

### ENFORCEABLE UNDERTAKING

This undertaking is **given** by WH Smith Australia Pty Limited (ABN 70 146 430 622) and **accepted** by the Fair Work Ombudsman pursuant to s 715(2) of the *Fair Work Act 2009* in relation to the contraventions described in paragraph 8 of this undertaking.

## ENFORCEABLE UNDERTAKING

### PARTIES

1. 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 WH Smith Australia Pty Limited (**WHSmith**), ABN: 70 146 430 622, Level 4, 72-80 William St, Woolloomooloo, NSW, 2011.

### COMMENCEMENT

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

### BACKGROUND

3. WHSmith is a company that is owned by WHSmith PLC, a business headquartered in the United Kingdom. WHSmith PLC was established in 1792 and began trading in Australia in 2010. In Australia, WHSmith employs 720 employees across 64 corporate stores (as at February 2020) under the following brands; WHSmith, Fresh+, Wild Gifts & Cards, Supanews, Gadgetshop, Zoodle, Longshot, and Immotion. There are an additional 29 franchise stores. Stores are primarily located within high traffic areas in airports, train stations and hospitals.
4. From April 2019, WHSmith notified the FWO that:
  - (a) in late 2018, as a result of an internal audit and a change of the payroll software system WHSmith identified that:
    - (i) it had failed to correctly record the agreed work patterns of employees engaged on a part-time basis, or any variation to these agreed work patterns;
    - (ii) the *General Retail Industry Award 2010* (**Retail Award**) and the *Fast Food Industry Award 2010* (**Fast Food Award**) (hereafter collectively referred to as the **relevant instruments**) may apply to a number of its current and former employees whom it had not been applying the relevant

instrument to and the terms and conditions on which it employed those employees did not satisfy the minimum terms and conditions in the relevant instrument, resulting in underpayments as:

(A) staff had not received their entitlements under the Retail Award where they did not have a 12 hour break between shifts; and

(B) staff had not received entitlements under the relevant instruments for working overtime.

- (b) the contraventions related to a period between 1 October 2013 and 27 April 2019 (**Relevant Period**);
- (c) the self-disclosure of contraventions relates to corporate-owned stores;
- (d) in late 2018, Deloitte had been engaged to complete data analysis and quantification work relating to potential underpayments and to assist with developing a remediation plan;
- (e) WHSmith completed the transition to a new payroll system in April 2019 and implemented internal processes to ensure ongoing compliance with the relevant instruments;
- (f) WHSmith has ensured that all impacted employees during the Relevant Period (both current and former) were reimbursed for any underpayment of workplace entitlements.

5. Prior to the execution of this Undertaking, WHSmith notified the FWO that it had:

- (a) contacted current and former employees of WHSmith to advise of the issues and remediation process;
- (b) organised externally run training for management staff of WHSmith and franchisees focused on the understanding of the relevant instruments;
- (c) arranged for all corporate store managers to register for My Account and FWO email updates;
- (d) appointed an internal payroll specialist;
- (e) calculated and rectified the underpayments referred to in paragraph 4(a)

above by paying each of the employees referred to in column A of Schedule A to this Undertaking (**Schedule A Employees**) the amounts referred to in column B of Schedule A, totalling **\$2,257,769.02**, gross (including 4.25% interest) to 312 current and 1,199 former employees; and

- (f) rectified any associated superannuation underpayments as required by law to each of the Schedule A Employees, by paying any such required superannuation contributions to the chosen superannuation fund of the employee, totalling \$24,250.22.

6. Prior to the execution of this Undertaking, WHSmith has:

- (a) established a dedicated telephone number and email address for all current and former employees to whom the relevant instruments applies, or had applied, to make enquiries in relation to their entitlements, underpayments or related employment concerns (**Employee Hotline**). Employees have the option of making enquiries on a confidential basis.
- (b) communicated the existence and purpose of the Employee Hotline by way of letter to the last known address of all current and former employees to whom the relevant instruments applies, or had applied, known at 26 April 2019, and dating back to January 2013.

7. Also prior to the execution of this Undertaking, WHSmith has:

- (a) organised and ensured training was provided to all persons having responsibility for human resource, recruitment or payroll functions (**Training**) relating to compliance with applicable Commonwealth workplace laws and instruments, including but not limited to the rights and responsibilities of employers under the FW Act and the relevant instruments; and
- (b) ensured that all persons responsible for management, payroll and human resources complete all education courses designed for employers available on the FWO online learning centre via <http://www.fairwork.gov.au/how-we-will-help/online-training>.

## ADMISSIONS

8. The FWO has a reasonable belief, and WHSmith admits, that WHSmith contravened:

- (a) section 45 of the FW Act during the Relevant Period by failing to pay each of the Schedule A Employees the amount or amounts to which the employee was entitled to under the relevant instruments identified in Schedule A to this Undertaking in relation to that employee, including the following provisions:
  - (i) clause 12 of the relevant instruments in relation to documenting in writing part time agreements specifying a regular pattern of work;
  - (ii) clause 12 of the relevant instruments in relation to documenting in writing variations to part time agreements;
  - (iii) clause 12 of the relevant instruments which require the employer to retain a copy of a part time agreement and any variations, and for a copy to be provided to the employee;
  - (iv) clause 12 of the relevant instruments in relation to the payment of overtime for hours worked in addition to agreed part time hours;
  - (v) clause 20 of the Retail Award in relation to the payment of a special clothing allowance;
  - (vi) clause 29 of the Retail Award in relation to the payment of overtime for hours outside the span of hours or roster conditions;
  - (vii) clause 29 of the Retail Award in relation to the payment of overtime for hours additional to agreed part time hours;
  - (viii) clause 26.2 of the Fast Food Award in relation to the payment of overtime for hours additional to agreed part time hours; and
  - (ix) clause 31 of the Retail Award in relation to payment of double the rate to which they were entitled when not afforded a 12 hour break between shifts.
- (b) s44(1) of the FW Act by failing to comply with the requirement in section 89(1) of the FW Act by deducting annual leave for days of annual leave that fell on a public

holiday; and

- (c) section 535 of the FW Act by failing to make and keep employee records as required by regulations 3.32 and 3.34 of the *Fair Work Regulations 2009* (**FW Regulations**) where identified for the listed Schedule A Employees for the Relevant Period.

