

ENFORCEABLE UNDERTAKING

This undertaking is **given** by Qantas Airways Limited (ABN 16 009 661 901) and **accepted** by the Fair Work Ombudsman pursuant to section 715(2) of the *Fair Work Act 2009* in relation to the contraventions described in clauses 7 and 8 of this undertaking.

ENFORCEABLE UNDERTAKING

PARTIES

 This enforceable undertaking (Undertaking) is given to the Fair Work Ombudsman (FWO) pursuant to section 715 of the *Fair Work Act 2009* (Cth) (FW Act) by Qantas Airways Limited (Qantas), ABN 16 009 661 901, 10 Bourke Road, Mascot NSW 2020.

COMMENCEMENT

- 2. This Undertaking comes into effect when:
 - (a) the Undertaking is executed by Qantas; and
 - (b) the FWO accepts the Undertaking so executed (Commencement Date).

BACKGROUND

- Qantas is an Australian public company that operates international and domestic airlines, freight services and loyalty programs. The Qantas Group employs over 27,000 workers.
- 4. In February 2019, Qantas notified the FWO that:
 - (a) in mid-2018, it identified that:
 - the Australian Services Union (Qantas Airways Limited) Agreement 11 (ASU
 EA 11) may apply to a number of its current employees whom it had not been applying that enterprise agreement to; and
 - the terms and conditions on which it employed those employees may not be sufficient to satisfy the minimum terms and conditions in ASU EA 11, potentially resulting in underpayments;
 - (b) following the event described at (a) above, it commenced an internal review to determine whether there were any current employees to whom ASU EA 11 and/or *Australian Services Union (Qantas Airways Limited) Agreement 10* (ASU EA 10), which operated from 6 November 2013, and/or the *Australian Services Union (Qantas Airways Limited) Agreement 9* (ASU EA 9), which operated from 9 June 2011, applied or had applied to and, if so, whether those employees had been underpaid; and

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- (c) Qantas' internal review identified that:
 - (i) it had incorrectly failed to apply ASU EA 11, ASU EA 10 and/or ASU EA 9 to a number of its current employees who were entitled to the benefit of one or more of those enterprise agreements; and
 - (ii) the terms and conditions on which it employed those employees was not sufficient to satisfy the minimum terms and conditions in one or more of those enterprise agreements, resulting in underpayments.
- 5. Prior to the execution of this Undertaking, Qantas notified the FWO that it:
 - (a) in February and July 2019, made rectification payments to the employees named in column A of Schedule A to this Undertaking (Schedule A Employees) by paying each of the Schedule A Employees the amounts referred to in column E of Schedule A;
 - (b) paid interest to each of the Schedule A Employees on the amount referred to in column B of Schedule A, in the sum referred to in column C of Schedule A, calculated using an interest rate that is 6% above the cash rate last published by the Reserve Bank of Australia (RBA) for each relevant financial year;
 - (c) will make a one-off payment of \$1,000 to each of the Schedule A Employees (noting some have already received this payment);
 - (d) as a part of its internal review, identified the further employees listed in Schedule
 B to this Undertaking (Schedule B Employees) to whom ASU EA 11, ASU EA 10 or
 ASU EA 9 are likely to have applied but who may not have been paid by Qantas in
 accordance with those enterprise agreements; and
 - (e) in November 2019, made part-rectification payments to the Schedule B Employees.
- Qantas is now in the process of finalising its internal review and will ensure all impacted employees (both current and former) are reimbursed for any underpayment of workplace entitlements.

ADMISSIONS

- 7. The FWO has a reasonable belief, and Qantas admits, that Qantas contravened:
 - (a) section 50 of the FW Act between 9 June 2011 and 28 June 2019 (Relevant Period) by failing to pay each of the Schedule A Employees the amount or amounts to which that employee was entitled under ASU EA 11, ASU EA 10 or ASU EA 9 in respect of each provision of any of those instruments which is identified in Schedule A to this Undertaking in relation to that employee:
 - (i) clause 12: Introduction of change Airline Officers Only;
 - (ii) clause 18: Part-Time Employment Airline Officers Only;
 - (iii) clause 24: Classifications and Rates of Pay;
 - (iv) clause 26: Allowances Airline Officers Only;
 - (v) clause 27: Allowances;
 - (vi) clause 33: Payment of Wages;
 - (vii) clause 35.2: Progression on Promotion for Classification Airline Officers
 Only, at Levels 2 to 9;
 - (viii) clause 37: Superannuation Choice of Funds (in respect of ASU EA 11 only);
 - (ix) clause 39: 20th Day Payout Airline Officers Only;
 - (x) clause 41: Hours of Duty Daywork and Shiftwork Airline Officers Only;
 - (xi) clause 43: Breaks;
 - (xii) clause 44: Overtime;
 - (xiii) clause 45: Sunday Work;
 - (xiv) clause 47: Annual Leave;
 - (xv) clause 53: Public Holidays;
 - (xvi) clause 54: Consultation;

(xvii) clause 56: Redundancy Payments;

(xviii) clause 60: Annual Leave Loading;

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(xix) clause 77: Salary Review; and

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- (xx) clause 79: Salary Adjustment Amount.
- (b) section 535 of the FW Act by failing to make and keep employee records as required by regulation 3.34 of the *Fair Work Regulations 2009* (FW Regulations) in respect of each of the Schedule A Employees for the Relevant Period.
- 8. The FWO also has a reasonable belief, and Qantas also admits, that Qantas contravened:
 - (a) section 50 of the FW Act by failing to pay the Schedule B Employees the amount or amounts to which that employee was entitled under ASU EA 11, ASU EA 10 or ASU EA 9 during the Relevant Period; and
 - (b) section 535 of the FW Act by failing to make and keep employee records as required by regulation 3.34 of the FW Regulations in respect of each of the Schedule B Employees during the Relevant Period.
- 9. The contraventions identified in clause 7 and 8 of this Undertaking do not include:
 - (a) any contraventions which relate to or arise as a consequence of Qantas failing to correctly apply ASU EA 11, ASU EA 10 or ASU EA 9 to any employee not listed in Schedule A or Schedule B to this Undertaking (Non-schedule Employees). For the avoidance of doubt this Undertaking is not given in respect of any Non-schedule Employees and the FWO's acceptance of this Undertaking is not based on any reasonable belief about the existence of any contravention because of any such underpayment; or
 - (b) any contraventions which have not yet occurred at the date that this Undertaking is offered by Qantas (whether or not those contraventions are identified in the Independent Assessment described at clause 15 below or the Independent Audits described at clause 23 below). For the avoidance of doubt this Undertaking is not given in respect of any contravention which has not occurred on the date which it is offered by Qantas and the FWO's acceptance of this Undertaking is not based on any reasonable belief about the existence of any such contravention.

UNDERTAKINGS

10. Qantas will take the actions set out at clauses 11 to 74 below.

Review and rectification of underpayments

- 11. Qantas will:
 - (a) calculate the quantum of any underpayments, including any superannuation entitlements payable on those amounts, to each of the Schedule A Employees and Schedule B Employees under ASU EA 11, ASU EA 10 and ASU EA 9 during the Relevant Period (Underpayments) prior to making the rectification payments in respect of the Underpayments in accordance with sub clauses (b), (c) and (d) below;
 - (b) by 28 February 2020, pay each of the current Schedule A Employees and current
 Schedule B Employees to whom the Underpayments relate:
 - (i) the underpayment amounts identified as owing to them;
 - (ii) any superannuation payments which may be required by law, by making payment to their chosen superannuation fund;
 - (iii) interest on the amount referred to in (i) as set out at in the Notes to Schedule A, calculated using an interest rate that is 6% above the last cash rate published by the RBA for each relevant financial year; and
 - (iv) an additional payment of \$1,000.00;
 - (c) by 24 March 2020, pay each of the former Schedule A Employees and former
 Schedule B Employees to whom the Underpayments relate:
 - (i) the underpayment amounts identified as owing to them;
 - (ii) any superannuation payments which may be required by law, by making payment to their chosen superannuation fund;
 - (iii) interest on the amount referred to in (i) as set out in the Notes to Schedule
 A, calculated using an interest rate that is 6% above the last cash rate
 published by the RBA for each relevant financial year; and
 - (iv) an additional payment of \$1,000.00; and

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- (d) by 24 April 2020, pay any of the current or former Schedule A or B Employees whom Qantas determines may be owed an additional amount with respect to on call and overtime. By 24 April 2020, Qantas will provide the FWO a schedule, in the form of Schedule A, of the employees and any additional payments made to them pursuant to this sub clause 11(d).
- 12. By 24 May 2020, Qantas will provide the FWO evidence of all payments made to current and former employees to rectify the Underpayments.
- 13. If any of the current or former employees to whom Underpayments are owed cannot be located by 24 May 2020, Qantas will pay the underpayment amounts (excluding interest and the additional payment of \$1,000.00) owing to those employees to the Commonwealth of Australia in accordance with section 559 of the FW Act. Qantas will complete the required documents supplied by the FWO for this purpose.
- 14. In the event that the FWO is able to locate and contact any current or former Qantas employees to whom Underpayments are owed, the FWO will (in addition to its obligations under section 559 of the FW Act) notify Qantas in writing of the name and contact details of the current or former employee. Within 14 days of receiving any such notice Qantas will pay the current or former employee:
 - (a) interest on the amount already paid by Qantas to the Commonwealth of Australia in respect of that employee, calculated up until the date on which Qantas paid the underpayment amount owing to the Commonwealth of Australia pursuant to clause 13 above, using an interest rate that is 6% above the last cash rate published by the RBA for each relevant financial year; and
 - (b) an additional payment of \$2,000.00.

Independent Assessment

15. By 24 March 2020, Qantas must, at its cost, engage an appropriately qualified, experienced, external and independent expert, approved in writing by the FWO under clause 16, (Independent Expert), to conduct an independent assessment of the outcomes of Qantas' internal review described at clause 11 above (Independent Assessment).

- 16. Qantas must notify the FWO of its proposed Independent Expert and ensure that they are an:
 - (a) accounting professional (Certified Practising Accountant, Chartered Accountant);
 - (b) auditor (Registered Company Auditor within an Authorised Audit Company); or
 - (c) lawyer (admitted, practising lawyer and employment law specialist),

by no later than 3 March 2020. The FWO may in its sole discretion approve the Independent Expert or otherwise require Qantas to propose other Independent Experts until the FWO has approved in writing an Independent Expert. The Independent Expert must be approved by the FWO in writing prior to being engaged by Qantas.

- 17. Qantas must ensure the Independent Assessment commences by no later than 27 April2020 and that the Independent Expert assesses whether:
 - (a) ASU EA 11, ASU EA 10 and/or ASU EA 9 applies, or previously applied, to each of the Schedule A Employees and Schedule B Employees;
 - (b) the Schedule A Employees and Schedule B Employees were correctly classified by Qantas under ASU EA 11, ASU EA 10 and/or ASU EA 9;
 - (c) the Underpayments were correctly calculated by Qantas, including identifying any Schedule A Employees or Schedule B Employees to whom Qantas incorrectly determined ASU EA 11, ASU EA 10 and/or ASU EA 9 did not apply, as well as calculating any incorrect calculations, any issues with the methodology used and whether the calculations include any unlawful set-offs, deductions or reconciling of overpayments; and
 - (d) Qantas has now paid each of the Schedule A Employees and Schedule B Employees to whom ASU EA 11, ASU 10 and/or ASU EA 9 applies, or applied, any amounts payable to them under clause 11 above.
- 18. Qantas must ensure that the Independent Expert provides a report (Expert Report) of its Independent Assessment directly to the FWO, and for the benefit of the FWO, setting out its findings, and the facts and circumstances supporting its findings by 14 October 2020. Qantas must ensure the Independent Expert does not provide the Expert Report, or a copy of the same, to Qantas without the FWO's approval.

- 19. Qantas must ensure that the Expert Report contains the following declarations from the Independent Expert:
 - (a) the Independent Expert has no actual, potential or perceived conflict of interest in providing the Expert Report on Qantas to the FWO;
 - (b) notwithstanding that the Independent Expert is retained by Qantas, the Independent Expert undertakes that it has acted independently, impartially, objectively and without influence from Qantas in preparing the Expert Report;
 - (c) the Expert Report is provided in accordance with applicable professional standards (which will be listed in the Expert Report); and
 - (d) the Expert Report is provided to the FWO for its benefit and the FWO can rely on the Expert Report.
- 20. If the Independent Assessment identifies that any Schedule A Employees or Schedule B Employees are owed amounts additional to those calculated and paid by Qantas, Qantas will pay those additional amounts to the current and former employees, and provide evidence of such payment to the FWO within six weeks of being notified of the additional amounts owing by the FWO.
- 21. If any of the Schedule A Employees or Schedule B Employees identified in the Expert Report as being owed amounts additional to the Underpayments calculated by Qantas cannot be located and paid within six weeks of being notified of the additional amounts owing by the FWO, Qantas will pay those amounts to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act. Qantas will complete the required documents supplied by the FWO for this purpose.
- 22. The FWO acknowledges that Qantas does not contravene this Undertaking in the event that:
 - (a) the Independent Expert makes a finding in relation to coverage, classification and/or additional amounts to be rectified under the ASU EA 11, ASU EA 10 and/or ASU EA 9 that is contrary to the determination made by Qantas in its internal review under clause 11 above, provided Qantas pays any additional amounts owing to current and former employees in accordance with clause 20 above on or

before the date in clause 20 or to the Commonwealth of Australia in accordance with clause 21 above on or before the date in clause 21; and

(b) for the avoidance of doubt Qantas acknowledges that this Undertaking does not relate to any other contraventions that may be identified by the Independent Expert which are not identified in clauses and Schedule A or are not contraventions of ASU EA 11, ASU EA 10 or ASU EA 9 relating to the employment of the Schedule B Employees during the Relevant Period.

Independent Audits

- 23. Qantas must, at its cost, engage an appropriately qualified, experienced, external and independent accounting professional or an employment law specialist (Independent Auditor) to conduct three audits of Qantas' compliance with the FW Act and FW Regulations, in relation to ASU EA 11, and any future agreements that replace ASU EA 11 (Audits).
- 24. Qantas will notify the FWO of its proposed Independent Auditor by no later than 24 March 2020. The FWO may in its sole discretion approve the Independent Auditor in writing or otherwise require Qantas to propose other Independent Auditors until the FWO has approved in writing an Independent Auditor. The Independent Auditor must be approved by the FWO in writing prior to being engaged by Qantas.
- 25. Qantas must ensure that each of the Audits conducted by the Independent Auditor includes:
 - (a) an assessment of whether ASU EA 11 (or replacement instruments) applies to 20% of the Qantas employees who either commenced employment, or whose role and function changed, during the relevant pre-audit period in respect of their employment by Qantas (Sampled Employees), excepting that any Qantas employees who are covered by another Qantas enterprise agreement are excluded from the Sampled Employees;
 - (b) an assessment of whether the Sampled Employees to whom ASU EA 11 (or replacement instruments) applies have been correctly classified by Qantas;

- (c) an assessment of whether the pay and conditions of the Sampled Employees to whom ASU EA 11 (or replacement instruments) applies during the relevant audit period is in compliance with the FW Act and ASU EA 11 (or replacement instruments);
- (d) an assessment of whether Qantas' payroll and record keeping systems and processes are compliant with the FW Act in respect of employees to whom ASU EA 11 (or replacement instruments) applies and if not setting out any noncompliance found; and
- direct contact with Sample Employees to whom ASU EA 11 (or replacement instruments) applies by way of site visits to at least five different sites (where possible), to ensure accuracy of hours worked;
- (f) the production of a written report on each of the Audits setting out the Independent Auditor's findings, and the facts and circumstances surrounding them, to the FWO; and
- (g) that each of the written reports referred to in (f) above contains the following declarations from the Independent Auditor:
 - the Independent Auditor has no actual, potential or perceived conflict of interest in providing the report to the FWO;
 - (ii) notwithstanding that the Independent Auditor is retained by Qantas, the Independent Auditor undertakes that it has acted independently, impartially, objectively and without influence from Qantas in preparing the report;
 - (iii) the report is provided in accordance with applicable professional standards(which will be listed in the report); and
 - (iv) the report is provided to the FWO for its benefit and the FWO can rely on the report.

The First Audit

26. Qantas must ensure the Independent Auditor commences the first of the Audits by no later than 1 April 2021 (**First Audit**).

- For the First Audit, the relevant pre-audit period to assess Sampled Employees is 1 August 2019 to 31 January 2021.
- 28. The relevant audit period for the First Audit must be at least two full pay periods falling within the period 1 February 2021 to 31 March 2021.
- 29. By 16 March 2021, Qantas will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the First Audit.
- 30. Qantas will use its best endeavours to ensure the Independent Auditor provides a draft written report of the First Audit directly to the FWO by 14 October 2021, setting out the draft First Audit findings, and the facts and circumstances supporting the First Audit findings. Qantas will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to Qantas without the FWO's approval.
- 31. Qantas will use its best endeavours to ensure the Independent Auditor finalises the First Audit and provides a written report of the First Audit (First Audit Report) directly to the FWO within one month of FWO providing any comments on the draft report to the Independent Auditor. Qantas will ensure the Independent Auditor does not provide the First Audit Report, or a copy of the same, to Qantas without the FWO's approval.

The Second Audit

- 32. Qantas must ensure the Independent Auditor commences the second of the Audits by no later than 1 April 2022 (Second Audit).
- For the Second Audit, the relevant pre-audit period to assess Sampled Employees is 1 February 2021 to 31 January 2022.
- 34. The relevant audit period for the Second Audit must be at least two full pay periods falling within the period 1 February 2022 to 31 March 2022.
- 35. By 16 March 2022, Qantas will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Second Audit.
- 36. Qantas will use its best endeavours to ensure the Independent Auditor provides a draft written report of the Second Audit directly to the FWO by 15 October 2022, setting out the draft Second Audit findings, and the facts and circumstances supporting the Second Audit findings. Qantas will ensure the Independent Auditor does not provide the draft

written report, or a copy of the same, to Qantas without the FWO's approval.

