

DEDUCTIONS	Current	YTD
Loan	0.00	650.00

TAXES	Current	YTD
Federal Income Tax	0.00	898.15
Social Security	47.90	1,443.20
Medicare	11.20	337.52
WA Workers' Compensation Tax	11.41	305.29
WA Paid Family and Medical Leave EE	1.95	58.89

SUMMARY	Current	YTD
Total Pay	\$772.49	\$25,373.70
Taxes	\$72.46	\$3,043.05
Deductions	\$0.00	\$650.00

Net Pay**\$700.03**

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

05/22/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

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DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE**EMPLOYER**BAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	05/03/2020
Period Ending:	05/16/2020
Pay Date:	05/22/2020
Total Hours:	80.00

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	14.40

NET PAY:Acct#....0804: **\$1,786.35****\$1,786.35****\$1,786.35**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	25.00	2,000.00	5,206.25
No WK Hrs	-	28.50	0.00	1,538.00
Overtime Pay	-	42.75	0.00	684.00
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	0.00	96.00

DEDUCTIONS

	Current	YTD
Loan	0.00	650.00

TAXES

	Current	YTD
Federal Income Tax	21.92	920.07
Social Security	124.00	1,567.20
Medicare	29.00	366.52
WA Workers' Compensation Tax	33.67	338.96
WA Paid Family and Medical Leave EE	5.06	63.95

SUMMARY

	Current	YTD
Total Pay	\$2,000.00	\$27,373.70
Taxes	\$213.65	\$3,256.70
Deductions	\$0.00	\$650.00

Net Pay**\$1,786.35**

APPBAJA0727

BAJA CONCRETE USA CORP

12736 SW 133rd St
Miami, FL, 33186

06/05/2020

PAY TO THE
ORDER OF**Gerardo . Valencia****\$ 0.00**

NON-NEGOTIABLE

****This is not a check. *****Advice of deposit only****

DOLLARS

Gerardo . Valencia

Seattle WA 98108

MEMO

AUTHORIZED SIGNATURE

EMPLOYERBAJA CONCRETE USA CORP
6103 St. Albion Way Apt. I-306
Mountlake Terrace WA 98043**PAY PERIOD**

Period Beginning:	05/17/2020
Period Ending:	05/30/2020
Pay Date:	06/05/2020
Total Hours:	86.50

EMPLOYEE

Gerardo . Valencia

Seattle WA 98108

BENEFITS

	Used	Available
Sick	0.00	14.40

NET PAY:

Acct#.....0804:

\$2,456.26**\$2,456.26**

MEMO:

PAY	Hours	Rate	Current	YTD
Regular Pay	80.00	28.50	2,280.00	7,486.25
No WK Hrs	-	28.50	0.00	1,538.00
Overtime Pay	6.50	42.75	277.88	961.88
Bonus	-	-	0.00	410.12
Piece work	-	-	0.00	17,439.00
EE Taxes paid	-	-	0.00	2,000.33
Reimb Expenses	-	-	215.00	311.00

DEDUCTIONS

	Current	YTD
Loan	0.00	650.00

TAXES

	Current	YTD
Federal Income Tax	78.06	998.13
Social Security	158.59	1,725.79
Medicare	37.09	403.61
WA Workers' Compensation Tax	36.41	375.37
WA Paid Family and Medical Leave EE	6.47	70.42

SUMMARY

	Current	YTD
Total Pay	\$2,772.88	\$30,146.58
Taxes	\$316.62	\$3,573.32
Deductions	\$0.00	\$650.00

Net Pay**\$2,456.26**

APPBAJA0728