9. The contraventions identified in paragraph 8 of this Undertaking do not include:

- (a) any contraventions which relate to or arise as a consequence of WHSmith failing to correctly apply the relevant instruments to any employee not listed in Schedule A to this Undertaking (**Non-schedule Employees**). For the avoidance of doubt this Undertaking is not given in respect of any Non-schedule Employees who were underpaid as a result of WHSmith failing to correctly apply the relevant instruments 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 WHSmith. 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 WHSmith and the FWO's acceptance of this Undertaking is not based on any reasonable belief about the existence of any such contravention.

## **UNDERTAKINGS**

10. WHSmith will take the actions set out at paragraphs 11 to 60 below.

### **Review and rectification of underpayments**

11. Before the Commencement Date of this Undertaking, WHSmith have:

- (a) finalised the calculation of any underpayment amount, plus any superannuation entitlements payable on those amounts, to each of the Schedule A Employees under the relevant instruments during the Relevant Period (**Underpayments**); and
- (b) subject to paragraph 12, paid each of the Schedule A Employees:
  - (i) the underpayment amount owing to them;

- (ii) any superannuation payments which may be required by law, by making payment to their chosen superannuation fund; and
  - (iii) interest on the amount referred to in (i), calculated at an interest rate of 4.25%. Within 120 days, WHSmith will provide the FWO evidence of all payments made to Schedule A Employees to rectify the Underpayments.
- 12. If any Schedule A Employees cannot be located by 120 days, WHSmith will pay the amounts payable under the FW Act owing to those employees to the Commonwealth of Australia in accordance with section 559 of the FW Act. WHSmith will complete the required documents supplied by the FWO for this purpose.
- 13. In the event that the FWO is able to locate and contact any Schedule A Employees, the FWO will (in addition to its obligations under section 559 of the FW Act) notify WHSmith in writing of the name and contact details of the current or former employee. Within 14 days of receiving any such notice WHSmith will pay the current or former employee:
  - (a) interest on the amount already paid by WHSmith to the Commonwealth of Australia in respect of that employee, calculated for each financial year from the date that the employee first became entitled to that amount until the date on which that amount is paid, using an interest rate of 4.25%.

#### **Independent Audits**

- 14. WHSmith 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 WHSmith's compliance with the FW Act and FW Regulations, in relation to the Retail Award and the Fast Food Award, and any future instruments that replace the relevant instruments (**Audits**).
- 15. The Independent Auditor must consider WHSmith's compliance with the Retail Award, the Fast Food Award, the National Employment Standards and Part 3-6, Division 3 of the FW Act.
- 16. WHSmith will notify the FWO of its proposed Independent Auditor by no later than 3 months. The FWO may in its sole discretion approve the Independent Auditor in writing or otherwise require WHSmith 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 WHSmith.

17. WHSmith must ensure that each of the Audits conducted by the Independent Auditor includes:

- (a) an assessment of whether the relevant instruments (or replacement instruments) applies to a sample of no less than 15% of its employees from a range of classifications, employment types and work locations (**Sampled Employees**) in respect of their employment by WHSmith;
- (b) an assessment of whether the Sampled Employees to whom the relevant instruments (or replacement instruments) applies have been correctly classified by WHSmith;
- (c) an assessment of whether the pay and conditions of the Sampled Employees to whom the relevant instruments (or replacement instruments) applies during the relevant audit period is in compliance with the FW Act and the relevant instruments (or replacement instruments);
- (e) 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
- (f) that each of the written reports referred to in (e) above contains the following declarations from the Independent Auditor:
  - (i) 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 WHSmith, the Independent Auditor undertakes that it has acted independently, impartially, objectively and without influence from WHSmith 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

18. For the First Audit, the relevant period to assess Sampled Employees is at least 2 full pay periods falling within the period from 1 July 2020 to 31 August 2020 (**First Audit**).
19. By 9 February 2021, WHSmith will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the First Audit.
20. WHSmith will use its best endeavours to ensure the Independent Auditor provides a draft written report of the First Audit directly to the FWO by 2 March 2021, setting out the draft First Audit findings, and the facts and circumstances supporting the First Audit findings. WHSmith will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to WHSmith without the FWO's approval.
21. WHSmith 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. WHSmith will ensure the Independent Auditor does not provide the First Audit Report, or a copy of the same, to WHSmith without the FWO's approval.

#### The Second Audit

22. For the Second Audit, the relevant period to assess Sampled Employees is at least 2 full pay periods falling within the period from 1 July 2021 to 31 August 2021 (**Second Audit**).
23. By 9 October 2021, WHSmith will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Second Audit.
24. WHSmith will use its best endeavours to ensure the Independent Auditor provides a draft written report of the Second Audit directly to the FWO by 31 October 2021, setting out the draft Second Audit findings, and the facts and circumstances supporting the Second Audit findings. WHSmith will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to WHSmith without the FWO's approval.

25. WHSmith 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. WHSmith will ensure the Independent Auditor does not provide the written report, or a copy of the same, to WHSmith without the FWO's approval.

#### The Third Audit

26. For the Third Audit, the relevant period to assess Sampled Employees is at least 2 full pay periods falling within the period from 1 July 2022 to 31 August 2022 (**Third Audit**).
27. By 9 October 2022, WHSmith will provide for the FWO's approval, details of the methodology to be used by the Independent Auditor to conduct the Third Audit.
28. WHSmith will use its best endeavours to ensure the Independent Auditor provides a draft written report of the Third Audit directly to the FWO by 31 October 2022, setting out the draft Third Audit findings, and the facts and circumstances supporting the Third Audit findings. WHSmith will ensure the Independent Auditor does not provide the draft written report, or a copy of the same, to WHSmith without the FWO's approval.
29. WHSmith 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. WHSmith will ensure the Independent Auditor does not provide the written report, or a copy of the same, to WHSmith without the FWO's approval.

#### **Outcome of Audits**

30. If any of the Audits identify underpayments to any current or former employees, WHSmith will conduct a reconciliation of the amounts paid to those employees during the relevant audit period and rectify any underpayments that are identified. The reconciliation period for each identified employee will be from the start of the relevant audit period to the end of the relevant audit period.