37. Qantas will use its best endeavours to ensure the Independent Auditor finalises the Second Audit and provides a written report of the Second Audit (Second Audit Report) directly to the FWO within one month of FWO providing any comments on the draft report to the Independent Auditor. Qantas will ensure the Independent Auditor does not provide the written report, or a copy of the same, to Qantas without the FWO's approval.

The Third Audit

- 38. Subject to clause 44 below, Qantas must ensure the Independent Auditor commences the third of the Audits by no later than 1 April 2023 (**Third Audit**).
- For the Third Audit, the relevant pre-audit period to assess Sampled Employees is 1 February 2022 to 31 January 2023.
- 40. The relevant audit period for the Third Audit must be at least two full pay periods falling within the period 1 February 2023 to 31 March 2023.
- 41. By 16 March 2023, Qantas will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Third Audit.
- 42. Qantas will use its best endeavours to ensure the Independent Auditor provides a draft written report of the Third Audit directly to the FWO by 15 October 2023, setting out the draft Third Audit findings, and the facts and circumstances supporting the Third Audit findings. Qantas will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to Qantas without the FWO's approval.
- 43. Qantas will use its best endeavours to ensure the Independent Auditor finalises the Third Audit and provides a written report of the Third Audit (**Third Audit Report**) directly to the FWO within one month of FWO providing any comments on the draft report to the Independent Auditor. Qantas will ensure the Independent Auditor does not provide the written report, or a copy of the same, to Qantas without the FWO's approval.
- 44. The FWO may, in its absolute discretion, determine that Qantas does not need to conduct the Third Audit. Where the FWO determines this is the case, the FWO shall advise Qantas in writing by 1 February 2023.

Outcome of Audits

- 45. If any of the Audits identify underpayments to any current or former employees, Qantas will conduct a reconciliation of the amounts paid to those employees during the relevant pre-audit period and rectify any underpayments that are identified. The reconciliation period for each identified employee will be from the start of the relevant pre-audit period to the end of the relevant audit period.
- 46. Qantas will provide to the FWO evidence of such rectification within 28 days of being informed by the FWO of the requirement to undertake the reconciliation.
- 47. If any employees identified in the Audits as having underpayments owing to them cannot be located within 60 days of the conclusion of the Third Audit (or Second Audit in the event the FWO determines a Third Audit does not need to be conducted), Qantas will pay those amounts to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act. Qantas will complete the required documents supplied by the FWO for this purpose.
- 48. If any of the Audits identify an underpayment of minimum entitlements to one or more employees, and the FWO reasonably believes that employees not included in the Audits are also likely to have been underpaid, Qantas will engage an accounting professional or an employment law specialist approved by the FWO to conduct a further audit of all its employees to whom ASU EA 11 (or replacement instrument) applies (or a particular cohort of employees within this group), as determined by the FWO (Additional Audit). Any Additional Audit must be paid for by Qantas.
- 49. If requested by the FWO, Qantas will provide the FWO with all records and documents used to conduct any or all of the Audits (including any Additional Audit), within 28 days of such a request.

Employee Hotline

50. By 24 March 2020, at its own expense, Qantas will engage an independent organisation to operate a dedicated telephone number and email address for all current and former employees to whom ASU EA 11 (or predecessor instruments during the Relevant Period) applies, or had applied, to make enquiries in relation to their entitlements, underpayments or related employment concerns (**Employee Hotline**). Employees will have the option of making enquiries on a confidential basis.

- 51. The independent organisation must be approved by the FWO prior to being engaged by Qantas to operate the Employee Hotline.
- 52. Qantas will:
 - (a) ensure the Employee Hotline remains operational for a period of 12 months;
 - (b) ensure that the telephone number and email address are included on a communication to all Schedule A Employees and Schedule B Employees (see clause 52(c)), the workplace notice (see clauses 59 to 62), the public notice (see clauses 56 to 58) and the social media notice (see clauses 66 to 68);
 - (c) communicate the existence and purpose of the Employee Hotline by way of email to the last known email address of all Schedule A Employees and Schedule B Employees (or by letter to the last known address for former employees where Qantas does not have their email). Qantas will:
 - (i) ensure the email or letter is in the form of Attachment A to this Undertaking; and
 - (ii) provide evidence to the FWO that the email or letter has been sent to all Schedule A Employees and Schedule B Employees by 31 July 2020;
 - (d) take steps to respond to each telephone and email enquiry and seek to resolve any issues within 30 days and notify the FWO of any issues that are not resolved within 60 days; and
 - (e) provide a de-identified list of enquiries received by the Employee Hotline to the FWO every three months from the establishment of the Employee Hotline.

Notices – Internal and External

Apology to Employees

53. Qantas will send a letter of apology (**Apology Letter**) to all affected employees found by the Independent Assessment in accordance with clause 20 to have been owed amounts additional to those calculated and paid by Qantas as part of its internal review within eight weeks of being advised of the additional amounts owing. The Apology Letter will be in the form of Attachment B to this Undertaking.

54. Qantas will provide evidence to the FWO that the Apology Letter has been sent to all affected employees, found by the Independent Assessment to be owed amounts additional to those calculated and paid by Qantas, three weeks after the date in clause 53.

Media Release

55. Upon acceptance of the Undertaking, the FWO will publish a media release on its website in respect of this Undertaking.

Public Notice

- 56. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, Qantas will place a notice in *The Weekend Australian* and the *Weekend Fin Australian Financial Review* (**Public Notice**).
- 57. The Public Notice must:
 - (a) bear the name and logo of Qantas;
 - (b) appear within the first 5 pages of The Weekend Australian and The Weekend Fin
 Australian Financial Review;
 - (c) be at least 10 cm x 8 cm; and
 - (d) contain wording in the form of Attachment C.
- 58. Qantas will inform the FWO when the Public Notice will be published and provide a copy to the FWO within seven days of its publication.

Workplace Notice

- 59. Within 7 days of the FWO publishing a media release on its website in respect of this Undertaking, Qantas will cause to be displayed on its Intranet site a notice in the form of Attachment C to this Undertaking (Workplace Notice).
- 60. Qantas must ensure the Workplace Notice:
 - (a) is displayed in at least size 10 font; and
 - (b) remains on its Intranet site, accessible through a hyperlink on the front page of its

Intranet site, for a period of 28 continuous days.

- 61. Within 7 days of first placing the Workplace Notice on its Intranet, Qantas will provide evidence to the FWO of its placement.
- 62. At the end of the 28 day period referred to in paragraph 60 above, Qantas will provide confirmation to the FWO that the Workplace Notice has been continuously displayed on its Intranet.

Website Notice

- 63. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, Qantas will place a notice on its website, accessible through a hyperlink on the front page of <u>www.qantas.com.au</u> (Website Notice).
- 64. The Website Notice must:
 - (a) be in the form of the Website Notice set out at Attachment C;
 - (b) be displayed in at least size 10 font; and
 - (c) remain on the website for a period of 1 month.
- 65. Within 7 days of placing the Website Notice on its website, Qantas will provide to the FWO evidence of its placement.

Social Media Notice

- 66. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, Qantas will place a post on its Facebook page (Social Media Notice).
- 67. The Social Media Notice must:
 - (a) be posted to Qantas' timeline, pinned to the top of the Facebook page in public view;
 - (b) remain on the Facebook page for a continuous period of at least one month; and
 - (c) be in the form of the Social Media Notice set out at Attachment C.
- 68. Within 7 days of posting the Social Media Notice to its Facebook page, Qantas will provide to the FWO evidence of the post.

Contrition Payment

- 69. Qantas will make the following contrition payments to the Consolidated Revenue Fund:
 - (a) by 24 April 2020, a payment equal to 5.5% of any underpayments to the Schedule
 A Employees and Schedule B Employees identified during Qantas' internal review
 set out at clauses 11 and 12 above (subject to clause 70 below); and
 - (b) by 27 November 2020 (or within six weeks of receiving a copy of the Expert Report, whichever is the later), a payment equal to 7% of any amounts additional to the underpayments calculated and paid by Qantas to Schedule A Employees and Schedule B Employees in accordance with clauses 11 to 13 above which are identified by the Independent Expert during the Independent Assessment set out at clauses 18 to 22 above (subject to clause 70 below).
- 70. For the avoidance of doubt, the interest component referred to in clause 5(b) above and the one-off payment of \$1,000 referred to in clause 5(c) above does not form part of the underpayments for the purpose of calculating contrition payments pursuant to clause 69 above.
- 71. Qantas will provide evidence to the FWO of any contrition payment within 14 days of making payment to the Consolidated Revenue Fund.

No Inconsistent Statements

72. Qantas must not, and must use its best endeavours to ensure that its officers, employees or agents do not, make any statement or otherwise imply, either orally or in writing, anything that is inconsistent with admissions or acknowledgements contained in this Undertaking.

Extensions on times for completion

- 73. Qantas may request of the FWO an extension on a time specified for completion of an obligation under this Undertaking. The FWO will not unreasonably withhold agreement on a request for an extension of time.
- 74. Where a time specified for undertaking an obligation under this Undertaking is contingent on or follows from the time specified for the completion of another obligation under this Undertaking, and that time for completion has been extended by

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the FWO, the time specified for completion of the later obligation is correspondingly extended by the same period.

ACKNOWLEDGEMENTS

- 75. Qantas acknowledges that:
 - (a) the FWO may;
 - make this Undertaking (and any of the Attachments hereto) available for public inspection, including by posting it on the FWO internet site at <u>www.fairwork.gov.au;</u>
 - (ii) release a copy of this Undertaking (and any of the Attachments hereto) pursuant to any relevant request under the *Freedom of Information Act* 1982 (Cth);
 - (iii) issue a media release in relation to this Undertaking;
 - (iv) from time to time, publicly refer to the Undertaking (and any of the Attachments hereto) and its terms; and
 - (v) rely upon the admissions made by Qantas set out in paragraphs 7 and 8 above in respect of decisions taken regarding enforcement action in the event that Qantas is found to have failed to comply with its workplace relations obligations in the future, including but not limited to any failure by Qantas to comply with its obligations under this Undertaking;
 - (b) consistent with the Note to section 715(4) of the FW Act, this Undertaking in no way derogates from the rights and remedies available to any other person arising from the conduct set out herein;
 - (c) consistent with section 715(3) of the FW Act, Qantas may withdraw from or vary this Undertaking at any time, but only with the consent of the FWO; and
 - (d) if Qantas contravenes any of the terms of this Undertaking:
 - the FWO may apply to any of the Courts set out in section 715(6) of the FW
 Act, for orders under section 715(7) of the FW Act; and

 this Undertaking may be provided to the Court as evidence of the admissions made by Qantas in clauses 7 and 8 above, and also in respect of the question of costs. ۰,

r

Executed as an undertaking

EXECUTED by Qantas Airways Limited in accordance with section 127(1) of the Corporations Act 2001:

(Signature of director)

ALAN JOYCE (Name of director)

in the presence of:

2/3/2020 (Date)

(Signature of director/company secretary)

(Name of director/company secretary)

2/3/2020

witness

(Date

in the presence of:

(Signature of

(Signature of witness)

STEPHEN UPMES WOO PBUR (Name of witness)

STEPHEN JAMES NOODBURY

(Name of witness)

ACCEPTED by the FAIR WORK OMBUDSMAN pursuant to section 715(2) of the Fair Work Act 2009 on:

Sandra Parker, Fair work antidoman

[Insert name and role of Delegate]

Delegate for the FAIR WORK OMBUDSMAN

in the presence of:

(Signatuke of witness)

11/2/2000 (Date)

JACOM BURNS (Name of Witness)

Attachment A – Letter to employees

Dear <insert name >

As you may be aware, Qantas Airways Limited (Qantas) has admitted to the Fair Work Ombudsman (FWO) that it contravened the *Fair Work Act 2009* (Cth) by failing to identify that the *Australian Services Union (Qantas Airways Limited) Agreement 11*, and its predecessors, the *Australian Services Union (Qantas Airways Limited) Agreement 10* and the *Australian Services Union (Qantas Airways Limited) Agreement 9* applied to some of its employees, and thereby underpaid some of those employees by failing to comply with its obligations under those agreements. Qantas will be in contact with any employees who it determines are owed an additional amount separately.

We understand however that you may have questions and concerns relating to this and other employment issues. To address these concerns a hotline has been established for all employees to access. The hotline is being operated by <insert entity name>, an independent party that can assist you with your enquiries. <Insert name > can be contacted on <insert contact number> or at <insert email address> and, if required, on a confidential basis.

Should you wish to discuss your concerns directly with Qantas you can contact our enquiry line on <insert telephone number/ email address>. We will make every attempt to resolve your enquiry within 30 days of receiving it and commit to maintaining open communication with you about the progress of your enquiry. You can contact Qantas' enquiry line via <insert email address or telephone call>.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.

Qantas expresses its sincere regret and apologises to you for failing to comply with our lawful obligations.

Yours sincerely

<Employer name>

Attachment B – Letter of Apology

FORM OF APOLOGY LETTER TO AFFECTED EMPLOYEES FOUND BY THE INDEPENDENT ASSESSMENT TO BE OWED ADDITIONAL AMOUNTS

<Date>

<Employee Name> <Employee Address>

Dear <Employee Name>

I am writing to apologise on behalf of Qantas Airways Limited (**Qantas**) for non-compliance with Commonwealth workplace relations laws.

Qantas has formally admitted to the Fair Work Ombudsman (FWO) that it contravened the Fair Work Act 2009 (Cth) by failing to identify that the Australian Services Union (Qantas Airways Limited) Agreement 11, the Australian Services Union (Qantas Airways Limited) Agreement 10 and the Australian Services Union (Qantas Airways Limited) Agreement 9 applied to some of its employees and thereby underpaid some of those employees by failing to comply with its obligations under those agreements.

Regrettably, it has been determined that you were affected by these contraventions.

Qantas is taking steps to remedy the contraventions. A review has determined that you are/or were owed an additional amount, being:

- (a) \$[insert amount] in respect of minimum entitlements; and
- (b) \$[insert amounts] in respect of superannuation.

In addition, Qantas will also pay you \$[insert amount] in respect of interest and an additional one off payment of \$1,000 (if this has not already been paid to you).

You will/have receive/d this payment on [insert date] and will be provided with a payment advice regarding the payment. This is in addition to the amount previously paid to you in [date].

Qantas has formally admitted to the FWO that Qantas did not comply with its obligations under Commonwealth workplace relations laws and have entered into an Enforceable Undertaking with the FWO, a copy of which will be available at <u>www.fairwork.gov.au</u>.

As part of the Enforceable Undertaking, we have committed to a number of measures to ensure future compliance with Commonwealth workplace relations laws.

Qantas expresses its sincere regret and apologises to you for failing to comply with our lawful obligations.

Should you have any questions or concerns about this or any other employment matter there are two options available to you to assist you with the matter:

- (a) a hotline has been established and is being operated by <insert entity name>, an independent party that can assist you with your enquiries, on a confidential basis if required. <insert entity name> can be contacted on <insert contact number> or at <insert email address>; or
- (b) Qantas will maintain a non-confidential enquiry line that you can contact at any time with any enquiries you have. We will make every attempt to resolve your enquiry within 30 days of receiving it and commit to maintaining open communication with you about the progress of your enquiry. You can contact this enquiry line via <insert email address or telephone call>.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.

Yours sincerely

<Employer name>

Attachment C – Form of Public, Website, Social Media and Workplace Notice

Qantas recently undertook a review of its payroll systems and processes and determined that it contravened the *Fair Work Act 2009* (Cth) by failing identify that the *Australian Services Union (Qantas Airways Limited) Agreement 11* and previous Agreement applied to some of its employees.

In February 2019, Qantas formally admitted to the Fair Work Ombudsman (FWO) that contraventions of Agreements had occurred and consequently a number of employees had been underpaid.

Qantas has now entered into an Enforceable Undertaking with the FWO to ensure its ongoing compliance with Commonwealth workplace laws.

Qantas will, as a result of the Enforceable Undertaking, commit to undertake a number of activities to ensure its ongoing compliance such as, conducting three independent audits and formally apologising to individual employees.

Qantas expresses its sincerest regrets and apologises for these contraventions.

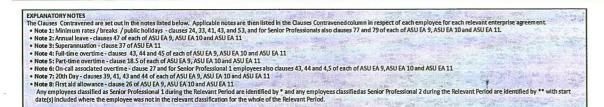
If you worked for [Subject] during the period June 2011 to June 2019 and have queries or questions relating to your employment, please contact either:

- the hotline being operated by independent third party <insert entity name> on <contact number>. This hotline can be contacted on a confidential basis or at <insert email address>; or
- Qantas directly through their non-confidential enquiry line on <insert contact number or email address>.

Alternatively, anyone can contact the FWO via www.fairwork.gov.au or on 13 13 94.

Schedule A to the undertaking given by Qantas Airways Limited and accepted by the Fair Work Ombudsman pursuant to section 715(2) of the Fair Work Act 2009

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	Column A	100															Column B	Column C	Column D	Column E
SP Grade	Γηφίογεε	ASU EA 9 (9 June 2011: 5 No	ovember 2013)				ASU EA 10 (6 November 2013 .	29 November 2016	1			ASU FA 11 (30 Hovember 201	628 June 2019)				Underpayment	Interest (in respect of payments under Hotes 1 to 6 and 8)	One of payment	Total underpayme (incl super)
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											9 Base Pay	Note 1; Note 2	Yes	\$ 301.48	\$ 42.89	\$ 1,000.00	\$ 9,220.00
							<u> </u>				Super	Note 3	Yes	\$ 270.37			
+					 			-	<u> </u>		20th Days	Note 7	Yes	\$ 7,605.25			
						<u> </u>	 		-	<u> </u>	9 Super	Note 3	Yes	\$ 210.96		\$ 1,000.00	\$ 6,121.48
+						<u> </u>				· · · · ·	20th Days	Note 7	Yes	\$ 3,810.15			
										<u>├</u> ────	9 Base Pay	Note 1	Yes	\$ 2,518.83	\$ 255.78	\$ 1,000.00	\$ 4,054.16
											Super 9 Base Pay	Note 3	Yes	\$ 279.55			
							<u>├</u>		<u> </u>		9 Base Pay	Note 1; Note 2	Yes	\$ 1,032.64	\$ 97.73	\$ 1,000.00	\$ 9,538.24
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			-								9 Base Pay	Note 1	<u> </u>	\$ 7,437.49			
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			с. С								9 Super	Note 3		\$ 72.51	\$ 4.05	\$ 1,000.00	\$ 1,076.59
T									<u> </u>		Super	Note 3		\$ 91.60			
							—				9 20th Days	Note7		\$ 4,197.27	5 0.87	\$ 1,000.00	\$ 5,295.74
		_							i — —		9 Super	Note 3		\$ 11.77	\$ 0.88	\$ 1,000.00	\$ 59,344.75
									1	· · · · · · · · · · · · · · · · · · ·	On Call	Note 6		\$ 50,474.00		a 1,000.00	\$ 39,344.73
										<u> </u>	9 Super	Note 3		\$ 20.60		\$ 1,000.00	\$ 57,808.70
											On Call	Note 6		\$ 49,129.87	\$ 7,656.69	* 1,000.00	\$ 37,806.70
	1										9 Super	Note3		\$ 34.37	\$ 2.58	\$ 1,000.00	\$ 1,036.95
1	1										9 Super	Note 3	Yes	\$ 113.70			
											9 Super	Note 3	Yes	\$ 61.97			
											9 Super	Note 3	Yes	\$ 338.43			
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											9 Super	Note 3	Yes	\$ 10.82			\$ 1,011.63
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											20th Days	Note 7	Yes	\$ 7,465.47		\$ 1,000.00	
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			i								20th Days	Note 7	Yes	\$ 13,748,45		\$ 1,000.00	
				_ ·							9 20th Days	Note 7	Yes	\$ 22,575.12		\$ 1,000.00	
						<u> </u>		·			9 20th Days	Note 7	Yes	\$ 933.60			\$
											BancPay	Note I	Yes	\$ 1,770.30	\$ -	\$ 1,000.00	\$ 3,289.86
-											Super	Note 3		\$ \$19.56			
											Base Pay	Note I		\$ 3,840.18	\$ 433.53	\$ 1,000.00	6,134.98
1	+									I	Super	Note 3	Yes	\$ 861.27			
									<u> </u>		Base Pay Super	Note I	Yes	\$ 1,949.68	\$ 129.77	\$ 1,000.00	\$ 3,551.74
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									Note 7	Yes	20th Days	Note 7		\$ 6,220.76			
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									<u> </u>		Super	Note 3	Yes	\$ 1,052.98			
									Note 1	No	Важе Рау	Note 1	Yer	\$ 1,284.67	\$ 245.94	\$ 1,000.00 \$	48,0\$1.09
									Note 3	Yes	Super	Note 3	Yes	\$ 925.11			
									Note 4	Yes		Note 4		\$ 18,339.80	\$ 4,067.57		
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									Note 3	Yes Yes	Base Pay Super	Note 1 Note 3	Yes Yes	\$ 26,224.75 \$ 5,095.42	\$ 6,828.48	s 1,000.60 s	105,399.50
	· · · · · ·		- 1	1					Note 4	Yes		Note 3 Note 4	Yes	\$ 5,096.42 \$ 46,779.32			
												Note 8	Yes	\$ 46,779.32 \$ 1,067.66			ł
												Note I; Note 2	Yes	\$ 1,007.00 \$ 2,291.40		\$ 1,000.00 \$	9,634.43
										t		Note 3	Yes	\$ <u>408.13</u>	- 143.04	- 1,000.00 2	9,054.43
						_	-				20th Days	Note 7	Yes	\$ 5,533.80			
											First Aid	Note 8	Yes	\$ 235.54			
												Note 1; Note 2	Yes	\$ 2,913.96	\$188,40	\$ 1,000.00 \$	11,518.35
-												Note 3	Yes	\$ 537.11			
												Note 7	Yes	\$6,878.87			
											Влие Рау Снот	Note 1	Yes	\$ \$56.78	\$ 51.48	5 1,000.00 S	2,014.99
			I								Super	Note 3	Yes	\$ 406.74			

These Washington	[marging and [terre land	0000000000000000			Second Second	-	Landa al		Base Pay	l.	ate 1	Yes	\$ 1,059.55	s 79.00	1,000.00	2,484.69	
Sa Object	ADMINISTICS	C. C. Sandy H. C.S.		State State		Set Set Set	The Part of The 2		and the second second	Super		ate3		\$ 346.14				
ALL ST COLUMN	and a start of the	Marrial	CALCER SATESTICS		Second Street	and a second	Declaration of the	16 Carton and	and and shared	Base Pay		ote 1	Yes	\$ 10,434.78	\$ 1,043.32	1,000.00	s 14,054.16	
There is a start	when the transmission of the second	Strate of A	A SALES AND A SALES	A Contract of the Party of the	T.G.	and a street	Weder Stater	Statistic Statistics	Stranger Bright St.	Super		ae3	Yes	\$ 1,576.06				
1 Section Section	CALM PERSONNES	GR1552131	marked to a family by	Service Street Street St.	C MER MI		Base Pay	Note 1	Yes	Base Pay		ote 1	Yes	\$ 26,061.29	\$ 6,802.64	1,000.00	\$ 161,560.53	
a set index a set	C. Print County	alan March	000001230-0012-000	the second second Cal				Note 3	Yes	Super	No	ae 3	Yes	\$ 5,253.37				
-POSTORE	WORL STORES	24485-22.2	Mase Was Witch	A CONTRACTOR				Note 4	Yes	Ovenime		ote 4	Yes	\$ \$9,393.74				
In the bar	04241117933	Stat. 14k	Western Brand House	Ward and a off	alertic to de	All and a second	and the set	S. S. S. S. S. S.		First Aid	No	ote 8	Yes	\$ 599.84				
Weiter and a share	Distant Lon 23	1. Shooth	New Content	Contra Contrast	agent and the second	16 - 105 - WELL	1	#*****************	- 1997 - NEMA	Base Pay	No	ate 1; Nate 2	Yes	\$ 12,670.92	\$ 1,330.86	1,000.00 1	\$ 26,713.41	
- Case - Roberto	Same marine	and the second	PARTER MALE PROVIDER	Winter Sciences	New Artest	Nervice in	Westerner.	dia the	Strength Strength	Super	No	ote 3		\$ 1,565.51				
Context This is the	Standard State	DO TRACE	GLE STATES STREET	AND STATES	the later	220 42.000	Constant States	Without March 1998	enternal (Ma)	20th Days	N	ate 7	Yes	\$ 10,146.12				
和中国现象者法	ALL MADE AND	Richard H	SERVICE MARKING M.	San Stranger	Alder Store 2013	4 1	(market	at the states	and the second	Base Pay	No	ote 1; Note 2	Yes	\$ 545.89	\$ 72.96	s 1,000.00 1	\$ 8,115.60	
we are had a star	Reservation of	01636523	10005200200000	production the ra	1020 11 11 11 14 11 12	Parties and	Productor State	Product Server, US .	a state to the	Super		ate 3		\$ 328.38				
·如何开始不少	Service states	物成改变的	达100%相关运动中华	Provide Liste	and marked where	6	(add and	State and and the state	I Main Post Barry	20th Day		late7		\$ 6,168.37				
CONTRACTOR OF THE	Rein weil	(BAY-NG	(material decay)	WE TO SLATUTED		1.200.000	Inter Sheer	and the second second	a transferration of the	Base Pay		late 1		\$ 12,304.50	\$ 964.02	\$ 1,000.00 :	\$ 15,847.63	
select a short of	and the second states	yung the	的错误人。通过接近	Hadrow Hard	11 (man 12)	and the state	SECTOR THE	and the property of	Sector States	Super		lae3	Yes	\$ 1,579.11				
OF GENERAL	1 MARINE REAL	ALC: TRUE	語言語を見たことであり、	A CONTRACTOR OF A CONTRACTOR	- THERE AND A STATE	983 KUN	1082552	Strate Start	18-1-20-1-19-582-64	Base Pay		lote 1	Yes	\$ 3,382.41	\$ 261.05	\$ 1,000.00 :	\$ 5,637.20	
- Stallestorn	NROUGH MORE	不已经知道并	inclusion and	为这一社会管理问题任	2015年1月1日日	Self- Barriel	THURSDAY	1770 S. C	A DECTRONAL PROPERTY	Super		lote 3	Yes	\$ 993.75				
Ale Cale Catala	and the second	to installia	和14年1月14日1月11日	Sine State State State	Library and the	Critica .	1.1.1	and the second	19	Base Pay		late 1; Nate 2		\$ 874.03	\$ 61.95	\$ 1,000.00	\$ 11,963.27	
Real Hill Sectors	: prendiktidat	10060002	diameters and	PENEL COLLE	Ber and the Court	Non and	CT CLOSED	49-11-11-13	a and the second	Super		late 3		\$ 290.32				
174169181.4942	10.5255.2278	equility.	出来的的时候,但10月14日。 1993年1月1日日月1日日	A CONTRACTOR	2-12-12-14-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	18 2 × 01 19 - 1	WHITE CONTROLS	12-10 ⁴	and the second	20th Day		lote 7		\$ 9,756.97			\$ 6,262.70	
DECTE DAY LOUD		Contract 22	STORE PARTY STORE	Sector Contractor			Base Pay	Note 1 Note 3	Yes	Base Pay Super		lote 1		\$ 2,428.54 \$ 2,127.79	\$ 706.37	\$ 1,000.00	a 0,202.70	
PT-ESDAG	and Barris and Pro	Carl Carl	The Asia	the second second			Suber	nae 3	Tes	Super Base Pay		tote 1; Note 2		\$ 2,127.79 \$ 11,243.40	\$ 1,501.01	\$ 1,000.00	\$ 24,603.70	
A REPORTED AND	Anticipal an same	AND COMPANY	Gar Manager and an and	Constant States	the second second second	21.2.1.2	Andreas and	and the state of the state	and the second second	Super		are 3		\$ 1,442.55	- 1,501.01	1,0000		
TANK CARE	0.1271 (2.1422) 27	12809115	and the second second	State of the second second		101.000	STALL STALL	1993 S. 1973		20th Day		late 7	Yes	\$ 9,416.74				
Land - Louis	Shiring and	-OLDOPOL	Yolden and Mileson	1. 1. C. C. C. C. C.			Base Pay	Note 1; Note 2	Yes	Base Pay		iate 1; Note 2		\$ 14,528.88	\$ 3,280.85	s 1,000.00	\$ 48,792.63	
ALC: MARGER LAN	21,25-4-7.5	1999	CHARLEN CONSTANT	Service of the other			Super	Note 3	Yes	Super		late 3		\$ 2,224.51				
Service Ne	Salt in There	Leista oft		Section of the second	Sector Section	Sec. 20	20th Days	Note7	Yes	20th Day		lae 7	Yes	\$ 27,758.39				
HAP OF HOLE	Veren series	Markines.	and a second state of the	Manufe Meser	Anexe -	Will Break	add the state	The fact we have	1	Base Pay	N	late 1		\$ 1,521.45	\$ 144.98	\$ 1,000.00	\$ 3,477.43	
NEW ZEROKAN	经新兴运动新闻	和自然的	laken of the	Republic Line and Line	the visit and	Main States	222020.00	15 B	NAMES AND	Super		late 3		\$ \$10.99				
4月1日1月1日	B Statistics	199229-901	and an and a state of	Carlos Constantin			Base Pay	Note I	Yes	Base Pay		late 1		\$ 15,468.94	\$ 3,790.20	\$ 1,000.00	\$ 33,137.17	
and the second second second	Salate and	TO SHORE	Numer Report	世界にいるのであるのである			Super	Note 3	Yes	Super		late 3		\$ 2,611.45				
CARAMARIAN T	I Support and	HE HELEN	Section of the sectio	Parameter Manual	CARL SHOULD BE	2020.3263	Oversime	Note 4	Yes	Overtime		late 4	Yes	\$ 8,8\$4.20				
Sector Barrison	A REPORT AND	MARSHIN .	和目的影响。自己的影响	STATE COMPANY			Base Pay	Note 1	Yes	Base Pay		late 1	Yes	\$ 11,229.99		\$ 1,000.00	\$ 77,459.89	
92792442853	South States	2000 (State)	HE-IC HIMMAN STATES	The Contractory			Super	Note 3	Yes	Super		lote 3		\$ 2,473.72				
OPART MARKA	Contraction and	CARGE ST	Contraction of the Polisia		STAN SALAN AND	del transferra	Oversime	Note 4	Yes	Ovenime		late 4		\$ 55,182.82 \$ 978.70				
-Marken areas	1 HOLE COSSING	PARMAN IN	apparent state with a	TENNY (TENER (LARSE	PRAZINE PTIGES	anserse and a set	Base Pay	Nega L	Yes	First Aid Base Pay		late 8		\$ 978.70 \$ 3,521.27		\$ 1,000.00	\$ 6,811.89	
A REPORT OF A	CARDLE DECTO	COSSERVED.	THE REPORT OF THE REPORT	ALL DE CONTRACTOR			Base Pay Super	Note 1 Note 3	Yes	Base Pay Super		tate 3		\$ 3,521.27 \$ 1,289.25	- 1,001.37	. 1,0000	0,011.07	
and the second second	Contraction and the	the second second	Conception of the second	a second s			Base Pay	Note I	Yes	Base Pay		fate 1		\$ 0,138.47	\$ 541.10	\$ 1,000.00	\$ 25,112.73	
Contractor Participa	A STORE OF AN	is takened?	Construction of the second	No. of the second second			Super	Note 3	Yes	Super		fate 3	Contraction of the Contraction o	\$ 1,548.22		1,000.00		
ALC: NO. OF	Arral Arra	C DRIVERS	Charles Street Streets	CONTRACTOR STATE			20th Days	Nate 7	Yes	20th Day		fate 7		\$ 15,884.95				
N. S. REALERSON	1 Hattania	Nie William	A The Stand of States	White and standing the	Anishers will	and which	2451 - 19L3	Tax dentation of the	* 1	Base Pay		late I		\$ 4,893.75	\$ 456.69	\$ 1,000.00	\$ 7,623.30	
Section days	and low and	S. George Way	Right Argumented	(Con) a constantine con	THE WAT THE	Statute	NET CALLAND	water the water	Sugar were and	Super		fate 3		\$ 1,272.86				
(Rectored) - Sta	A MARGENERAM	SUMERIC	and a state of the second	Concerns of Marine	45-100 P	Ballancia	NY STRACT	OF STATES AND MORE	ACTORNAL SECTION	Base Pay		iae I		\$ 840.39	\$ 73.24	\$ 1,000.00	\$ 2,369.50	
AND ACCOUNTS OF	110.0440-0-4	1259946894	AND CONTRACTOR	Section Street	Station of St	A REPORT OF THE PARTY	Stand State	2.855-00-02.072.072.0	to a second superior	Super		iae 3	Yes	\$ 455.87				
Desteaters	1 199.927-JSM	HE WEEK	SHEROMORNESS .	IMPART PARTY			Base Pay	Note 1	Yes	Base Pay	N	late 1	Yes	\$ 17,623.62	\$ 3,148.74	\$ 1,000.00	\$ 39,033.73	
terrest a sub-post	PROTECT	STATE AND	NAME OF TAXABLE PARTY	的中国人民的新闻			Super	Note 3	Yes	Super		late 3	Yes	\$ 2,550.09				
inertablishille	i risteration	SUMPER ST	NY (AN MINES)	AND CONTRACTOR				Note 7	Yes	20th Day		late 7	Yes	\$ 14,711.28				
This section is	COLEMANNE.		ana adam Bratana	Right Contractor			Base Pay	Note 1	Yes	Base Pay		late 1	Yes	\$ 20,473.47	\$ 3,450.64	\$ 1,000.00	\$ 43,541.38	
operation and	A MATERIA	ARMONIN	Instruction Surfaced	SELECTION NORMALIN			Super	Note 3	Yes	Super		late 3	Yes	\$ 3,115.32				
Santasternes.	1 Methodense	2,03652681		2100/X100803.000			Oversime	Note 4	Yes	Ovenime		lote 4	Yes	\$ 13,473.23				
Protection -	1. 2003 AND	RHRMAN	CRANNED RIVE	100-10-10-10-10-10-10-10-10-10-10-10-10-			Base Pay	Note 1	Yes	Base Pay		late 1	Yes	\$ 21,345.03	\$ 3,085.51	\$ 1,000.00	\$ 40,160.21	
ALC: NO.	Contraction of the second	Sector Con-	Strangerster Baller	ALTER DESCRIPTION OF MAL			Super 20th Days	Note 3	Yes	Super 20th Day		tate 3	Yes	\$ 2,979.49 \$ 11,750.18				
CORPORATION OF COLOR	Stard Porces	STORE STORE	A HAR ALL ALL AND AND A	THE CONTRACTOR			20th Days Base Pay	Note 7	Yes	20th Day Base Pay		Hote 7	Yes	\$ 11,750.18 \$ 9,732.17	\$ 974.52	\$ 1,000.00	\$ 31,506.85	
ST. HEARING AND	The second second second	A CONTRACTOR	Chandler Charles Control	Anterio II an anterio de la serie			Base Pay Super	Note 3	Yes	Super		tote 3	Yes	\$ 1,765.82	- 7/4.32	. 1,0000	· /////////	
100010310310120	a construction of the second	Constants	and the second second second	and the second second			20th Days	Note 7	Yes	20th Day		tae7	Yes	\$ 18,034.34				
Line of Constitution	Stratitudes	Chapter Dates	1-Gradente-Tablet	Statistic - Logrand	Participan Service	an ang barren		and discontrational	- Carlo Add Maria	Base Pay		Note 1; Note 2	Yes	\$ 288.83	\$ 23.89	\$ 1,000.00	\$ 4,904.40	
HERENANDAGEN	S Contraction and	MAR FRANK	And the second second	Super- Starting	A. S. S. S. S.	-1-1-1-100	Desire No.	The second second		Super		Note 3	Yes	\$ 136.23				
S. Sandaranania	C. C. Strangerton	www.stitucitie	the Later of the	COLOR OF STREET	Seren al a be	tradiction was	18 1921 202	TRANS- CONTRACTOR	walness and	20th Day		Nate 7	Yes	\$ 3,455.45				
The section of the	- नामना देवा देवा	-	al-selection and	ALL THE REAL PROPERTY AND	galacter a house of	and second	- There See 1	6587+** · · · · · · ·	and the second second	Base Pay		Note I	Yes	\$ 14,138.87	\$ 2,396.64	\$ 1,000.00	\$ 19,777.77	
Constant of the	a service and the	(20) And a	and the second second second	WHAT TIME COM	ter march and	distant with	E Storf and	Physics - Street St.	1-14-14-14-14-14-14-14-14-14-14-14-14-14	Super	N	Note 3	Yes	\$ 2,242.26				
MACON RADO	Pratty Dealer	No.	Service and	Area and a second second	Service and the second	market and	mound	and the second second second	Connection - Website	Base Pay		Note 1	Yes	\$ 2,804.41	\$ 509.05	\$ 1,000.00	\$ 5,563.64	
- Selation in	b contractionaria	REALIST	net al a subliment	INTERNAL STREET	an/1485.0 #855	preferration	The Common	Stratter Stratu	Particular Management	Super		Vate 3	Yes	\$ 1,250.18				
			Note 1	Yes	dilaberate of the	Lacionaria (1)	and and	$P_{i_1,p_{A_i}}^{i_1} = \left\{ p_{i_1}^{i_1} + p_{i_2}^{i_1} + p_{i_3}^{i_1} + p$	A CARDEN COM	Base Pay		Note 1	Yes	\$ 42,563.78	\$ 14,833.92	\$ 1,000.00	\$ 67,976.03	
					and the second second	Shine Sec. Post	10000000000	and the second second second	Attache marked and the second	Super	N	tate 3	Yes	\$ 9,578.33				
			Note 3	Yes								1						
- States and	2 Mikaumond	****	Note 3	Yes			Base Pay	Note 1	Yes	Base P m		Note 1	Yes	\$ 18,635.43	\$ 2,978.83	\$ 1,000.00	\$ 25,286.50	
and a straight of the	2 Marine South	and and a	Note 3	Yes			Base Pay Super Base Pay	Note 1 Note 3 Note 1; Note 2	Yes Yes Yes		N	Note 1 Note 3 Note 1; Note 2	Yes Yes Yes	\$ 18,635.43 \$ 2,672.24 \$ 375.39				