31. In the event any of the Audits disclose contraventions of any applicable Commonwealth workplace law and/or instruments, WHSmith will rectify all such contraventions within 14 days of each of the finalisation dates specified above, including rectification of any and all underpayments to employees and provide evidence of rectification to the FWO.
32. 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, WHSmith will pay those amounts to the Commonwealth of Australia (through the FWO) in accordance with section 559 of the FW Act. WHSmith will complete the required documents supplied by the FWO for this purpose.
33. 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, WHSmith will engage an accounting professional or an employment law specialist approved by the FWO to conduct a further audit of all its employees current or former to whom the relevant instrument (or replacement instrument) applies as determined by the FWO (**Additional Audit**). Any Additional Audit:
  - (a) must be paid for by WHSmith; and
  - (b) Will be limited to the specific provisions of the relevant industrial instrument giving rise to the underpayment identified.
34. If requested by the FWO, WHSmith will provide the FWO with all records and documents used to conduct any or all of the Audits (including any Additional Audit), within 7 days of such a request.

**Employee Hotline and email address**

35. WHSmith will:
  - (a) ensure the Employee Hotline referred to at paragraph 6 above remains operational for a period of 12 months from the Commencement Date;
  - (b) ensure that the telephone number and email address are included on the public notice (see paragraphs 39 to 41) and the social media notice (see paragraphs 48 to 50);

- (c) 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
- (d) 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 until the expiry of the 12 month period referred to in paragraph 35(a) above.

## **Notices – Internal and External**

### Apology to Employees

- 36. WHSmith will send a letter of apology (**Apology Letter**) to all Schedule A Employees (both former and current) within 14 days of the execution of this Undertaking. The Apology Letter will be in the form of Attachment A to this Undertaking.
- 37. WHSmith will provide evidence to the FWO that the Apology Letter has been sent to all affected employees by within 14 days of the execution of this Undertaking.

### Media Release

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

### Public Notice

- 39. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, WHSmith will place a notice in the Weekend Australian.
- 40. The Public Notice must:
  - (a) bear the name and logo of WHSmith;
  - (b) appear within the first 5 pages of the newspaper;
  - (c) be at least 10 cm x 8 cm; and
  - (d) contain wording in the form of Attachment B.
- 41. WHSmith 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

42. By 30 days of the Commencement Date, WHSmith will cause to be displayed within all the workplace/s controlled by WHSmith a notice in the form of Attachment B to this Undertaking (**Workplace Notice**).
43. WHSmith must ensure the Workplace Notice is:
- (a) at least A3 size;
  - (b) clearly displayed in a location to which all employees have access (for example, by placement on a staff noticeboard); and
  - (c) displayed for a period of 28 continuous days.
44. At the end of the period referred to in clause 43(c) above, WHSmith will provide confirmation to the FWO that the Workplace Notice has been continuously displayed at each location for the required period.

#### Website Notice

45. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, WHSmith will place a notice on its website (**Website Notice**).
46. The Website Notice must:
- (a) be in the form of the Website Notice set out at Attachment B;
  - (b) be displayed in at least size 10 font; and
  - (c) remain on the website for a period of 6 months.
47. Within 7 days of placing the Website Notice on its website, WHSmith will provide to the FWO evidence of its placement.

#### Social Media Notice

48. Within 28 days of, but not prior to, the FWO publishing a media release on its website in respect of the Undertaking, WHSmith will place a post on its LinkedIn Page (**Social Media Notice**).
49. The Social Media Notice must:
- (a) be posted and pinned to the top of the homepage in public view;

- (b) remain on the LinkedIn page for a continuous period of at least 28 days; and
  - (c) be in the form of the Public Notice set out at Attachment B.
50. Within 7 days of posting the Social Media Notice to its LinkedIn page, WHSmith will provide to the FWO evidence of the post.

#### **Contribution Payment**

51. WHSmith will make a contribution payment of \$50,000 to the Consolidated Revenue Fund within 60 days of the Commencement Date.
52. WHSmith will provide evidence to the FWO of the contribution payment within 14 days of making payment to the Consolidated Revenue Fund.

#### **FWO My account registration**

53. Within 21 days of the execution of this Undertaking, WHSmith must:
- (a) register with the FWO My account portal at [www.fairwork.gov.au/register](http://www.fairwork.gov.au/register) and fully complete the My account profile, including information about the business and award/agreement coverage, through this portal or provide evidence of any prior registration;
  - (b) using the FWO Pay Calculator, calculate relevant minimum pay rates (and penalty rates where necessary) and save these calculations to your My account;
  - (c) provide to the FWO the 'My account' Customer Registration Number (CRN);
54. Within 28 days of the execution of the Undertaking, at a mutually agreed time and location, an employee of WHSmith must demonstrate to an officer of the FWO, knowledge of the use of My account, including saving information within My account from the website and relevant FWO online tools. The WHSmith employee must also demonstrate how the use of this saved information will contribute toward WHSmith's compliance with workplace obligations including payment to employees of the correct minimum pay rates and public holiday penalty rates.

#### **Workplace relations systems and processes**

55. Within 60 days of the date of execution of this Undertaking, WHSmith must provide to the FWO details of systems and processes already in place or to be implemented to

comply with the FW Act, the FW Regulations and the relevant instruments. Without limitation, the systems and processes referred to include those relating to:

- (a) ensuring employees receive the correct minimum rates of pay and entitlements, such as penalty rates and overtime rates;
- (b) keeping accurate and complete records to ensure employees receive their correct wages and entitlements; and
- (c) training provided to staff about the relevant instruments.

#### **Workplace relations training**

56. WHSmith must, for a period of 3 years from the Commencement Date:

- (a) ensure that the Training referred to at paragraph 7 above is again conducted by an appropriately qualified experienced and external professional for any new or existing employees or contractors who, after the commencement of this Undertaking, acquire managerial, payroll /or human resources functions responsibilities; and
- (b) provide evidence of attendance at the Training to the FWO within 7 days of the Training being provided (including the name and position of all attendees and the date on which the training was attended).