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						_	_									
		<u> </u>					Super	Note 3	Yes	 Super	Note 3	Yes	\$ 753.89	1	i i	1
II							20th Days	Note 7	Yes	20th Days	Note 7	Yes	\$ 28,505.58			
							Basic Pay	Note 1	Yes	Base Pay	Note 1	Yer	\$ 30,048.17		\$ 1,000.00	\$ 43,627.26
H H							Super	Note 3	Yes	Super	Note 3	Yes	\$ 3,335.30			
									<u> </u>	Base Pay	Natel	Yes	\$ 15,118.17		\$ 1,000.00	\$ 20,601.05
1	-					-	<u> </u>			Super	Note 3	Yes	\$ 2,264.34			
						ł	<u> </u>			Base Pay Super	Note 1 Note 3		\$ 8,426.23	\$ 1,453.19	\$ 1,000.00	\$ 12,177.72
		_					· · ··			Super Base Pay		Yes	\$ 1,2%30			
					1.						Note 1; Note 2 Note 3	Yes	\$ 16,954.04	\$ 2,183.93	\$ 1,000.00	\$ 32,438.52
											Note 7	Yes	\$ 1,982.17 \$ 10,308.38			
						1		_			Nole 1; Nole 2	Yes	\$ 3,012.16		\$ 1,000.00	
										Super	Note 3	Yes	\$ 651.82		\$ 1,000,00	\$ 15,298.09
									· · · · · · · · · · · · · · · · · · ·		Note 7	Yes	\$ 10,276.92			
					_					Base Pay	Note 1	Yes	\$ 1,875.76	\$ 125.87	\$ 1,000.00	\$ 3,491.41
				_						Super	Note 3	Yes	\$ 489.78		-	
										Base Pay	Note I; Note 2	Yes	\$ 10,195.53	\$ 958.66	\$ 1,000.00	\$ 21,978.77
											Note 3	Yes	\$ 1,201.56			
╟────┤											Note 7	Yes	\$ 8,623.02			
┣∔											Note 1	Yes	\$ 4,45	\$ 16.84	\$ 1,000.00	\$ 1,333.31
┟────┼											Note 3	Yes	\$ 312.02			
╟━━━━━┼		-									Note I	Yes	\$ 1,875.87	\$ 157.72	\$ 1,000.00	\$ 3,790.31
∦									┝────┫	Super	Note3	Yes	\$ 756.72			
									┝		Note 1; Note 2	Yes	\$ 3,422.42	\$ 284.56	\$ 1,000.00	\$ 13,122.82
								-			Note 3	Yes	\$ 645.34			
									├─── ┤		Note 7 Note 1; Note 2	Yes	\$ 7,770.50			
										Super Super	Note 3	Yes	\$ 7,077.65 \$ 908.07	\$ 762.35	\$ 1,000.00	\$ 16,855.52
							-		⊢−− +	20sh Days	Note 7	Yes	\$ 908 07 \$ 7,047.45	——————————————————————————————————————		
										Base Pay	Note 1; Note 2	Yes	\$ 10,093.29	\$ 968.78	\$ 1,000.00	\$ 20,034.53
										Super	Note 3	Yes	\$ 1,191.42	- /06/8		20,034.33
											Note 7	Yes	\$ 7,378.04			
										Base Pay	Note 1	Yes	\$ 411.31	\$ 42.81	\$ 1,000.00	\$ 1,\$04.48
┣										Super	Note 3	Yes	\$ 350.36			
╟────┼				10 A							Note 1; Note 2		\$ 6,970.13	\$ 648.00	\$ 1,000.00	F 16,892.44
╟───┼											Note 3		\$ 922.43			
┟╴┈──┼						<u> </u>					Note 7		\$ 7,351.88			
┣────╋											Note 1; Note 2		\$ 2,794.92	\$ -	\$ 1,000.00	12,704.38
f							-			Super	Note 3		\$ 657.56			
 +										20th Days	Note 7 Note 1: Note 2	Yes	\$ 8,251.90			
										Base Pay Super	Note 1; Note 2 Note 3	Yes Yes	\$ 4,047.27 \$ 651.59		\$ 1,000.00	\$ 12,946.09
						-	-				Note 3		\$ 651.59 \$ 7,247.23			
											Note I; Note 2		\$ 2,629.94	\$ 6.08	\$ 1,000.00	11,270.93
											Note 3	Yes	\$ 544.66	0.08	- 1,000,00	11,270.93
									1		Note 7	Yes	\$ 7,090,25		· · · · · · · · · · · · · · · · · · ·	
					_						Note 1	Yes	\$ 20,441.06	\$ 1,804.15	\$ 1,000.00 :	25,702.78
											Note 3	Yes	\$ 2,457.57			
											Note 1	Yes	\$ 9,653.52	\$ 1,019.20	\$ 1,000.00 s	13,188.71
· · · · · ·											Note 3	Yes	\$ 1,515.99			
				<u> </u>							Note 1	Yes	\$ 711.67	\$ 65.45	\$ 1,000.00 5	2,218.35
			— I								Note 3	Yes	\$ 441.23			
											Note 1	Yes	\$ 1,875.85	\$ 130.10	\$ 1,000.00	3,531.17
	-										Note3	Yes	\$ 525.22			
											Note 1; Note 2 Note 3	Yes Yes	\$ 4,197.53 \$ 622.80	\$ 261.96	\$ 1,000.00	11,986.75
											Note 7	Yes	\$ 022.80 \$ 5,904.46			
									ł		Note 1	Yes	\$ 1,226.26	\$ \$8.03	1,000.00 1	2,742.38
											Note 3	Yes	\$ 428.09		- 1,000.00 1	2,742.38
											Note 1; Note 2	Yeş	\$ 2,138.83	\$ 354.26	\$ 1,000.00 1	8,114.07
											Note 3	Yes	\$ 612.26			0,119.07
										PT Oversime	Note 5	Yes	\$ 2,756.34	\$ 415.17		
											Nove 7	Yes	\$ 837.21			
											Note 1; Note 2	Yes	\$ 7,342.95	\$ 730.18	\$ 1,000.00	15,700.64
		<u> </u>								Super	Note3	Yes	\$ 914.23			
├───											Note7	Yes	\$ 5,713.28			
<u>⊢</u> †						·					Note	Yes	\$ 4,157.83	\$ 260.92	\$ 1,000.00	6,164,42
											Note 3 Note I	Yes Yes	\$ 745.67 \$ 5,984.74	\$ 309 03		
	1										Note 3	Yes	\$ 911.56	a 30903	\$ 1,000.00 \$	8,265.33
						1					Note 1; Note 2	Yes		\$ 149.57	\$ 1,000.00 \$	9,194.05
						_				···· /	,		- 4,747.83	+ 142.57	1,000.00 5	A'1A4'00

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1073-A 61494																	
	A mining	- HERERARD	Martin Constanting of	Salar Billion	Distance int	to Barris	1. Sector and		and the second	1. State	Super	Nate 3	Yes	\$ 381.19			
and the state of the	S Statesta	5 STUMPERSON	and the state of t	2012/54270050420	Marris and the	Here and	201805301	N. Mandalana and	- at marker of the	1.066	20th Da		Yes	\$ 5,234.08			
Service	AL PROPERTY OF	e minerality	where the property in the	SALES SALES	in gettin mindles	Cr. Contraction	5.40.000	a contractory	and the second second		Base Pa	Note 1; Note 2	Yes	\$ 3,772.59		\$ 1,000.00	\$ 11,171.82
deres ber	845 (25 W. 17 C) 1	C. Statistics	and an and a second second	Sector States	Martha Torritory	「ない」となっていた。	1. 19 1. 19	and the second second	107 Constant of the		Super	Note 3	Yes	\$ 669.58			
INVESTIGATION	as anonemande	1990 (MAR)	NUMBER OF STREET	NUTRIE CONSISTENCY	A THE SHELL	MARKED STORE	Art (Same)	States and	S MARINA LANK		toth Da	s Note 7	Yes	\$ 5,337.22			
a france to a dech	and the second	WEATSES 10	CONTRACTOR STATE	Science and a second	warmarhows at	Chatter 194 Bi	Langerage	Section and the section of the	10244 897 82 5656		Base Pa	Note 1; Note 2	Yes	\$ 3,942.50		\$ 1,000.00	\$ 10,928.22
21200000	SI INTRA	A BADRINE	midditor mershal st.	为他为了2011世界的	and a strength of	C	N. 17 16 18 19 1	1988 A. C. C. S. 28	Constant and the		Super	Note 3	Yes	\$ 503.14			
Sec. 052574	all official series	1 Mar 1986 and	MARGINE MURALINE	NAME AND ADDRESS OF A DESCRIPTION OF A D	Sec. 19 1. S.	ties and the first	Strand G	Call of the bar de	Stand of Sciences		20th Da	s Note 7	Yes	\$ 5,182.52			
Marries W	Sel Service	r anoreselle	100 Killing (201-100)	Strender Manuficture	niticitiesenergicities	All the second	15 Yoka BL	PAGANO" NET	Section of the		Base Pa	Note 1	Yes	\$ 1,354.88		\$ 1,000.00	\$ 3,007.54
100 miles	Per tomore the	t. Childrenko	Service associations	Station Courses	Garry Constant	And Contract of States	Service 192	White desires and	and the second second		Super	Note 3		\$ \$44.68			
1.0.0007.00	any with made	411742413	ALL TROUBLESSA	da transmission	and the second	A MARY - MARY	State Mart	and the second second	Martin Carrow		Base P	Note 1	Yes	\$ 6,336.71	\$ 385.78	\$ 1,000.00	\$ 8,636.06
Actes and and	The spin of the	a Constraint	ACTING TO CONTRACTOR	the constitution		1000 1000 10 mil	Transfer Care	Seguration of the second	P		Super	Note 3	and the second se	\$ 913.57			
Contraction (117 State)	of suppression	T He States	P. Marine (Marine Walter of	A CONTRACT OF THE ADDRESS	Martine alle an	town the sales	ACCUSED AND	President and	- Martine Constraint		Base P			\$ 717.88		\$ 1,000.00	\$ 6,148.74
P	AND DITE-ACCOUNTS	in paradeterio	Service and a service	A CAUNTING AND	and the second second	and the state	MADDALLAN.	Latra Provident	and a construction of		Super	Note 3		\$ 226.61			
	and Scientification	C. DELYMERTIC	THE CARLES OF COM	And the second				A CARACTER STATE	Carlos Carlos		20th D			\$ 4,151.1			
A CONTRACTOR			A Contraction of the	and the second	1 Set			VI			Base P			\$ 678.48		\$ 1,000.00	\$ 2,078.83
12/03/04	512 - 11 - 80 - 71 S.M.	and a strange of	Total the offering seal	AD THINK SHARES	1 COMPLEX DIRECT	1.	E DELETRO X									\$ 1,000.00	\$ 2,078.83
101010 702/1	NO. THE STREET	2 25,890252	1007000000 (15020)	1.25.12.22.22.2				10			Super	Nate 3					
34050010	182 1991(39)(19)	6 (223) 320	States Van Van Ber	Constant of Physics	Source Courses	all the second section	1. 1. 1. 1. 1.	44642142	· mean ·····		Base P		Yes			\$ 1,000.00	\$ 4,727.18
34263.246	and Pleased	5 编列220	Server States States	Contraction and the second second	a service and the	18025 (ESB)	10210234	2010/10/216/02/10/	THE REAL PROPERTY IN		Super	Note 3	Yes	\$ 558.59			
Webshield	Stan Harris Markey	N BREAM	WERN-Minnes	Statistics (SPR)	PROPERTY AND	all the second second	-CELLINNAM	Mithelia Maleret	Service Marche Sinker		Base P		Yes	\$ 1,663.5		\$ 1,000.00	\$ 0,847.87
ATTURINESS.	SN BRIDG MA	R USERIOS	Delter of Basis !	States Houses	12 10 10 10 10	Strephysics	the second	a all the second second and	a second of		Super	Note 3	Yes	\$ 307.98			
SACING SA	CA PONALLY	a utanti	ALL HERE DIAL	25-5-10220000	- Child Witter	201210 10.00	Brithants	Stand State	A CONTRACTOR		20th D		Yes	\$ 3,765.5.			
100 Palente	the strength	R. DRAMAN	自治的政治的政治	Recordence	Contain metadole apr	Service (Party	127 Hillers	Press of the State	teasylan and the		Base P		Yes	\$ 238.29		\$ 1,000.00	\$ 4,827.32
STANSA STA	nis reprinte	********	Reverence and the	Sector Annala	S La Streen Marine	and see and	18000000	ternikowa Winner	Segure as and		Super	Note 3	Yes	\$ 163.05			
Autoritational	and an and a second	15 14249342	网络南方大学的南方的	the prover manual	the state of the second	acreasing!	Note Alle	some strates	The set of the set of		20th D	s Note7	Yes	\$ 3,403.4			
at a tighter	net threaters	e. Marth	RESERVED TO BE	Den in verheiten	CONTRACTOR D	Section sta	Stan and	Contra the is	State and the state		Base P	Note 1	Yes	\$ 259.05		\$ 1,000.00	\$ 1,506.75
St. March 1	Love State (MALIN	· 注意: 注意: 在中国主义	1999年1999年1999年1	CONTRACT LOOK	2 Martin - martin	READERS	-	1 Contraction	Smith (20) See 100 (20)		Super	Note 3	Yes	\$ 220.74			
1. Providence	SHE KITCH NO	ni mishinini	POLY CARGONIA	1. 由于同时的社会下	A REAL COMPANY	(anoning th	Thereitze	Strate Advantage of Mary 19	Strategic states and		Base P		Yes	\$ 1,684.8	\$ 113.78	\$ 1,000.00	\$ 3,138.28
NO. SHADAN	City Landerson	N Geather	Sale Proversite Pre-	Server and the server server	c mar the sterio	Watter	Second Second St.	grange Winner and	2.1424 14.200		Super	Note 3	Yes	\$ 339.65			
LA LEAN HOUSE	tab Loden your	ri waanini	Proceeding and	Section of The State	the state of the state	Contra Contra	Test Dang See	ma Propage Charge	and the second states of		Base P		Yes	\$ 1,570.2		\$ 1,000.00	\$ 2,967.51
In the second second	CAR SATURATION	1 mairies	Augustan without	Section wetter	· ····································	2. Contained	and Marchant	alter alter a	and a service and a service of the		Super	Note 3	Yes	\$ 292.56			
Strange L.	1241 (25 Kan 4, 100)	1 In Manager	while to be described	PROPERTY	- Continuer	all the second second	Transient	and shad an orth	a complete with		Base P		Yes	\$ 1,120.1		\$ 1,000.00	\$ 2,406.90
CLASSING ST	1. That water	and an and a second second	1.00000000000000000	And the second side of a second	E Lout Star 24-0	interior interior	and a second	Martin Contractor of	W. Barry Street		Super	Note 3	Yes	\$ 211.90			.,
Call Galler	and an all of the second second	CO. AND A SCIENCE	Construction and the	the the second state	and a factorized at a second	Sand and a state of the state o	and should	in the other property services and the	Service and the second		Base P		Yes	\$ 1,206.1		\$ 1,000.00	\$ 2,786.17
ALTERNING A	AND DESCRIPTION	an annual annual		Grand Andrew Station	A Stansson	And Providence of the	and a second		No. Contraction		Super	Note 3	Yes	\$ 459.78			
THE STREET	The state of the s	A CREATE A	THE REAL PROPERTY OF	A A R A R R R R R R R R R R R R R R R R		Contraction of the					super	inves.	10				
	the second second	and the state of the	And the Read of the State of the	A Statement of the second second		and the second second	A COMPANY OF THE	the second second second	Constant and a strength of the		n	Natel	Ver	10 10760	1 5 135.00	¢ 100000	
ALCONT AND	en kunisatur	of solutions	and the second s	Alexandro Courses	Stor of Charles	10. 20. 24	n nan Ba		a setter dager -		Base P		Yes	\$ 1,875.8		\$ 1,000.00	\$ 3,491.54
2002 AU	na interestation Seat scrittling	n sektores Redenier	Contraction of the second	nare naredea	n werden werden der Beiner der Beiner der B Beiner der Beiner der Be	199 2 34 199 2 34 199 2 34	n control a Martine	a relation and a second	a set and a set of the		Super	Note 3	Yes	\$ 489.80			
14085.000	na nasarin Malandari Malandari	Base Pay		Yes	n ora General and a second	1000 - 100 1000 - 100 1000 - 100 1000 - 100 1000 - 100	947-94 84-99-01764 974-91-01764	a estados entre estados asertes estados			Super Base P	Note 3 Note 1	Yes	\$ 489.80 \$ 5,979.3	5 \$ 1,563.92		
2-51,0-5	na in antarian National Antarian	Base Pay Super	Note 3	Yes	 Sector sector sec	2012 - 2014 2012 - 2014 2012 - 2014 2014 - 2014 2014 - 2014	n ostrija storenista vita tetalij soferencj				Super Base P Super	Note 3 Note 1 Note 3	Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 655.02	5 \$ 1,563.92	\$ 1,000.00	\$ 9,198.30
Although Although Although								Note 1	Yes		Super Base P Super Base P	Νατε 3 γ Νατε 1 Νατε 3 γ Νατε 1; Νατε 2	Yes Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 055.00 \$ 18,210.9	5 \$ 1,563.92 5 \$ 4,156.80	\$ 1,000.00	\$ 9,198.30
di Materi							Super	Note 3	Yes		Super Base P Super Base P Super	Nate 3 Nate 1 Nate 3 Y Nate 1; Nate 2 Nate 3	Yes Yes Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 655.00 \$ 18,210.9 \$ 1,588.3	5 \$ 1,563.92	\$ 1,000.00	\$ 9,198.30
2 2-32 2-32 72 72-32 72 72-32 72 72 72-32 72 72 72 72 72 72 72 72 72 72 72 72 72	na nanci 141 settembri 151 settembri 151 settembri 151 settembri						Super				Super Base P Super Base P Super 20th D	Νατε 3 γ Νατε 1 Νατε 3 γ Νατε 1; Νατε 2 Νατε 3 γs Νατε 7	Yes Yes Yes Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 655.01 \$ 18,216.9 \$ 1,588.3 \$ 33,346.6	5 \$ 1,563.92 8 \$ 4,156.80 8	\$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84
in de la com	 44 45 45 46 4						Super	Note 3	Yes		Super Base P Super Base P Super 20th D Base P	Ναε 3 γ Ναε 1 Ναε 3 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 Ναε 3 γs Ναε 7 γ Ναε 1	Yes Yes Yes Yes Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 055.00 \$ 18,216.9 \$ 1,588.3 \$ 33,346.6 \$ 9,400.7	\$ \$ 1,563.92 \$ \$ 4,156.80 \$ \$ 4,156.80 \$ \$ 2 \$ 1,023.60	\$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84
in States							Super	Note 3	Yes		Super Base P Base P Base P Zohn D Base P Base P Super	Ναε 3 Ναε 1 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 γ Ναε 1 Ναε 3	Yes Yes Yes Yes Yes Yes Yes Yes	\$ 489.80 \$ 5,979.3 \$ 055.00 \$ 1,8210.9 \$ 1,588.3 \$ 33,344.6 \$ 9,400.7 \$ 9,400.7 \$ 1,250.8	5 \$ 1,563.92 5 \$ 4,156.80 5 \$ 6 \$ 7 \$ 8 \$ 9 \$ 1,023.60	\$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84
A State of Place of Place of State of Constants of Co					2		Super	Note 3	Yes		Super Base P Buse P Super 20th D Base P Super 20th D	Ναε 3 γ Ναε 1 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 1 Ναε 3 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 Ναε 3 Ναε 7	Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 489.80 \$ 5.979.3 \$ 055.00 \$ 15.82.16.9 \$ 1,588.3 \$ 33,346.6 \$ 9,400.7 \$ 9,400.7 \$ 1,250.8 \$ 1,250.8 \$ 10,948.1	5 \$ 1,563.92 6 \$ 4,156.50 8 \$ 4,156.50 8 \$ 2 \$ 1,023.00 6 7	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36
					2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Super	Note 3	Yes		Super Base P Super Base P Super 20th D Base P Super 20th D Base P Super	Ναε 3 γ Ναε 1 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 1 Ναε 3 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 Ναε 3 Ναε 7	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 449.80 \$ 5,979.3 \$ 055.00 \$ 18,216.9 \$ 1,585.3 \$ 33,346.6 \$ 9,400.7 \$ 1,250.8 \$ 1,250.8	\$ \$ 1,563.92 \$ \$ 4,156.80 \$ 2 \$ 1,023.60 \$ 718.46	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,053.36
					2 2 3 4 4 4 5 4 5 5 6 5 6 5 6 5 7 5 6 5 7 5 8 5 9 5 9 5 10 5 11 5 12 5 13 5 14 5 15 5 16 5 17 5 18 5 19 5 10 5 10 5 11 5 12 5 13 5 14 5 15 5 16 5 17 5 18 5 19 5 10		Super	Note 3	Yes		Super Base P Buse P Super 20th D Base P Super 20th D	Ναε 3 γ Ναε 1 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 1 Ναε 3 Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 γ Ναε 3 Ναε 3 Ναε 7	Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 489.80 \$ 5.979.3 \$ 055.00 \$ 15.82.16.9 \$ 1,588.3 \$ 33,346.6 \$ 9,400.7 \$ 9,400.7 \$ 1,250.8 \$ 1,250.8 \$ 10,948.1	\$ \$ 1,563.92 \$ \$ 4,156.80 \$ 2 \$ 1,023.60 \$ 718.46	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,053.36
					2 (1997) 2 (199		Super	Note 3	Yes		Super Base P Super Base P Super 20th D Base P Super 20th D Base P Super 20th D Base P	Ναε 3 γ Ναε 1 Ναε 3 Ναε 3 γ Ναε 1; Ναε 2 Ναε 3 Ναε 3 γ Ναε 3 γ Ναε 7 γ Ναε 7, Γ Ναε 3 Ναε 7 γ Ναε 1, Ναε 7, Γ Ναε 3 Ναε 7, Γ γ Ναε 1, Ναε 1, Ναε 2 Ναε 3 Ναε 3	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 449.80 \$ 5,979.3 \$ 055.00 \$ 18,216.9 \$ 1,585.3 \$ 33,346.6 \$ 9,400.7 \$ 1,250.8 \$ 1,250.8	\$ \$ 1,568.92 \$ \$ 4,156.80 \$ 2 2 \$ 1,023.60 5 1 7 5 5 718.46 2	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,053.36
					2 5 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5		Super	Note 3	Yes		Super Base P Super Super 20% D Base P Super 20% D Base P Super 20% D Base P Super	Ναε 3 Ναε 1 Ναε 1 Ναε 1 Ναε 1 Ναε 3 Ναε 1 Ναε 3	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 499.80 \$ 5,979-3 \$ 055.01 \$ 18,216.9 \$ 1,958.3 \$ 33,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 10,948.1 \$ 10,948.1 \$ 8,600.9 \$ 1,0963.3	\$ 1,565.92 \$ 1,565.92 \$ 4,156.80 \$ 4,156.80 \$ 1,023.60 \$ 1,023.60 \$ 7 \$ 7,18.46 \$ 2	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73
					 2 3 4 4		Super	Note 3	Yes		Super Base P Super Base P Super 20th D Base P Super 20th D Base P Super 20th D Super 20th D	Ναε 3 Ναε 1 Ναε 1 Ναε 1 Ναε 1 Ναε 3 Ναε 1 Ναε 3	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 449.80 \$ 5,979-3 \$ 055.01 \$ 18,216.9 \$ 1,585.3 \$ 3,346.4 \$ 1,585.3 \$ 3,346.4 \$ 1,250.8 \$ 9,400 \$ 1,250.8 \$ 10,948.1 \$ 8,600.9 \$ 1,0963.5 \$ 7,224.9	1 1,563 92 2 1,563 92 1 5 4,156,80 2 5 1,023,60 3 7 7 4 5 718,46 2 7 7 3 5 718,46 4 5 17,06 5 5 17,06	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73
					2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Super	Note 3	Yes		Super Base P Super 2 Oth D Base P Super 2 Oth D Base P Super 2 Oth D Super 2 Oth D Super	Nac3 Nac1 Nac1 Nac1 Nac2 Nac3 Nac3 Nac4 Nac5 Nac7 Nac1	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 495.60 \$ 5,779.3 \$ 655.00 \$ 18,216.9 \$ 1,555.5 \$ 18,216.9 \$ 1,555.5 \$ 3,346.6 \$ 9,430.7 \$ 1,250.6 \$ 1,250.6	1,563,92 5 1,563,92 4 155,80 5 1,023,60 6 7 7 7 8 7,18.46 9 7 5 17,08	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73
							Super	Note 3	Yes		Super Base P Super Super Super Super Super Super Super Super Super Super Super Super Super Super Super Super	Nac3 Nac1 Nac1 Nac1 Nac1 Nac2 Nac3 Nac4 Nac5 Nac6 Nac7	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 498.0 \$ 5,079.3 \$ 655.0 \$ 18,216.6 \$ 1,586.3 \$ 3,3346.6 \$ 9,400.7 \$ 1,250.8 \$ 1,046.1 \$ 8,800.9 \$ 1,096.3 \$ 7,224.9 \$ 2,074.7 \$ 39,11 \$ 34,074.1	1 1,563 92 2 1,563 92 4 55.80 2 1,023.60 0	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,935.00
					2 A 2 A 2 A 2 A 3 A 4 A 4 A 4 A 4 A 5 A 6 A 7 A 8 A 9 A 10 A 11 A 12 A 13 A 14 A 15 A 16 A 17 A 18 A 19 A 10 A 10 A 11 A 12 A 13 A 14 A 15 A 16 A 17 A 18 A 19 A 10		Super	Note 3	Yes		Super Base P System System Super Sup	Nac3 Nac1 Nac1 Nac2 wac3 y Nac1 Nac2 y Nac1 Nac2 y Nac3 y Nac1 Nac2 y Nac3 y Nac4 Nac7 y Nac7	Yes	\$ 49540 \$ 5,7733 \$ 655.0 \$ 18,216.9 \$ 1,555 \$ 3,3466 \$ 9,430.7 \$ 1,2508 \$ 1,2508\$	Image: state	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,199.30 \$ 58,306.84 \$ 23,653.36 \$ 18,700.73 \$ 5,935.06
					2 2 2 2		Super	Note 3	Yes		Suen Bare P Supar Bare R Supar Sub C Supar	Nac 3 Nac 1 Nac 2 Nac 3 Nac 4 Nac 3 Nac 4 Nac 3 Nac 4 Nac 3	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 458.6 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,582.3 \$ 3,344.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 7,224.9 \$ 7,224.9 \$ 7,224.9 \$ 2,647.4 \$ 3,548.8 \$ 3,649.8	1 1,563,92 2 1,563,92 3 4,156,80 4 5 5 1,023,60 6 7 6 7 7 5 9 1,023,60 9 5 10 5 10 5 10 5 17,06 17,06 10 5 10 5 10 5 10 5 10 5	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ \$\$,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,935.06 \$ 7,911.31
					• • • •		Super	Note 3	Yes		Suppr Bare P Suppr Suppr Supr Supr Supr Supr Supr Su	Nac3 Nac1 Nac1 Nac1 Nac2 y Nac1 Nac2 y Nac1 y Nac1 y Nac1 y Nac2 y Nac3 y Nac2 y N	Yes	\$ 4984 \$ 5,0793 \$ 655.01 \$ 1,588.3 \$ 1,588.3 \$ 1,588.3 \$ 1,588.3 \$ 1,588.3 \$ 9,400.7 \$ 1,250.8 \$ 1,048.1 \$ 8,800.9 \$ 1,049.3 \$ 2,047.4 \$ 2,047.4 \$ 39.11 \$ 34.014.1 \$ 5,458.4 \$ 1,028.2 \$ 1,028.2 \$ 6,478.7	1,563 92 \$ 1,563 92 \$ 1,563 92 \$ 4,155,80 \$ 4,155,80 \$ 4,156,80 \$ 1,023,60 \$ 1,023,60 \$ 7,18,40 \$ 5,17,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,08 \$ 1,7,09 \$ 3,99,44 \$ 4,11,09	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,935.66 \$ 7,911.51
					Another interface		Super	Note 3	Yes		Suce a Base P Super Base f Such C Super Su	Nac3 Nac1 Nac3 Nac5 Nac6 Nac7	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,210.6 \$ 18,210.6 \$ 1,585.3 \$ 3,346.6 \$ 9,400.7 \$ 10,948.1 \$ 10,948.1 \$ 7,2244 \$ 2,2447 \$ 3,245.4 \$ 10,948.1 \$ 7,2244 \$ 2,2447 \$ 3,547.5 \$ 1,092.2 \$ 4,044.1 \$ 5,459.8 \$ 1,028.2 \$ 4,042.5 \$ 1,028.2 \$ 6,474.7 \$ 5,028.2	1 1,563,92 2 1,563,92 4 155,630 5 1,563,92 4 55,630 2 5 3 7,18,46 2 5 3 7,78,46 4 5 5 7,78,46 6 7 5 5 6 5 7 5 0 \$ 9 411,09	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,693.36 \$ 18,700.73 \$ 5,995.00 \$ 7,911.51 \$ 8,726.00
					Address Address Address <		Super	Note 3	Yes		Super Base P Super Base R Super Supe	Nac3 Nac1 Nac1 Nac1 Nac2 Nac3 Y Nac2 Nac3 Y Nac2 Nac3 Y Nac3 Y	Yes	\$ 458.0 \$ 5,079.3 \$ 655.0 \$ 18,2106 \$ 1,582.3 \$ 9,000 \$ 1,250.5 \$ 10,948.1 \$ 8,600.7 \$ 10,948.1 \$ 8,600.7 \$ 1,060.3 \$ 7,224.9 \$ 2,647.1 \$ 5,464.1 \$ 5,464.1 \$ 5,464.1 \$ 5,464.1 \$ 5,464.2 \$ 6,478.7 \$ 5,6478.7 \$ 5,810.2 \$ 8,810.2 \$ 8,810.2	1 1,563.92 2 1,563.92 3 4,156.80 4 5 5 4,156.80 6 2 2 1,023.60 5 7,18.46 2 2 5 7,18.46 2 2 5 17,06 5 17,06 6 5 7 2 0 \$ 393,44 0 \$ 411.09 6 \$ 125.87	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,194.30 \$ 54,306.84 \$ 23,653.36 \$ 18,700.75 \$ 5,935.60 \$ 7,911.51 \$ 8,726.00
					A		Super	Note 3	Yes		Suppr Base P Suppr	Nac3 Nac1 Nac1 Nac1 Nac2 Nac3 y Nac1 Nac2 y Nac1 Nac2 y Nac1 y Nac2 y Nac3 y Nac2 Nac3 y Nac4 Nac3 y Nac4 Nac5 y Nac4 Nac5 y Nac6 y Nac7 y Nac6 y Nac7 y	Yes	\$ 498.0 \$ 5,079.3 \$ 655.0 \$ 18,216.9 \$ 13,346.0 \$ 9,430.7 \$ 1,358.3 \$ 9,430.7 \$ 1,358.4 \$ 9,430.7 \$ 1,059.3 \$ 1,048.1 \$ 8,609.9 \$ 1,094.1 \$ 2,047.7 \$ 3,044.1 \$ 2,047.1 \$ 3,044.1 \$ 5,449.8 \$ 1,028.2 \$ 1,028.2 \$ 1,028.2 \$ 1,028.2 \$ 1,028.2 \$ 8,022.128.1 \$ 8,022.128.1	1,563 92 2 3 4 5 4,156,80 2 5 7 6 5 7 6 5 7 6 5 7 6 8 9 10 10 10 10 11,007 125,87	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.73 \$ 5,935.60 \$ 7,911.51 \$ 8,720.00 \$ 3,491.37
					American American American American<		Super	Note 3	Yes		Super Bar P Super Bar P Super	Nac3 Nac1 Nac3 Nac1 Nac1 Nac2 Nac2 Nac2 Nac3 Nac4 Nac5 Nac2 Nac2 Nac2 Nac2 Nac2 Nac3 Nac4 Nac5 Nac7	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	\$ 438.8 \$ 5,979.3 \$ 5,979.3 \$ 1,812.0 \$ 1,812.0 \$ 1,583.3 \$ 9,400.7 \$ 1,230.8 \$ 10,948.1 \$ 2,647.6 \$ 7,2244 \$ 7,2244 \$ 2,647.7 \$ 1,092.5 \$ 1,028.2 \$ 4,044.1 \$ 5,459.8 \$ 1,028.2 \$ 4,044.1 \$ 5,459.8 \$ 1,028.2 \$ 6,478.7 \$ 2,129.1 \$ 2,129.1 \$ 2,126.1 \$ 2,126.1	1 1,563,92 2 5 1,563,92 1,563,92 2 5 2 5 2 5 2 5 3 7 4 5 5 77,08 6 5 7 7 0 5 9 - 0 5 1,023,60 6 1,023,61 5 1,25,87 - 5 1,25,87 5 1,236,13	\$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 5,198.30 \$ 58,306.84 \$ 23,653.36 \$ 18,700.73 \$ 5,935.00 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37
					Address Address Address <		Super	Note 3	Yes		Super Base P Super	Nac3 Nac1 Nac1 Nac1 Nac2 Nac3	Yes	\$ 498.08 \$ 5,079.3 \$ 655.01 \$ 18,210.6 \$ 18,210.6 \$ 1,588.3 \$ 3,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 8,600.9 \$ 1,095.1 \$ 2,647.7 \$ 2,647.7 \$ 2,647.7 \$ 3,648.1 \$ 5,649.2 \$ 1,092.2 \$ 4,014.1 \$ 5,649.2 \$ 1,092.2 \$ 1,092.2 \$ 1,026.2 \$ 1,026.2 \$ 1,026.2 \$ 12,093.4 \$ 12,093.5 \$ 12,093.5	1 1,563 92 2 1,563 92 4 1,568 92 3 4,156 80 4 5 4 5 5 1,023 60 5 7,18.46 2 1,023 60 5 7,18.46 2 1,023 60 5 17.08 6 5,17.08 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,399,44 0 5,394,41	\$ 1,000.00 \$ 1,000.00	\$ 9,194.30 \$ 54,308.84 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700,61
							Super	Note 3	Yes		Super Base P Base P Super Such C Super Sup	Nac 3 Nac 1 Nac 3 Nac 4 Nac 5 Nac 6 Nac 7 Nac 7 Nac 1 Nac 7 Nac 8 Nac 9 Nac 9 </td <td>Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes</td> <td>\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,210.6 \$ 18,210.6 \$ 13,585.3 \$ 33,346.6 \$ 9,000.7 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 8,660.9 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 1,0695.5 \$ 1,0625.5 \$ 12,693.8 \$ 12,693.8 \$ 1,6700.5 \$ 5,1897.7</td> <td>1 1,563 92 2 1,563 92 3 4,155,63 92 4 5,63 92 2 5 2 5 3 7 4 5 5 718,46 6 5 5 17,065 6 5 7 5 6 5 7 5 6 5 125,87 6 5 1,25,87 6 5 125,87 1 5 1,25,87 6 5 1 5 1 5 1 5</td> <td>\$ 1,000.00 \$ 1,000.00</td> <td>\$ 9,194.30 \$ 54,308.84 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,935.00 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700,61</td>	Yes	\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,210.6 \$ 18,210.6 \$ 13,585.3 \$ 33,346.6 \$ 9,000.7 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 8,660.9 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 1,0695.5 \$ 1,0625.5 \$ 12,693.8 \$ 12,693.8 \$ 1,6700.5 \$ 5,1897.7	1 1,563 92 2 1,563 92 3 4,155,63 92 4 5,63 92 2 5 2 5 3 7 4 5 5 718,46 6 5 5 17,065 6 5 7 5 6 5 7 5 6 5 125,87 6 5 1,25,87 6 5 125,87 1 5 1,25,87 6 5 1 5 1 5 1 5	\$ 1,000.00 \$ 1,000.00	\$ 9,194.30 \$ 54,308.84 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,935.00 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700,61
					American State American State American State <td< td=""><td></td><td>Super</td><td>Note 3</td><td>Yes</td><td></td><td>Super Bare P Super</td><td>Nac 3 Nac 1 Nac 3 Nac 1, Nac 2, Nac 1, Nac 2, Nac 1, Nac 2, Nac 1, Nac 2, ya Nac 3, ya Nac 4, Nac 7, Nac 1, Nac 3, ya Nac 1, Nac 3, ya Nac 3, ya Nac 3, ya Nac 4, ya Nac 3,</td><td>Yes Yes Yes</td><td>\$ 458.4 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,582.3 \$ 3,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 8,000.7 \$ 1,094.1 \$ 8,000.7 \$ 1,094.1 \$ 7,224.9 \$ 7,224.9 \$ 7,224.9 \$ 7,024.3 \$ 7,024.5 \$ 1,002.2 \$ 0,404.1 \$ 5,022.1 \$ 0,404.1 \$ 0,404.1 \$ 1,002.2 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$</td><td>1 1,563,92 2 1,563,92 3 5 4,156,80 5 2 5 2 5 3 5 4 1,023,60 5 718,46 2 5 3 7 4 5 0 5 1,023,60 0 5 3 7 4 1,00 5 1,25,87 1 5 1,25,87 1</td><td>\$ 1,000.00 \$ 1,000.00</td><td>\$ 9,199.30 \$ 55,308 54 \$ 23,653.36 \$ 18,700.73 \$ 18,700.73 \$ 7,911.51 \$ 8,729.00 \$ 7,911.51 \$ 8,729.00 \$ 3,491.37 \$ 16,700.61</td></td<>		Super	Note 3	Yes		Super Bare P Super	Nac 3 Nac 1 Nac 3 Nac 1, Nac 2, Nac 1, Nac 2, Nac 1, Nac 2, Nac 1, Nac 2, ya Nac 3, ya Nac 4, Nac 7, Nac 1, Nac 3, ya Nac 1, Nac 3, ya Nac 3, ya Nac 3, ya Nac 4, ya Nac 3,	Yes	\$ 458.4 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,582.3 \$ 3,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 8,000.7 \$ 1,094.1 \$ 8,000.7 \$ 1,094.1 \$ 7,224.9 \$ 7,224.9 \$ 7,224.9 \$ 7,024.3 \$ 7,024.5 \$ 1,002.2 \$ 0,404.1 \$ 5,022.1 \$ 0,404.1 \$ 0,404.1 \$ 1,002.2 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$ 0,202.1 \$	1 1,563,92 2 1,563,92 3 5 4,156,80 5 2 5 2 5 3 5 4 1,023,60 5 718,46 2 5 3 7 4 5 0 5 1,023,60 0 5 3 7 4 1,00 5 1,25,87 1 5 1,25,87 1	\$ 1,000.00 \$ 1,000.00	\$ 9,199.30 \$ 55,308 54 \$ 23,653.36 \$ 18,700.73 \$ 18,700.73 \$ 7,911.51 \$ 8,729.00 \$ 7,911.51 \$ 8,729.00 \$ 3,491.37 \$ 16,700.61
					2		Super	Note 3	Yes		Super Base P Super	Nac? Nacl	Yes	\$ 458.0 \$ 5,079.3 \$ 655.0 \$ 18,210.6 \$ 1,582.3 \$ 9,000.7 \$ 1,250.8 \$ 10,948.1 \$ 8,000.7 \$ 10,948.1 \$ 8,000.7 \$ 10,948.1 \$ 8,000.7 \$ 1,090.3 \$ 1,090.3 \$ 1,092.1 \$ 2,647.7 \$ 3,01.4 \$ 5,459.7 \$ 1,092.2 \$ 4,014.1 \$ 5,459.7 \$ 1,002.2 \$ 1,002.2 \$ 1,002.2 \$ 1,002.2 \$ 1,020.2 \$ 1,020.2 \$ 1,020.2 \$ 1,020.2 \$ 1,020.2 \$ 1,020.2 \$	1 1,563 92 2 1,563 92 3 4,156 80 4 5 5 4,156 80 6	\$ 1,000.00 \$ 1,00	\$ 9,194.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,935,00 \$ 7,911.51 \$ 8,726,00 \$ 7,914.51 \$ 8,726,00 \$ 3,491.37 \$ 16,700,61 \$ 16,304.65
					American Control American Control American Control		Super	Note 3	Yes		Super P Bare P Bare P Super Such C Super S	Nac 3 Nac 1 Nac 3 Nac 1 Nac 2 Nac 3 Y Nac 1 Nac 3 Y Nac 4 Nac 5 Y Nac 1 Nac 3 Y Nac 4 Nac 5 Y Nac 1 Nac 3 Y Nac 1 Nac 3 Y Nac 1 Nac 3 Y Nac 4 Nac 7 Y Nac 7 Y	Yes	\$ 498.0 \$ 5,979.3 \$ 5,979.3 \$ 18,210.6 \$ 18,210.6 \$ 1,585.3 \$ 33,346.6 \$ 9,400.7 \$ 1,230.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 7,2244.5 \$ 4,041.1 \$ 4,041.5 \$ 1,026.2 \$ 2,242.1 \$ 1,026.2 \$ 2,242.1 \$ 1,269.8 \$ 1,269.8 \$ 1,269.8	1 1,563,92 2 5 1,563,92 1,563,92 2 5 2 5 2 5 2 5 3 7 4 5 5 77,66 6 5 7 7 0 \$ 0 \$ 0 \$ 1 \$ 1 \$ 1 \$ 2 \$ 2 \$	\$ 1,000.00 \$ 1,00	\$ 9,194.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,935,00 \$ 7,911.51 \$ 8,726,00 \$ 7,914.51 \$ 8,726,00 \$ 3,491.37 \$ 16,700,61 \$ 16,304.65
		Super 3		Yes	American Control American Control American Control		Super	Note 3	Yes		Super Base P Super	Nac 3 Nac 1 Nac 3 y Nac 1 Nac 7 y Nac 9 y Nac 1 y Nac 2	Yes	\$ 4984 \$ 5,9793 \$ 05500 \$ 18,2106 \$ 1,5823 \$ 3,3446 \$ 9,4007 \$ 1,2508 \$ 10,948.1 \$ 8,0007 \$ 1,0943 \$ 7,2249 \$ 2,0474 \$ 3,446 \$ 7,2249 \$ 7,2249 \$ 2,6474 \$ 3,448 \$ 1,0932 \$ 1,0943.1 \$ 3,449.4 \$ 1,0943.1 \$ 3,449.4 \$ 1,0942.1 \$ 3,449.4 \$ 1,042.5 \$ 1,042.5 \$ 2,122.1 \$ 2,249.4 \$ 1,670.6 \$ 3,899.7 \$ 1,649.3 \$ 9,999.7	1 1,563,92 2 5 3 5 4,156,80 5 2 5 2 5 3 5 4 5 5 718,46 6 5 7 5 0 5 0 5 0 5 10 5 10 5 10 5 10 5 10 5 10 5 10 5 2 5 2 2 2 2 2 2	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 58,306.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,995.00 \$ 7,911.51 \$ 8,720,00 \$ 7,911.51 \$ 8,720,00 \$ 3,491.37 \$ 10,700,01 \$ 10,700,01 \$ 10,204.85 \$ 0,242,17
		Super 3	Noe 3	Yes			Super	Note 3	Yes		Super Base P Super	Nac? Nacl	Yes	\$ 458.4 \$ 5,079.3 \$ 655.0 \$ 18,210.6 \$ 1,582.3 \$ 9,000.7 \$ 1,250.8 \$ 1,040.1 \$ 1,040.1 \$ 1,044.1 \$ 8,000.7 \$ 1,045.1 \$ 8,000.1 \$ 1,042.1 \$ 8,000.1 \$ 1,042.1 \$ 1,045.1 \$ 1,045.1 \$ 1,042.1 \$ 2,047.1 \$ 2,047.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$ 1,042.1 \$	1 1,563 92 2 1,563 92 3 4,156 80 4 2 2 1,023,60 2 1,023,60 3 7,18,46 4 2 5 7,18,46 6 7,18,46 7 2 9 5 1 5 0 \$ 3 9,44 0 \$ 1 5 2 1,2587 1 5 2 1,236,13 2 \$ 2 \$ 3 0 4 2 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 2 \$ 3 <t< td=""><td>\$ 1,000.00 \$ 1,00</td><td>\$ 9,198.30 \$ 58,306.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,995.00 \$ 7,911.51 \$ 8,720,00 \$ 7,911.51 \$ 8,720,00 \$ 3,491.37 \$ 10,700,01 \$ 10,700,01 \$ 10,204.85 \$ 0,242,17</td></t<>	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 58,306.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700,73 \$ 18,700,73 \$ 5,995.00 \$ 7,911.51 \$ 8,720,00 \$ 7,911.51 \$ 8,720,00 \$ 3,491.37 \$ 10,700,01 \$ 10,700,01 \$ 10,204.85 \$ 0,242,17
		Super 3		Yes	American Control American Control American Control		Super	Note 3	Yes		Super Bare P Super	Nac 3 Nac 1 Nac 2 y Nac 1 Nac 2 y Nac 1 Nac 2 Nac 3 y Nac 4 Nac 7 Nac 7 <td>Yes Yes Yes</td> <td>\$ 458.4 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,583.3 \$ 9,400.7 \$ 1,230.8 \$ 10,948.1 \$ 2,040.7 \$ 10,948.1 \$ 7,2244 \$ 2,040.7 \$ 1,090.3 \$ 7,2244 \$ 2,043.7 \$ 1,090.3 \$ 7,2244 \$ 3,044.6 \$ 7,2244 \$ 3,042.2 \$ 4,041.1 \$ 5,047.5 \$ 10,028.2 \$ 4,041.2 \$ 2,024.7 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$<td>1 1,563,92 2 1,563,92 3 5,1,563,92 4 5,563,92 2 5,1,023,60 3 7,18,46 4 5,17,08 5 7,18,46 6 5,17,08 7 7 0 5,125,87 6 5,125,87 1 5,014,66 4 </td><td>\$ 1,000.00 \$ 1,000.00</td><td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.73 \$ 18,700.73 \$ 7,911.51 \$ 8,725.00 \$ 7,911.51 \$ 8,725.00 \$ 3,491.37 \$ 8,725.00 \$ 3,491.37 \$ 18,700.61 \$ 18,204.85 \$ 18,204.85 \$ 0,242,17</td></td>	Yes	\$ 458.4 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,583.3 \$ 9,400.7 \$ 1,230.8 \$ 10,948.1 \$ 2,040.7 \$ 10,948.1 \$ 7,2244 \$ 2,040.7 \$ 1,090.3 \$ 7,2244 \$ 2,043.7 \$ 1,090.3 \$ 7,2244 \$ 3,044.6 \$ 7,2244 \$ 3,042.2 \$ 4,041.1 \$ 5,047.5 \$ 10,028.2 \$ 4,041.2 \$ 2,024.7 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ 10,028.2 \$ <td>1 1,563,92 2 1,563,92 3 5,1,563,92 4 5,563,92 2 5,1,023,60 3 7,18,46 4 5,17,08 5 7,18,46 6 5,17,08 7 7 0 5,125,87 6 5,125,87 1 5,014,66 4 </td> <td>\$ 1,000.00 \$ 1,000.00</td> <td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.73 \$ 18,700.73 \$ 7,911.51 \$ 8,725.00 \$ 7,911.51 \$ 8,725.00 \$ 3,491.37 \$ 8,725.00 \$ 3,491.37 \$ 18,700.61 \$ 18,204.85 \$ 18,204.85 \$ 0,242,17</td>	1 1,563,92 2 1,563,92 3 5,1,563,92 4 5,563,92 2 5,1,023,60 3 7,18,46 4 5,17,08 5 7,18,46 6 5,17,08 7 7 0 5,125,87 6 5,125,87 1 5,014,66 4	\$ 1,000.00 \$ 1,000.00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.73 \$ 18,700.73 \$ 7,911.51 \$ 8,725.00 \$ 7,911.51 \$ 8,725.00 \$ 3,491.37 \$ 8,725.00 \$ 3,491.37 \$ 18,700.61 \$ 18,204.85 \$ 18,204.85 \$ 0,242,17
		Super 3	Noe 3	Yes	American Sector American Sector		Super 20b Days 				Super Base P Base P Super Supe	Nac 3 Nac 1 Nac 3 Y Nac 1 Nac 3 Y Nac 1 Nac 3 Y <	Yes	\$ 458.4 \$ 5,079.3 \$ 655.0 \$ 1,582.3 \$ 3,344.6 \$ 9,400.7 \$ 1,250.8 \$ 1,043.1 \$ 5,040.7 \$ 1,043.1 \$ 8,000.7 \$ 1,040.1 \$ 8,000.7 \$ 7,224.9 \$ 7,224.9 \$ 7,224.9 \$ 2,441.1 \$ 5,441.4 \$ 5,441.4 \$ 1,070.8 \$ 1,070.8 \$ 1,070.6 \$ 5,439.5 \$ 1,070.6 \$ 5,439.5 \$ 1,070.6 \$ 9,905.7 \$ 4,105.9 \$ 1,070.6 \$ 4,059.7 \$ 9,905.7 \$ 4,105.9 \$	1 1,563,92 2 1,563,92 3 4,156,80 4 5 2 1,023,60 5 7,18,46 6 7,18,46 7 2 8 7,18,46 9 2 9 2 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 3 2 3 3 3	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 38,308.84 \$ 22,653.36 \$ 22,653.36 \$ 18,700.73 \$ 5,935.00 \$ 7,911.31 \$ 8,728.00 \$ 8,728.00 \$ 3,491.37 \$ 16,700.01 \$ 16,304.85 \$ 0,242.17 \$ 0,242.17
		Super 3	Noe 3	Yes	American State American State American State <td< td=""><td></td><td>Super 20h Days </td><td>Note 3</td><td>Υτι Υτι Υτι Υτι Υτι Υτι</td><td></td><td>Super P Super P Super J Super J Super</td><td>Nac 3 Nac 1 Nac 3 Nac 1 Nac 1 Nac 2 Nac 7 Nac 8 Nac 9 Nac 9<!--</td--><td>Yes Yes Yes</td><td>\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,216.6 \$ 11,518.3 \$ 33,346.6 \$ 9,346.6 \$ 9,346.6 \$ 9,007.5 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 1,006.2 \$ 4,042.9 \$ 1,026.2 \$ 1,207.0 \$ 1,209.8</td><td>1 1,563,92 2 1,563,92 3 4,155,50 4 5 5 4,155,50 6 2 7 7 9 7 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 2 2 2 2 3 </td><td>\$ 1,000.00 \$ 1,00</td><td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,995.66 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700.01 \$ 16,304.85 \$ 0,242.17 \$ 01,296.99</td></td></td<>		Super 20h Days 	Note 3	Υτι Υτι Υτι Υτι Υτι Υτι		Super P Super P Super J Super	Nac 3 Nac 1 Nac 3 Nac 1 Nac 1 Nac 2 Nac 7 Nac 8 Nac 9 Nac 9 </td <td>Yes Yes Yes</td> <td>\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,216.6 \$ 11,518.3 \$ 33,346.6 \$ 9,346.6 \$ 9,346.6 \$ 9,007.5 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 1,006.2 \$ 4,042.9 \$ 1,026.2 \$ 1,207.0 \$ 1,209.8</td> <td>1 1,563,92 2 1,563,92 3 4,155,50 4 5 5 4,155,50 6 2 7 7 9 7 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 2 2 2 2 3 </td> <td>\$ 1,000.00 \$ 1,00</td> <td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,995.66 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700.01 \$ 16,304.85 \$ 0,242.17 \$ 01,296.99</td>	Yes	\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,216.6 \$ 11,518.3 \$ 33,346.6 \$ 9,346.6 \$ 9,346.6 \$ 9,007.5 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 1,006.2 \$ 4,042.9 \$ 1,026.2 \$ 1,207.0 \$ 1,209.8	1 1,563,92 2 1,563,92 3 4,155,50 4 5 5 4,155,50 6 2 7 7 9 7 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 2 2 2 2 3	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 18,700.73 \$ 5,995.66 \$ 7,911.51 \$ 8,726.00 \$ 3,491.37 \$ 16,700.01 \$ 16,304.85 \$ 0,242.17 \$ 01,296.99
	• • • •	Super 3	Noe 3	Yes	American Control American Control American Control		Super 20h Days 20h Da	Note 3	Yei Yei Yei Yei Yei Yei		Super Bar P Bar P Super	Nac 3 Nac 1 Nac 2 y Nac 1 Nac 2 y Nac 1 Nac 7 Nac 8 Y Nac 9 Nac 9 <td>Yes Yes Yes</td> <td>\$ 4584 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,582.3 \$ 3,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 8,000.7 \$ 1,250.8 \$ 10,948.1 \$ 7,2249.7 \$ 7,2249.7 \$ 7,2249.7 \$ 7,2249.7 \$ 9,400.7 \$ 1,028.2 \$ 4,041.1 \$ 5,459.8 \$ 1,028.2 \$ 4,044.1 \$ 5,459.8 \$ 1,028.2 \$ 6,476.7 \$ 1,028.2 \$ 9,003.5 \$ 1,026.2 \$ 9,003.5 \$ 40,576.5 \$ 40,576.5 \$ 40,576.5 \$<</td> <td>1 1,563,92 2 5 3 5 4 5 2 5 2 5 3 5 4 5 5 7 6 5 7 5 0 5 0 5 0 5 10 5 10 5 11 5 12 5 13 6 14/057.54 2 5 2 284.97 2 5 14/257.54 2 5 2 5 2 5 2 5 2 5 14/257.54 2 5 2 5 3 5 3 5 4 2,477.53 5 2,470.80</td> <td>\$ 1,000.00 \$ 1,00</td> <td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.75 \$ 5,935.00 \$ 7,911.51 \$ 8,720,00 \$ 7,911.51 \$ 8,720,00 \$ 3,491.37 \$ 16,700,01 \$ 16,700,01 \$ 18,304.85 \$ 0,242,17 \$ 0,1,290.99 \$ 15,544,72</td>	Yes	\$ 4584 \$ 5,979.3 \$ 55.01 \$ 18,210.6 \$ 1,582.3 \$ 3,346.6 \$ 9,400.7 \$ 1,250.8 \$ 10,948.1 \$ 8,000.7 \$ 1,250.8 \$ 10,948.1 \$ 7,2249.7 \$ 7,2249.7 \$ 7,2249.7 \$ 7,2249.7 \$ 9,400.7 \$ 1,028.2 \$ 4,041.1 \$ 5,459.8 \$ 1,028.2 \$ 4,044.1 \$ 5,459.8 \$ 1,028.2 \$ 6,476.7 \$ 1,028.2 \$ 9,003.5 \$ 1,026.2 \$ 9,003.5 \$ 40,576.5 \$ 40,576.5 \$ 40,576.5 \$<	1 1,563,92 2 5 3 5 4 5 2 5 2 5 3 5 4 5 5 7 6 5 7 5 0 5 0 5 0 5 10 5 10 5 11 5 12 5 13 6 14/057.54 2 5 2 284.97 2 5 14/257.54 2 5 2 5 2 5 2 5 2 5 14/257.54 2 5 2 5 3 5 3 5 4 2,477.53 5 2,470.80	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.75 \$ 5,935.00 \$ 7,911.51 \$ 8,720,00 \$ 7,911.51 \$ 8,720,00 \$ 3,491.37 \$ 16,700,01 \$ 16,700,01 \$ 18,304.85 \$ 0,242,17 \$ 0,1,290.99 \$ 15,544,72
		Super 3	Noe 3	Yes			Super 20h Days 20h Da	Note 3	Υτι Υτι Υτι Υτι Υτι Υτι		Super P Super P Super J Super	Nac 3 Nac 1 Nac 2 Nac 1 Nac 2 Nac 1 Nac 1 Nac 2 Nac 1 Nac 1 Nac 2 Nac 1 Nac 2 Nac 3 Nac 4 Nac 5 Nac 3 Nac 4 Nac 5 Nac 1 Nac 3 Nac 4 Nac 5 Nac 1 Nac 3 Nac 4 Nac 5 Nac 1 Nac 5 </td <td>Yes Yes Yes</td> <td>\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,216.6 \$ 11,518.3 \$ 33,346.6 \$ 9,346.6 \$ 9,346.6 \$ 9,007.5 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 1,006.2 \$ 4,042.9 \$ 1,026.2 \$ 1,207.8 \$ 1,209.8</td> <td>1 1,563,92 2 1,563,92 3 5 4 1,563,92 5 2 2 5 2 5 2 5 2 5 2 5 2 5 2 5 2 5 3 7 2 5 3 9,93,44 0 5 3 9,125,87 0 5 1 5 1 5 2 5 3 1,336,13 0 5 2 2 2 2 1 5 1 3 14,457,54 1 5 36,46 1 5 36,46 1 5 36,46 1 5 36,470,80 1 5 36,46 </td> <td>\$ 1,000.00 \$ 1,00</td> <td>\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.75 \$ 5,935.06 \$ 7,911.51 \$ 8,720.00 \$ 3,491.37 \$ 16,700.61 \$ 16,304.85 \$ 0,242.17 \$ 0,242.17 \$ 0,242.17 \$ 0,1266.99 \$ 15,544.72</td>	Yes	\$ 458.4 \$ 5,979.3 \$ 655.0 \$ 18,216.6 \$ 11,518.3 \$ 33,346.6 \$ 9,346.6 \$ 9,346.6 \$ 9,007.5 \$ 11,250.8 \$ 10,948.1 \$ 8,660.9 \$ 10,948.1 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 7,2244.9 \$ 1,006.2 \$ 4,042.9 \$ 1,026.2 \$ 1,207.8 \$ 1,209.8	1 1,563,92 2 1,563,92 3 5 4 1,563,92 5 2 2 5 2 5 2 5 2 5 2 5 2 5 2 5 2 5 3 7 2 5 3 9,93,44 0 5 3 9,125,87 0 5 1 5 1 5 2 5 3 1,336,13 0 5 2 2 2 2 1 5 1 3 14,457,54 1 5 36,46 1 5 36,46 1 5 36,46 1 5 36,470,80 1 5 36,46	\$ 1,000.00 \$ 1,00	\$ 9,198.30 \$ 58,308.84 \$ 23,653.36 \$ 23,653.36 \$ 18,700.75 \$ 5,935.06 \$ 7,911.51 \$ 8,720.00 \$ 3,491.37 \$ 16,700.61 \$ 16,304.85 \$ 0,242.17 \$ 0,242.17 \$ 0,242.17 \$ 0,1266.99 \$ 15,544.72