#### **Reporting**

57. WHSmith will, for the duration of the period from the Commencement date until 31 October 2022, notify the FWO of any changes of circumstances that could potentially impact on WHSmith's ability to comply with the undertakings contained in this Enforceable Undertaking, as soon as it becomes aware of such circumstances. Such circumstances shall include but not be limited to:

- (a) sale or potential sale of the business, or part of the business;
- (b) change of or change in details of company directors, or other officeholder positions;
- (c) change in engagement of workers, for example engaging contractors, labour hire or family members, in lieu of employees;

- (d) WHSmith or its Directors opening any new establishments or businesses, or acquiring any existing businesses establishments, in Australia, whether alone or in partnership with another entity;
  - (e) Ceasing or an expectation of ceasing to trade;
  - (f) Business going in to administration or liquidation.
58. In the event that there are any events or circumstances described in paragraph 57 above, required to be reported to the FWO, WHSmith will provide any documentation or other evidence requested by the FWO to confirm the event/s that have transpired.

#### **No Inconsistent Statements**

59. WHSmith 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.

#### **ACKNOWLEDGEMENTS**

60. WHSmith acknowledges that:
- (a) the FWO may:
    - (i) make this Undertaking (including any of the Attachments) available for public inspection, including by posting it on the FWO internet site at [www.fairwork.gov.au](http://www.fairwork.gov.au);
    - (ii) release a copy of this Undertaking (including any of the Attachments) 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 WHSmith set out in paragraph 8 above in respect of decisions taken regarding enforcement action in the event that WHSmith is found to have failed to comply with its workplace relations



obligations in the future, including but not limited to any failure by WHSmith 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, WHSmith may withdraw from or vary this Undertaking at any time, but only with the consent of the FWO; and
- (d) if WHSmith contravenes any of the terms of this Undertaking:
  - (i) 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
  - (ii) this Undertaking may be provided to the Court as evidence of the admissions made by WHSmith in paragraph 8 above, and also in respect of the question of costs.

**Executed as an undertaking**


EXECUTED by WHSmith in accordance with section 127(1) of the *Corporations Act 2001*:

  
(Signature of director)


CARL JULIAN HARGRAVE  
(Name of director)

29/10/20  
(Date)

in the presence of:

  
(Signature of witness)

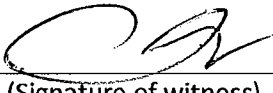
MEGON ROSEANN URMACK-JONES  
(Name of witness)

  
(Signature of director/company secretary)

TAMARA LOUISE CACKIN  
(Name of director/company secretary)


29/10/2020  
(Date)

in the presence of:

  
(Signature of witness)


MEGON ROSEANN URMACK-JONES  
(Name of witness)

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

  
Jeremy O'Sullivan  
Chief Counsel - Legal Group

Delegate for the FAIR WORK  
OMBUDSMAN

in the presence of:

  
(Signature of witness)

3/11/2020  
(Date)

LYNETTE KHOO  
(Name of Witness)

**SCHEDULE A – Underpaid Employees (October 2013 to April 2019)**

Column A			Column B	Column C
Number	Employee	Instrument Covered By	Total Underpayment	Interest
1		Retail Award	\$473.97	\$122.74
2		Retail Award	\$4,803.91	\$838.22
3		Retail Award	\$1,278.30	\$185.31
4		Retail Award	\$514.32	\$142.44
5		Retail Award	\$295.60	\$14.80
6		Retail Award	\$1,394.51	\$356.57
7		Retail Award	\$3,527.24	\$688.67
8		Retail Award	\$123.95	\$30.48
9		Retail Award	\$18,027.58	\$4,521.67
10		Retail Award	\$1,942.81	\$423.93
11		Retail Award	\$8,979.88	\$716.37
12		Retail Award	\$9.08	\$2.63
13		Retail Award	\$9,423.95	\$471.84
14		Retail Award	\$2,748.45	\$201.90
15		Retail Award	\$2,030.16	\$142.15
16		Retail Award	\$6,072.49	\$1,275.60
17		Retail Award	\$1,704.19	\$449.65
18		Retail Award	\$3,518.28	\$176.16
19		Retail Award	\$36.86	\$10.09
20		Retail Award	\$3,873.17	\$193.92
21		Retail Award	\$1,655.68	\$388.36
22		Retail Award	\$55.04	\$16.05
23		Retail Award	\$677.69	\$186.58
24		Retail Award	\$8,660.96	\$433.64
25		Retail Award	\$3,275.04	\$163.98
26		Retail Award	\$981.85	\$271.92

27		Retail Award	\$1,749.90	\$87.62
28		Retail Award	\$10,651.03	\$1,197.22
29		Retail Award	\$5,127.32	\$566.21
30		Retail Award	\$260.61	\$61.98
31		Retail Award	\$11,581.91	\$1,660.10
32		Retail Award	\$1,171.31	\$207.99
33		Retail Award	\$747.93	\$162.94
34		Retail Award	\$1,427.35	\$302.43
35		Retail Award	\$3,556.82	\$816.70
36		Retail Award	\$477.70	\$131.52
37		Retail Award	\$3,482.99	\$180.06
38		Retail Award	\$49.87	\$13.65
39		Retail Award	\$4,053.70	\$202.96
40		Retail Award	\$156.28	\$44.81
41		Retail Award	\$179.89	\$46.00
42		Retail Award	\$3,655.97	\$875.39
43		Retail Award	\$117.50	\$29.28
44		Retail Award	\$532.35	\$150.03
45		Retail Award	\$8,427.18	\$421.94
46		Retail Award	\$422.19	\$121.73
47		Retail Award	\$3,863.99	\$956.60
48		Retail Award	\$931.10	\$253.26
49		Retail Award	\$6,809.24	\$340.93
50		Retail Award	\$903.31	\$240.09
51		Fast Food Award	\$275.00	\$68.08
52		Fast Food Award	\$2,272.17	\$510.62
53		Fast Food Award	\$387.81	\$97.27
54		Fast Food Award	\$248.75	\$61.58
55		Fast Food Award	\$420.98	\$106.96
56		Fast Food Award	\$48.58	\$2.69
57		Fast Food Award	\$2,719.37	\$163.78
58		Fast Food Award	\$242.50	\$60.82

59		Fast Food Award	\$251.25	\$62.20
60		Fast Food Award	\$1,267.03	\$241.44
61		Fast Food Award	\$237.50	\$58.80
62		Fast Food Award	\$1.25	\$0.35
63		Retail Award	\$1,673.01	\$83.77
64		Retail Award	\$1,801.50	\$466.51
65		Retail Award	\$4.65	\$1.36
66		Retail Award	\$1,581.10	\$359.07
67		Retail Award	\$1,119.42	\$209.74
68		Retail Award	\$1,032.95	\$280.96
69		Retail Award	\$7,402.84	\$370.65
70		Retail Award	\$12,279.02	\$1,920.61
71		Retail Award	\$4,164.96	\$793.65
72		Fast Food Award	\$485.98	\$125.06
73		Fast Food Award	\$225.00	\$45.80
74		Fast Food Award	\$114.56	\$32.84
75		Retail Award	\$864.50	\$152.10
76		Retail Award	\$4.57	\$1.25
77		Retail Award	\$9,999.22	\$683.89
78		Fast Food Award	\$101.60	\$26.81
79		Retail Award	\$970.31	\$243.37
80		Retail Award	\$4,145.94	\$924.94
81		Retail Award	\$844.98	\$234.01
82		Fast Food Award	\$871.49	\$170.32
83		Fast Food Award	\$674.05	\$171.26
84		Fast Food Award	\$134.10	\$36.04
85		Fast Food Award	\$60.00	\$16.42
86		Fast Food Award	\$1,012.17	\$252.23
87		Fast Food Award	\$235.54	\$63.68
88		Fast Food Award	\$2,656.48	\$441.42
89		Fast Food Award	\$118.80	\$27.28
90		Fast Food Award	\$783.69	\$187.65

91		Fast Food Award	\$598.86	\$138.48
92		Fast Food Award	\$509.05	\$140.98
93		Fast Food Award	\$11.25	\$3.17
94		Fast Food Award	\$762.98	\$191.37
95		Fast Food Award	\$352.86	\$86.78
96		Retail Award	\$11,885.62	\$2,129.89
97		Retail Award	\$1,623.17	\$351.54
98		Retail Award	\$6,886.49	\$616.62
99		Fast Food Award	\$28.75	\$7.73
100		Retail Award	\$8,075.59	\$2,038.65
101		Fast Food Award	\$89.37	\$4.94
102		Fast Food Award	\$2,471.92	\$459.08
103		Fast Food Award	\$139.74	\$25.72
104		Fast Food Award	\$1,981.58	\$413.03
105		Retail Award	\$1,161.70	\$315.98
106		Retail Award	\$450.40	\$128.40
107		Retail Award	\$5,231.23	\$1,295.09
108		Retail Award	\$1,218.49	\$275.81
109		Retail Award	\$4.52	\$1.31
110		Retail Award	\$696.05	\$196.16
111		Retail Award	\$9.03	\$2.63
112		Retail Award	\$1,736.58	\$311.19
113		Retail Award	\$2,322.59	\$635.53
114		Fast Food Award	\$188.96	\$49.86
115		Retail Award	\$1,987.59	\$546.74
116		Fast Food Award	\$226.25	\$51.21
117		Fast Food Award	\$26.86	\$7.61
118		Fast Food Award	\$472.58	\$129.31
119		Fast Food Award	\$992.91	\$227.99
120		Fast Food Award	\$2,232.02	\$607.11
121		Fast Food Award	\$855.33	\$188.03
122		Fast Food Award	\$17.50	\$4.82

123		Retail Award	\$1,231.45	\$316.89
124		Retail Award	\$1,540.21	\$358.77
125		Retail Award	\$9,808.36	\$491.09
126		Retail Award	\$342.54	\$93.73
127		Retail Award	\$621.67	\$169.09
128		Retail Award	\$586.84	\$160.58
129		Retail Award	\$968.30	\$261.80
130		Retail Award	\$3,382.64	\$859.43
131		Retail Award	\$1,355.26	\$346.54
132		Retail Award	\$7,573.19	\$1,418.83
133		Retail Award	\$45.72	\$2.53
134		Fast Food Award	\$984.35	\$232.49
135		Retail Award	\$3,203.97	\$605.62
136		Retail Award	\$130.25	\$37.34
137		Retail Award	\$4,001.56	\$200.35
138		Retail Award	\$2.55	\$0.74
139		Retail Award	\$9.51	\$2.43
140		Retail Award	\$4,484.83	\$891.05
141		Retail Award	\$3,103.87	\$748.24
142		Retail Award	\$226.73	\$62.04
143		Retail Award	\$733.81	\$199.60
144		Retail Award	\$6,746.47	\$1,099.11
145		Retail Award	\$4,525.58	\$248.72
146		Retail Award	\$2,154.57	\$498.24
147		Retail Award	\$1,099.18	\$232.68
148		Retail Award	\$2,189.27	\$431.41
149		Retail Award	\$8,166.41	\$1,264.06
150		Retail Award	\$4,808.03	\$1,033.46
151		Retail Award	\$266.60	\$71.21
152		Retail Award	\$480.99	\$128.48
153		Retail Award	\$2.49	\$0.68
154		Retail Award	\$457.70	\$113.31

155		Retail Award	\$225.63	\$59.53
156		Retail Award	\$560.77	\$146.13
157		Retail Award	\$123.79	\$33.67
158		Retail Award	\$1,975.47	\$411.76
159		Retail Award	\$5.59	\$1.54
160		Retail Award	\$3,884.72	\$233.85
161		Fast Food Award	\$860.99	\$172.46
162		Fast Food Award	\$4,988.55	\$585.06
163		Fast Food Award	\$489.12	\$97.18
164		Fast Food Award	\$3,865.73	\$237.91
165		Fast Food Award	\$144.84	\$39.88
166		Fast Food Award	\$20.84	\$5.53
167		Fast Food Award	\$262.63	\$59.45
168		Fast Food Award	\$107.07	\$28.77
169		Retail Award	\$2,868.58	\$654.00
170		Fast Food Award	\$413.16	\$111.71
171		Fast Food Award	\$135.18	\$35.67
172		Fast Food Award	\$645.12	\$169.16
173		Retail Award	\$2,712.50	\$441.91
174		Fast Food Award	\$204.32	\$54.12
175		Fast Food Award	\$372.69	\$98.33
176		Retail Award	\$12.60	\$3.43
177		Fast Food Award	\$1,099.44	\$170.18
178		Retail Award	\$1,767.27	\$166.89
179		Retail Award	\$2,406.47	\$462.47
180		Retail Award	\$996.86	\$194.82
181		Retail Award	\$1,261.28	\$289.61
182		Retail Award	\$988.26	\$260.75
183		Retail Award	\$1,680.69	\$147.16
184		Retail Award	\$1,027.02	\$232.47
185		Retail Award	\$3,851.57	\$552.84
186		Fast Food Award	\$148.08	\$39.80