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		Base Pay	Note 1	Yes	<u> </u>	<u> </u>	20th Days	Note 7	Yes		20th Days	Note 7	Yes	\$ 26,416.35			
		Super	Note 3	Yes		<u> </u>					9 Base Pay	Note		\$ 13,623.23	\$ 4,305.15	\$ 1,000.00	\$ 23,039.60
				· · · · · · · · · · · · · · · · · · ·			Base Pay	Note I	Yes		Super 9 Base Pay	Note 3 Note 1; Note 2	Yes	\$ 4,711.22			
							Super	Note 3	Yes		Super	Note 1; Note 2 Note 3	Yes Yes	\$ 4,137.01 \$ 1,335.03	\$ 499.23	\$ 1,000.00	\$ 31,665.76
							20th Days	Note 7	Yes		20th Days	Note 7		\$ 24,694.49			
							Base Pay	Note i	Yes		9 Base Pay	Note 1		\$ 8,352.79	\$ 2,272.57	\$ 1,000.00	\$ 13,706.12
				L			Super	Note 3	Yes		Super	Note 3	Yes	\$ 2,080.75	-	1,0000	\$ 15,700.12
		Base Pay Super	Note 1 Note 3	Yes							9 Base Pay	Notel	Yes	\$ 34,116.80	\$ 9,334.19	\$ 1,000.00	\$ \$1,756.52
-	_	Super	Note 3	Yes	L			· · · · · ·			Super	Note 3		\$ 7,305.53			
		+			· · · · · · · · · · · · · · · · · · ·		Super	Note 3	No		9 Super	Note 3		\$ 253.50			\$ 1,205 99
1					· · · · · · · · · · · · · · · · · · ·			h	ł		8 Super 9 Super	Note 3 Note 3	Yes	\$ 27.99			
				i			Super	Note 3	Yes		9 Super	Note 3	Yes	\$ 1,513.66 \$ 562.45			
										i i	9 Super	Note3	Yer	\$ 123.44			
	<u> </u>	<u> </u>								Î	PT Overtime	Note 5	Yes	\$ 263.02	\$ 29.98		3 7,293.11
		——	·		ļ							Note 7	Yes	\$ 5,870.09			
	- ·				<u> </u>					ł	Super	Note 3	Yes	\$ 305.97	\$ 10.28		\$ 1,322.25
		<u> </u>			<u> </u>	<u> </u>					9 Super	Note 3	Yes	\$ 3,192.17	\$ 251.60		
					<u> </u>		<u> </u>	-	<u>+</u>		9 Super	Note 3	Yes	\$ 137.31	\$ 7.72		
									<u> </u>		Super 20th Days	Note 3	Yes Yes	\$ 330.80 \$ 9,047.66	\$ 39.47	\$ 1,000.00	\$ 10,417.93
											Super	Note 3	Yes	\$ 9,047.08	\$ 1,90	\$ 1,000.00	\$ 7,417.18
·											20th Days	Note 7		\$ 6,379.57		- 1,000.00	* 7,417.18
H			ļ								Super	Note 3	Yes	\$ 217.12	\$ 11.55	\$ 1,000.00	\$ 1,228.67
H			<u>├</u> ,		-		Super	Note 3	├ ────┤		Super	Note 3		\$ 1,187.02	\$ 232.60	\$ 1,000.00	\$ 2,419.62
					<u> </u>	<u> </u>	t				Super 20th Days	Note3 Note7		\$ 20.68	\$ 1.16	\$ 1,000.00	\$ 2,414.15
_											20th Days Super	Note 7 Note 3		\$ 1,392.31 \$ 12,70			
							t				Super	Note 3		\$ 12.70 \$ 24.95	\$ 0.66 \$ 1.33		\$ 1,013.38
												Note 3		\$ 85.57	\$ 4.55		\$ 1,026.28 \$ 1,090.12
							Super	Note 3			Super	Note 3		\$ 15.69	\$ 0.84		\$ 1,016.53
						_						Note 3	Yes	\$ 168 97	\$ 11.24	\$ 1,000.00	\$ 1,180.21
·						_	<u> </u>				Super	Note 3	Yes	\$ 363.77	\$ 19.36		\$ 1,383.13
											Super Super	Note 3	Yes	\$ 244.82	\$ 13.03		\$ 1,257.85
						_						Note 3 Note 3	Yes	\$ 489.78 \$ 242.75	\$ 26.06		
							<u> </u>					Note 3		\$ 242.75 \$ 159.20	\$ 12.92 \$ 8.47		\$ 1,255.66 \$ 1,167.67
L												Note 3	Yes	\$ 92.08	\$ 4.90		
ł ł												Note 3	Yes	\$ 134.82	\$ 7.17		
									ļ			Note 3	Yes	\$ 122.65	\$6.53		
		_								-		Note 3	Yes	\$ 281.44	\$ 14.96		
					_	_						Note 3	Yes Yes	\$ 134.45 \$ 3,765.51	\$ 7.56	1,000.00	\$ 4,907.52
												Note 3	Yes	\$ 3,765.51 \$ 178.22	\$ 9.48	\$ 1,000.00	\$ 1,187.70
											Super	Note 3	Yes	\$ 105.31	\$ 5.66		\$ 6,578.10
┣───┥											20th Days	Note 7	Yes	\$ \$,466.12			
1												Note 3	Yes	\$ 122,65	\$ 6.53		\$ 1,129.18
				-							Super	Note 3	Yes	\$ 106.33	\$ 5.66	\$ 1,000.00	\$ 5,392.07
											20th Days Super	Note 7 Note 3		\$ 4,280.08 \$ 43.62			
												Note 3	Yes		\$ 2.32 \$ 7.39	1,000.00	8 1,045.94 8 1,138.85
┣───┤											Super	Note 3		8 84.52	\$ 4.75		s 1,138.85 S 3,655.61
╟────┤												Note 7	Yes	\$ 2,566.33		.,	2002101
╟───┤									├── ── ↓			Note 3	Yes		\$ 8.16		§ 1,153.38
				-					├ <u></u>			Nale3	Yes		4 .73		1,058.87
												Note 3 Note 3	Yes :	67.66	5 II.47 1		1,226.97
												Note 3	Yes	67.66 37.31	8 3.60 1 8 2.10 1		1,071.26 1,039.41
H												fate 3	Yes	s 107.15	- <u> </u>	1,000,000	s 1,039.41
╟───┥											Super	late 3	Yes		B 13.59 1		1,255.37
┣━━━━╋							Super	Note 3				late 3	Yes	5 28.39 1	5 1.51 1		24,703.10
├ ──┼							20th Days	Note 7				iote 7	Yes	23,673,19			
		1										fote 4 fote 7	Yes 1 Yes 1	3,390.44 8 8,527.96		1,000.00	12,918,40
I												lote 4	Yes	6,493.00		1,000.60	5 7,493.00
├─── ┼											Ovenime	late 4	Yes	4,794.00			5,794.00
							Oversime	Note 4	Yes	-		lote 4	Yes 5	45,014.00	5		75,099.73
							Overtime					lote 7	Yes S	28,065.73			
							o verame	Note 4	Yes		Overtime 1	late 4	Yes	7,063.00	s	1,000.00 :	8,083.00