187		Retail Award	\$7,168.43	\$1,447.54
188		Retail Award	\$393.93	\$88.53
189		Fast Food Award	\$1,833.12	\$292.69
190		Fast Food Award	\$394.93	\$100.34
191		Fast Food Award	\$1,810.83	\$430.64
192		Fast Food Award	\$94.78	\$25.01
193		Retail Award	\$5,144.24	\$1,240.10
194		Fast Food Award	\$1,493.01	\$250.52
195		Fast Food Award	\$1,216.97	\$277.45
196		Fast Food Award	\$640.04	\$168.87
197		Fast Food Award	\$618.92	\$129.00
198		Fast Food Award	\$2.50	\$0.68
199		Retail Award	\$971.19	\$243.59
200		Fast Food Award	\$712.34	\$176.35
201		Retail Award	\$2,733.98	\$369.59
202		Retail Award	\$53.75	\$13.74
203		Fast Food Award	\$40.00	\$10.49
204		Fast Food Award	\$212.75	\$56.83
205		Fast Food Award	\$540.80	\$140.05
206		Retail Award	\$104.51	\$27.40
207		Fast Food Award	\$4,033.62	\$215.11
208		Retail Award	\$123.52	\$28.97
209		Retail Award	\$81.03	\$21.38
210		Retail Award	\$7,431.80	\$444.11
211		Retail Award	\$13,103.30	\$960.10
212		Retail Award	\$6,027.43	\$441.64
213		Fast Food Award	\$174.54	\$45.20
214		Fast Food Award	\$788.58	\$172.07
215		Fast Food Award	\$95.42	\$23.00
216		Fast Food Award	\$3,344.67	\$441.24
217		Fast Food Award	\$2,025.17	\$174.73
218		Fast Food Award	\$1,394.97	\$168.14

219		Fast Food Award	\$158.75	\$41.37
220		Retail Award	\$2,385.85	\$508.94
221		Retail Award	\$472.08	\$115.34
222		Retail Award	\$4,292.39	\$915.63
223		Retail Award	\$508.33	\$130.81
224		Retail Award	\$2,284.01	\$569.16
225		Retail Award	\$3,397.48	\$170.11
226		Fast Food Award	\$2,758.95	\$404.45
227		Fast Food Award	\$940.45	\$191.44
228		Retail Award	\$549.92	\$100.34
229		Fast Food Award	\$634.08	\$149.76
230		Fast Food Award	\$7,451.45	\$502.93
231		Fast Food Award	\$1,062.81	\$224.98
232		Fast Food Award	\$640.93	\$132.55
233		Retail Award	\$1,058.85	\$237.95
234		Retail Award	\$9,220.86	\$540.05
235		Retail Award	\$3,020.41	\$624.65
236		Fast Food Award	\$699.58	\$161.78
237		Fast Food Award	\$445.21	\$108.05
238		Fast Food Award	\$178.07	\$45.24
239		Fast Food Award	\$2,075.80	\$114.08
240		Fast Food Award	\$597.74	\$147.01
241		Fast Food Award	\$427.29	\$84.89
242		Retail Award	\$467.56	\$101.86
243		Retail Award	\$7,746.54	\$428.45
244		Retail Award	\$6,616.53	\$937.60
245		Fast Food Award	\$178.67	\$44.81
246		Retail Award	\$857.44	\$192.69
247		Retail Award	\$61.13	\$15.33
248		Retail Award	\$99.90	\$24.89
249		Retail Award	\$230.20	\$56.24
250		Retail Award	\$941.11	\$142.61

251		Retail Award	\$1,368.36	\$95.81
252		Retail Award	\$458.54	\$79.93
253		Retail Award	\$1,901.93	\$95.23
254		Fast Food Award	\$228.06	\$50.88
255		Fast Food Award	\$820.16	\$209.83
256		Fast Food Award	\$1,794.02	\$394.39
257		Fast Food Award	\$236.07	\$57.68
258		Fast Food Award	\$444.20	\$107.08
259		Fast Food Award	\$103.00	\$25.50
260		Fast Food Award	\$175.31	\$9.98
261		Retail Award	\$1,071.82	\$192.07
262		Retail Award	\$127.02	\$30.62
263		Retail Award	\$175.07	\$43.34
264		Fast Food Award	\$315.81	\$57.62
265		Retail Award	\$575.90	\$130.36
266		Fast Food Award	\$510.43	\$86.48
267		Fast Food Award	\$522.42	\$121.69
268		Retail Award	\$484.40	\$105.53
269		Retail Award	\$93.61	\$21.65
270		Fast Food Award	\$380.12	\$92.25
271		Fast Food Award	\$100.56	\$24.24
272		Retail Award	\$3,317.00	\$540.39
273		Retail Award	\$2,464.17	\$437.56
274		Fast Food Award	\$183.29	\$42.09
275		Fast Food Award	\$464.20	\$111.90
276		Retail Award	\$1,355.51	\$299.59
277		Retail Award	\$457.11	\$99.00
278		Retail Award	\$2,953.13	\$147.90
279		Retail Award	\$1,448.51	\$323.16
280		Retail Award	\$13,408.67	\$671.35
281		Retail Award	\$2,906.98	\$145.55
282		Fast Food Award	\$2,261.79	\$364.81