21,479.74	1,000.00 \$	s	16,988.98	s	Yes	Note 7	20th Days	Yes	Note7	20th Days			1216.000 246223	Contraction The	MARSHER !!	NUCH MAR	
		716.40	2,774.36 \$	s	Yes	Note 5	PTOverime	And and a start	NEWS 2017 ALLEN ALL	18.8			1017532-14-15-571-2-14	Street, Statistics	Citer March	State of the State of the	Charles and
6,460.57	1,000.00 \$	\$	5,400.57	5	Yes	Note 7	20th Days	Yes	Note 7	20th Days			Provide Statistics	NOTO BABLE	1.00		TRANSFER STATE
6,103.65	1,000.00 \$	5	5,103.65	5	Yes	Note7	20th Days	and the second	area and a second	de altres	Monthly count	HALING STOP STA	NOT COLOR OF CAR	ALL REPORTS	Chebran	With States	in the second second second
8,982.97	1,000.00 \$	\$	7,982.97	\$	Yes	Note 7	20th Days			and successive	21.1	1.1.1	and the state of the state	Longertrauged a	1226.5227	A POLIS COLOR	And States
18,335.06	1,000.00 \$	\$	17,335.06	s	Yes	Note 7	20th Days	and the second s	and the second	- Thursday	1902-12	Level and	Data Alace 1	and constants	1000 March	Provinti Summer	Steam that
11,674.60	1,000.00 \$	5	10,674.60	s	Yes	Note7	20th Days	and a state	- merical at	Section 198	Ber Caras	the state of the state of	Manual Contraction	ASSOCIATE STATE	d 25 mints	Martin and	A CONTRACTOR OF THE
9,974.00	1,000.00 \$	5	8,974.00	5	Yes	Note 7	20th Days	C. M. M. Stands	Frank Charles	1 Red Barris	Maria and Andrews	Selected States	Contract and	When the state	Bidestine's	TOT LABORA	1 California
11,449.69	1,000.00 \$	\$	10,449.69	5	Yes	Note 7	20th Days		Les anne anne a	Frank	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	and the state	ALC: MELES	Contraction Contraction	and the second	Disting the off	ALC: NO.
9,499.99	1,000.00 \$	\$	8,499.99	5	Yes	Note 7	20th Days		Carlos and the second	Anderson	Sec. 28	" her all war to	Marsh Large Could	THELE STOR	Sec. Hora	the state and a	Section 6.4
9,667.75	1,000.00 \$	\$	8,667.75	5	Yes	Note 7	20th Days	a state white the	Tomar and the	Callt-ial	the second sec	Stanoken B.	and the second	Constant State	TAL GOOD A	REALER	Service Station
9,287.70	1,000.00 \$	s	8,287.70	\$	Yes	Note 7	20th Days	Charles Carlos	1977 - 24 - 20 - 20 - 20 - 20 - 20 - 20 - 20	Carl march	an a	The strategical and	Station and the second	La. R. Carlos Maria	Service:	1.2.987228	ALL ADDING A
9,047.47	1,000.00 \$	\$	8,047.47	\$	Yes	Note 7	20th Days	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	ALC: YOU THE SHA	and make	Sec. 1	Francis Bride	国の中の利用語をついた	And Carles A.	1000461205	Sector Contractions	A California and
6,831.87	1,000.00 \$	s	5,831.87	5	Yes	Note 7	20th Days	925	and the second	dista ins	2.2.2.7.2.1	and the state of	Real and State	1 Calmenter Contract	AL ALAS	Service and	CANEL CALLY
1,497.47	1,000.00 \$	5	497.47	s	Yes	Note7	20th Days	and the second	Contrar Levelad	REPARTS	2822722324992	AND A CONTRACT	包約20.0712月1日	和此代目的有效的社	1811137	TO WE WE WANT	HARANSANED
2,374.83	1,000.00 \$	5	1,374.83	5	Yes	Note 7	20th Days	のないないなっている	的政治的基本的原因	\$\$\$40% Block	120 10 10 10 10 10	and the states	第一日的小学的教授 中心	CLEMPER COLUMNER	SAMA MAR	A STATISTICS	1.000
12,738.96	1,000.00 \$	\$	11,738.96	5	Yes	Note 7	20th Days		Real and the second second	1 2 Martin St	14 - C - C - C - C - C - C - C - C - C -	Contract Contract	I wanter and	The State State of the	SPROKED STOR	2 Cast and	· · · · · · · · · · · · · · · · · · ·
6,508.11	1,000.00 \$	563.67 \$	4,944.44 S	\$	Yes	Note 6	On Call	No. 2 Sector Sector	S. P. A. A. A. S.	20030285.h	State Section in	C.C. Strategy	A LO DO MANA	Weiller Bank Sold	SHADSAN.	Settings 78.00	Salat Toka
3,477.38	1,000.00 \$	88.90 \$	2,385.48 \$	5	Yes	Note 6	On Call	100 100 100 100 100 100 100 100 100 100	200 00 1 2	New York	a constant of the	1. A.S. 1. A.S. 1.	LETT, STATES	THEFT	1898-1774	Allabor States	Ling the mail
3,561.97	1,000.00 \$	121.10 \$	2,440.87 \$	5	Yes	Note 6	On Call	States and the second	The Section	KOPPOTE L	Annie and	and the second	No. 10 Sales	Carendaria (Cares	CONTRACTOR OF	PARTICIPALITY	
6,179.92	1,000.00 \$	276.96 \$	3,514.64 \$	s	Yes	Note 6	On Call	Carmina 220	1. State Barrie Cont	Wallach	1285 Salaria	Constant Lines	and an and a second	and the second second	SUSSER	Martin St.	出行政治法律的
		311.10	1,077.23 \$	\$	Yes	Note 7	20th Days	- House	Villa a martin	Renewal	alternand.	Land Starley	New Station of the State	and a set of the set o	20393663	distance allowed	Markey Tables
19,488.36	1,000.00 \$	1,907.24 \$	16,581.12 \$	\$	Yes	Note 6	On Call	1 1 1 1 1 1 1 1 1	1. W. C.	1910-201	2240403220	State of the state of the	La Constanting	A LANDER WINKER	This det	THE REAL PROPERTY OF	EN JUNE HOUR
11,010.46	1,000.00 \$	548.44 \$	9,462.02 \$	s	Yes	Note ó	On Call	100 miles	A CONTRACTOR	America	Section and		Car Handler Star 19	Automit Shane T	ACCERCISION OF	and descention	12. Section
15,259.69	1,000.00 \$	983.28 \$	13,276.41 \$	s	Yes	Note ó	On Call	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	we that has a strain of the	1.5419063	WE WERE	1953	STREE LAST	Now MERCENSING	1 如此国际	ODAG THE REAL	state state
9,368.55	1,000.00 \$	735.96 \$	7,632.59 \$	\$	Yes	Nate 6	On Call	and the second s	the second second	North State	832.763 S. 160	Sec. 1	REPAIR TO MAKE	HANNA COMPANY	是自己的有效	A 10782082	出现的出现问题
59,332.10	1,000.00 \$	7,858.10 \$	50,474.00 \$	s	Yes	Note ó	On Call	Ser Country 197	the second	12.77 4 4 4 4 4	196141111211	00000000000	SUTTING STREET	COMPARAMENTS IN	interests.	Bar Trink Salett	Magazine Sala
141,717.00	1,000.00 \$	29,955.78 \$	110,761.88 \$	5	Yes	Note 6	On Call	14 - 15 - 15 Mar	2377	T-NE 23	7812-221-1		CLASSING CONTRACT	New Clabert	的现在分词	18222333333	St. West Prairie
1,121.90	1,000.00 \$	12.48 \$	109.48 \$	s	Yes	Note 8	First Aid	S. Ten (25, 1997) - 2019	Aller Solares The Sta	42000000	neosting.	Supply of the second	and all sup modeling a	网络金融网络和金融合	Contrast.	TENNUS FORMS	SHATPH METERS
1,116.85	1,000.00 \$	4.08 \$	112.77 \$	5	Yes	Note 8	First Aid	STORE AND	and shirt is	described.	separate 1620	Maria Maria	Personal States	and the second second	1722240193	ANKED : NAMA	的。就此近常说
8,789.45	1,000.00 \$	1,053.16 \$	6,736.30 S	5	Yes	Note 5	PT Overtime	N 2 3 1 1 2 1 1	Distance in the	a scherter	2200000		tersal art where	TROUBLE AND	NAMES IN	NERT AND	MARSON AND