283		Retail Award	\$111.31	\$26.11
284		Retail Award	\$2,631.67	\$424.46
285		Retail Award	\$2,669.78	\$588.36
286		Retail Award	\$55.26	\$12.69
287		Retail Award	\$134.27	\$31.05
288		Fast Food Award	\$99.40	\$22.99
289		Retail Award	\$3,854.00	\$477.06
290		Fast Food Award	\$625.74	\$138.58
291		Fast Food Award	\$3.75	\$0.91
292		Fast Food Award	\$83.57	\$19.87
293		Retail Award	\$8,763.96	\$438.80
294		Fast Food Award	\$140.38	\$33.61
295		Fast Food Award	\$222.42	\$52.17
296		Fast Food Award	\$703.91	\$131.88
297		Fast Food Award	\$1,189.59	\$191.87
298		Fast Food Award	\$95.55	\$22.26
299		Fast Food Award	\$36.53	\$8.81
300		Retail Award	\$38.33	\$6.72
301		Retail Award	\$2,333.17	\$292.60
302		Retail Award	\$45,024.57	\$4,068.25
303		Retail Award	\$14,923.23	\$1,982.64
304		Retail Award	\$12,759.34	\$1,662.47
305		Retail Award	\$1,063.51	\$141.29
306		Retail Award	\$1,002.91	\$51.20
307		Retail Award	\$1,614.80	\$326.08
308		Retail Award	\$16,508.67	\$2,894.90
309		Retail Award	\$216.32	\$50.74
310		Retail Award	\$117,018.48	\$6,472.08
311		Retail Award	\$90.58	\$17.26
312		Retail Award	\$73.93	\$17.34
313		Retail Award	\$1,508.66	\$285.11
314		Retail Award	\$643.31	\$152.99

315		Retail Award	\$20.84	\$4.68
316		Retail Award	\$101.83	\$23.89
317		Retail Award	\$154.02	\$33.86
318		Retail Award	\$4,124.78	\$503.88
319		Retail Award	\$2,375.64	\$383.17
320		Retail Award	\$2,256.00	\$253.58
321		Retail Award	\$3,968.41	\$420.26
322		Retail Award	\$232.46	\$50.72
323		Retail Award	\$638.26	\$139.27
324		Retail Award	\$3,377.38	\$539.25
325		Retail Award	\$23.15	\$5.58
326		Retail Award	\$716.18	\$151.61
327		Retail Award	\$1,963.28	\$223.87
328		Retail Award	\$1,543.59	\$77.29
329		Retail Award	\$2,332.35	\$116.78
330		Retail Award	\$2,174.29	\$467.35
331		Retail Award	\$650.10	\$111.20
332		Retail Award	\$639.62	\$134.36
333		Retail Award	\$3,504.51	\$508.03
334		Retail Award	\$847.28	\$46.86
335		Retail Award	\$1,273.46	\$122.33
336		Retail Award	\$5,618.51	\$310.75
337		Retail Award	\$154.31	\$30.41
338		Retail Award	\$574.86	\$112.35
339		Retail Award	\$352.92	\$19.40
340		Retail Award	\$813.43	\$152.40
341		Retail Award	\$338.97	\$65.69
342		Retail Award	\$74.99	\$18.08
343		Retail Award	\$82.82	\$19.56
344		Retail Award	\$103.79	\$18.77
345		Retail Award	\$373.86	\$54.81
346		Retail Award	\$230.69	\$55.24

347		Fast Food Award	\$559.25	\$122.94
348		Retail Award	\$105.65	\$24.95
349		Fast Food Award	\$826.35	\$146.73
350		Fast Food Award	\$5.00	\$1.19
351		Retail Award	\$700.93	\$91.33
352		Fast Food Award	\$231.86	\$52.11
353		Retail Award	\$3,588.00	\$537.88
354		Retail Award	\$3,275.17	\$693.31
355		Fast Food Award	\$111.40	\$23.04
356		Fast Food Award	\$335.92	\$69.47
357		Retail Award	\$647.72	\$129.74
358		Retail Award	\$302.57	\$65.04
359		Retail Award	\$2,607.15	\$568.89
360		Retail Award	\$1,612.55	\$80.74
361		Retail Award	\$3,180.31	\$466.22
362		Retail Award	\$1,340.21	\$150.65
363		Fast Food Award	\$615.54	\$136.32
364		Fast Food Award	\$139.46	\$31.57
365		Retail Award	\$370.65	\$77.86
366		Retail Award	\$442.18	\$97.93
367		Retail Award	\$13,301.90	\$731.06
368		Retail Award	\$138.98	\$32.37
369		Retail Award	\$2,273.39	\$451.68
370		Retail Award	\$654.23	\$147.02
371		Retail Award	\$1,397.47	\$298.10
372		Retail Award	\$105.01	\$24.63
373		Fast Food Award	\$317.94	\$73.52
374		Retail Award	\$642.30	\$115.10
375		Retail Award	\$127.32	\$19.50
376		Retail Award	\$1,384.18	\$254.81
377		Retail Award	\$1,931.09	\$154.05
378		Fast Food Award	\$923.82	\$174.58

379		Retail Award	\$37,529.05	\$1,880.46
380		Fast Food Award	\$553.98	\$114.57
381		Fast Food Award	\$211.26	\$48.85
382		Retail Award	\$1,976.53	\$189.87
383		Retail Award	\$1,057.66	\$130.92
384		Fast Food Award	\$1,138.72	\$224.39
385		Retail Award	\$2,864.54	\$349.93
386		Retail Award	\$11.56	\$2.65
387		Retail Award	\$196.22	\$26.85
388		Retail Award	\$258.58	\$40.03
389		Retail Award	\$928.88	\$107.43
390		Retail Award	\$946.89	\$198.91
391		Retail Award	\$2,527.76	\$164.67
392		Retail Award	\$31.46	\$6.97
393		Fast Food Award	\$884.53	\$171.43
394		Fast Food Award	\$91.50	\$18.48
395		Fast Food Award	\$2.50	\$0.57
396		Retail Award	\$3,691.74	\$348.62
397		Fast Food Award	\$826.81	\$72.69
398		Fast Food Award	\$16.25	\$3.68
399		Fast Food Award	\$692.25	\$140.91
400		Retail Award	\$1,077.59	\$138.65
401		Fast Food Award	\$493.24	\$87.58
402		Retail Award	\$457.43	\$41.33
403		Fast Food Award	\$549.47	\$117.21
404		Retail Award	\$1,995.67	\$339.50
405		Fast Food Award	\$596.06	\$129.09
406		Fast Food Award	\$90.10	\$17.90
407		Fast Food Award	\$5.00	\$1.14
408		Retail Award	\$3,397.62	\$514.86
409		Retail Award	\$934.76	\$65.45
410		Retail Award	\$134.28	\$28.86