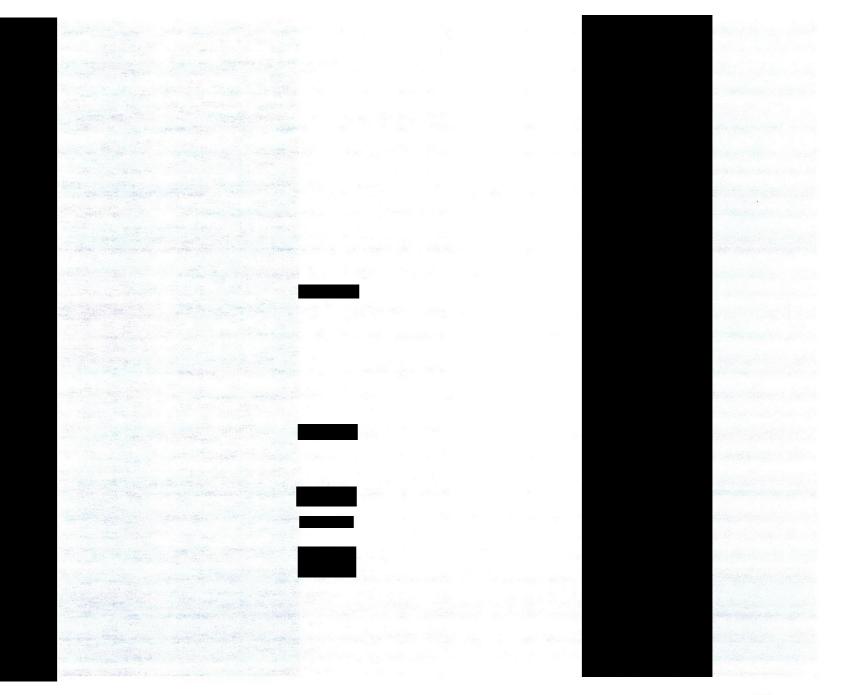
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Schedule B to the undertaking given by Qantas Airways Limited and accepted by the Fair Work Ombudsman pursuant to section 715(2) of the Fair Work Act 2009

				Employment period du	ring operation of AS	UEA9	Employment period	during operation of ASU	9 EA 10	- () - () - () - () - () - () - () - ()	Employment perio	d during operation of A	U EA 11	
				Payroll Effective Date (9 June 2011 to 2 July 2013) Fud Date Slart Date End Date				Payro (3 July 2	oll Effective Date 013 to 12 July 2016)			Payroll Effect (13 July 2016-	ve Date current)	
ID No	First Name	Last Name	Start Date	End Date	Start Date	End Date	Start Date	End Date	Start Date	End Date	Start Date	End Date	Start Date	End Date

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Page 34 of 45

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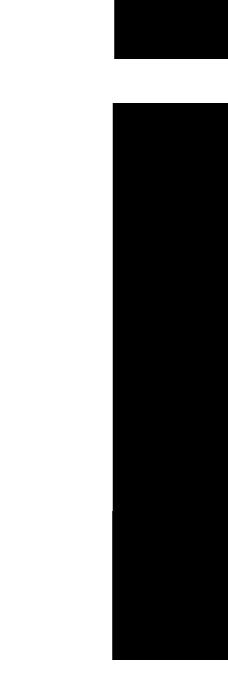




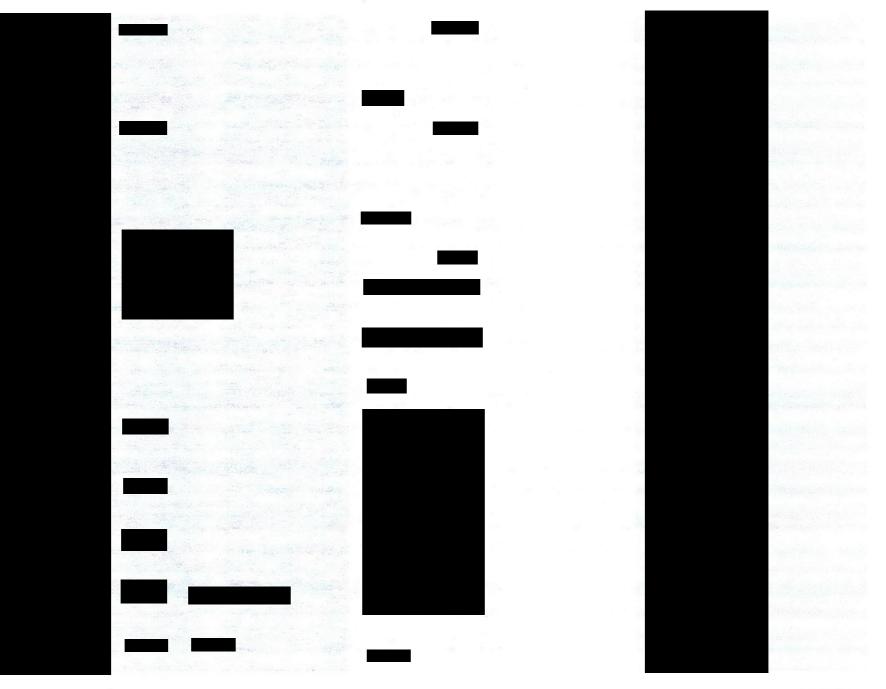


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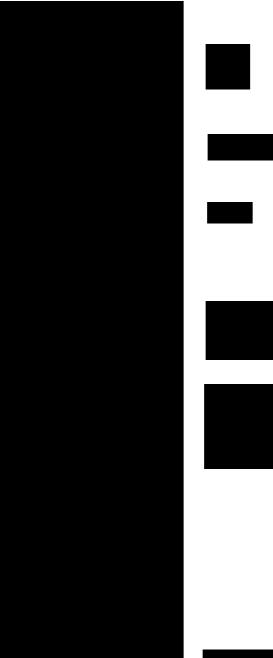


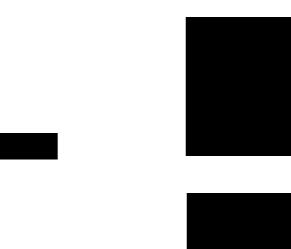




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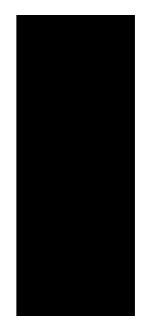


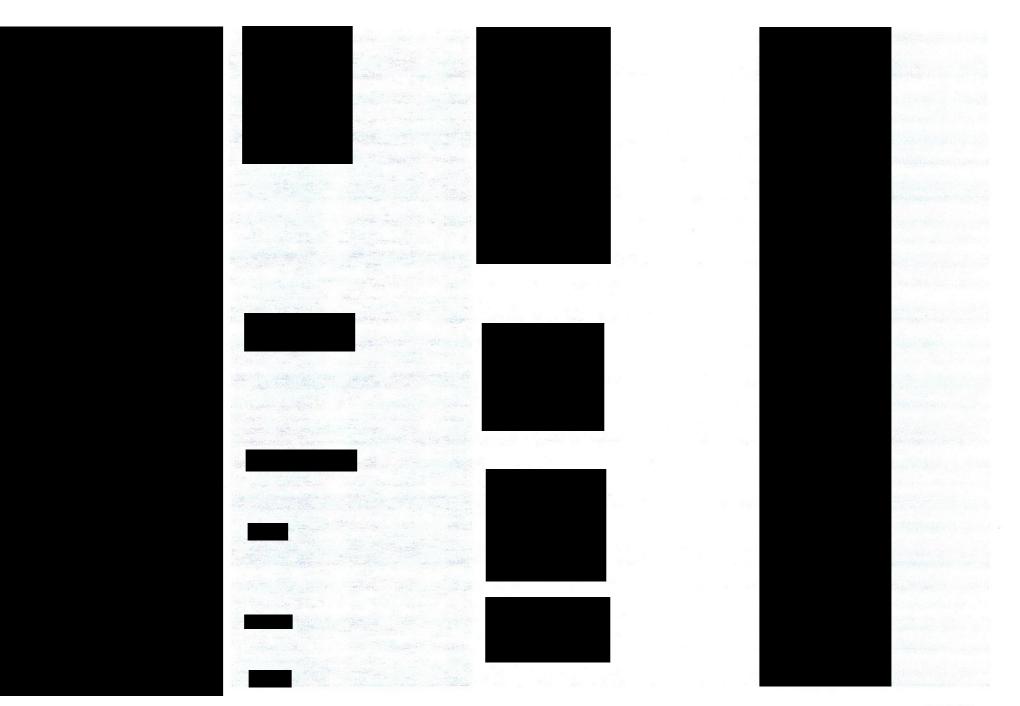






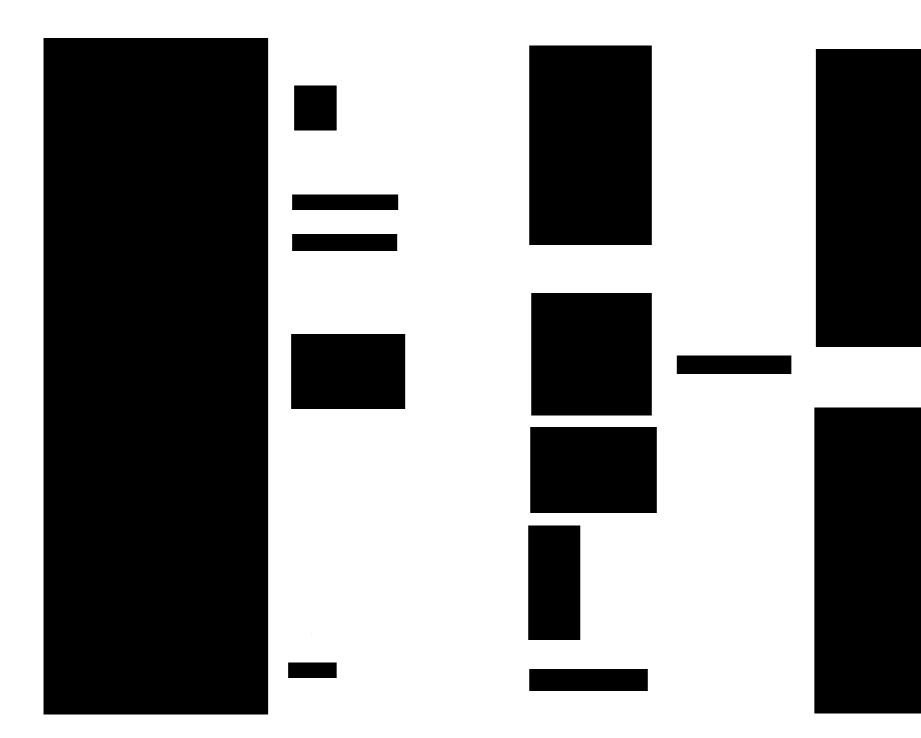






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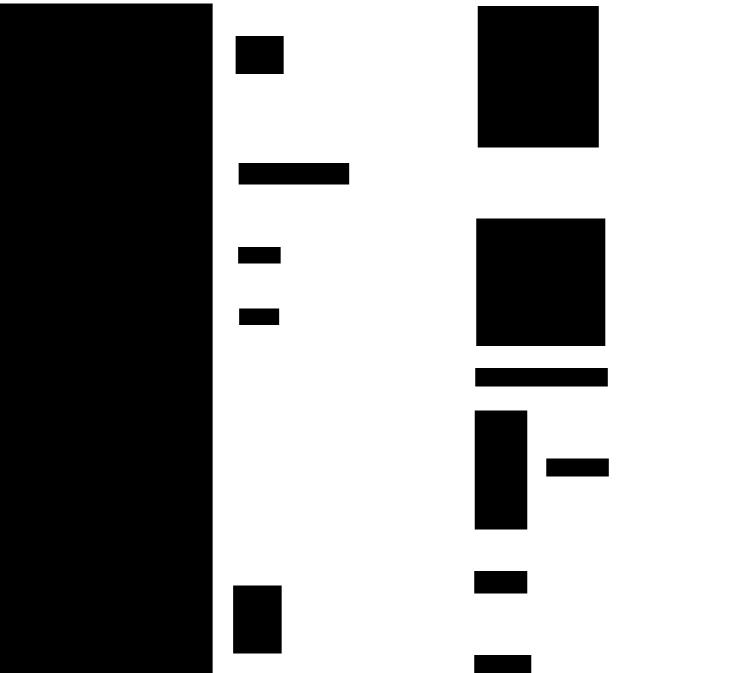
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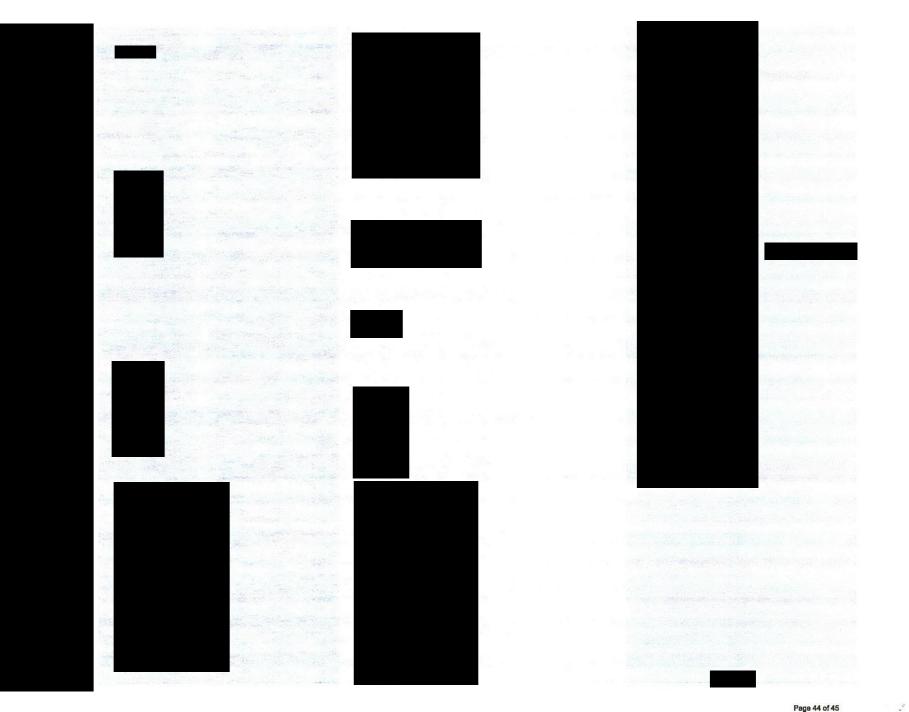


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Page 44 of 45



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Page 45 of 45

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