411		Retail Award	\$342.27	\$74.57
412		Retail Award	\$742.48	\$88.29
413		Fast Food Award	\$67.82	\$14.80
414		Fast Food Award	\$1,128.52	\$231.55
415		Retail Award	\$433.38	\$53.65
416		Retail Award	\$1,478.94	\$74.05
417		Retail Award	\$5,847.08	\$962.09
418		Retail Award	\$29.45	\$6.23
419		Retail Award	\$583.08	\$79.77
420		Retail Award	\$165.14	\$9.13
421		Retail Award	\$6.37	\$1.34
422		Retail Award	\$743.23	\$123.50
423		Retail Award	\$587.89	\$93.87
424		Retail Award	\$2,257.30	\$397.15
425		Fast Food Award	\$7.50	\$1.64
426		Fast Food Award	\$137.88	\$30.09
427		Retail Award	\$88.26	\$18.25
428		Fast Food Award	\$108.85	\$23.04
429		Retail Award	\$3,864.70	\$516.15
430		Retail Award	\$2,936.33	\$550.12
431		Retail Award	\$1,767.63	\$308.11
432		Retail Award	\$3,394.80	\$169.97
433		Retail Award	\$121.29	\$24.69
434		Retail Award	\$2,643.03	\$361.61
435		Retail Award	\$1,318.24	\$212.62
436		Fast Food Award	\$21.25	\$4.64
437		Retail Award	\$361.53	\$54.79
438		Fast Food Award	\$314.85	\$45.13
439		Fast Food Award	\$11,892.53	\$1,743.40
440		Retail Award	\$763.20	\$133.03
441		Fast Food Award	\$146.40	\$31.95
442		Fast Food Award	\$694.72	\$140.29



443		Fast Food Award	\$2.64	\$0.58
444		Fast Food Award	\$727.07	\$150.37
445		Retail Award	\$33.24	\$7.14
446		Fast Food Award	\$1,862.35	\$294.31
447		Retail Award	\$515.50	\$97.42
448		Retail Award	\$364.26	\$45.68
449		Retail Award	\$3,044.90	\$396.73
450		Retail Award	\$2,029.93	\$247.97
451		Retail Award	\$4,749.98	\$580.25
452		Retail Award	\$292.94	\$56.77
453		Retail Award	\$5,652.82	\$283.03
454		Retail Award	\$228.58	\$48.39
455		Retail Award	\$877.69	\$125.80
456		Retail Award	\$471.96	\$95.30
457		Retail Award	\$1,443.37	\$223.42
458		Retail Award	\$11.06	\$2.40
459		Retail Award	\$1,729.42	\$287.37
460		Retail Award	\$852.22	\$173.48
461		Retail Award	\$207.24	\$40.50
462		Retail Award	\$8,595.01	\$769.61
463		Retail Award	\$5.00	\$1.11
464		Retail Award	\$7,139.96	\$406.54
465		Retail Award	\$3,637.83	\$182.14
466		Retail Award	\$971.45	\$170.35
467		Retail Award	\$376.01	\$21.41
468		Retail Award	\$10,983.82	\$549.94
469		Retail Award	\$14.32	\$2.89
470		Retail Award	\$70.70	\$15.66
471		Retail Award	\$129.71	\$28.51
472		Retail Award	\$316.49	\$65.97
473		Retail Award	\$400.71	\$87.44
474		Retail Award	\$1,198.44	\$243.95

475		Retail Award	\$4,053.62	\$415.83
476		Retail Award	\$4,934.46	\$723.37
477		Retail Award	\$368.02	\$67.15
478		Retail Award	\$1,786.11	\$98.79
479		Retail Award	\$697.74	\$38.59
480		Retail Award	\$3,208.82	\$360.69
481		Retail Award	\$4,946.87	\$499.40
482		Retail Award	\$9,105.73	\$455.91
483		Retail Award	\$1,109.49	\$197.01
484		Retail Award	\$70.49	\$14.35
485		Retail Award	\$449.96	\$95.25
486		Retail Award	\$1,879.72	\$94.12
487		Retail Award	\$530.22	\$35.40
488		Fast Food Award	\$861.07	\$154.30
489		Fast Food Award	\$581.81	\$37.90
490		Fast Food Award	\$234.59	\$46.61
491		Fast Food Award	\$1,392.68	\$238.22
492		Fast Food Award	\$3,382.43	\$358.21
493		Fast Food Award	\$179.43	\$38.57
494		Fast Food Award	\$447.11	\$91.74
495		Fast Food Award	\$401.42	\$73.24
496		Fast Food Award	\$638.22	\$135.10
497		Fast Food Award	\$3,870.77	\$472.85
498		Fast Food Award	\$602.78	\$119.76
499		Fast Food Award	\$3,214.66	\$203.07
500		Fast Food Award	\$1,495.49	\$253.36
501		Retail Award	\$167.58	\$28.94
502		Fast Food Award	\$17.50	\$3.65
503		Fast Food Award	\$47.50	\$9.13
504		Retail Award	\$4,766.25	\$582.24
505		Retail Award	\$2,799.14	\$140.27
506		Fast Food Award	\$23.75	\$4.76

507		Fast Food Award	\$221.20	\$45.75
508		Fast Food Award	\$12.50	\$2.71
509		Retail Award	\$3,127.81	\$552.94
510		Retail Award	\$949.63	\$47.55
511		Retail Award	\$332.04	\$16.62
512		Retail Award	\$177.25	\$32.92
513		Retail Award	\$37.51	\$6.90
514		Fast Food Award	\$86.14	\$17.53
515		Retail Award	\$352.11	\$58.51
516		Fast Food Award	\$2,860.68	\$302.95
517		Fast Food Award	\$3,437.19	\$190.11
518		Fast Food Award	\$57.33	\$10.05
519		Fast Food Award	\$75.00	\$15.51
520		Retail Award	\$5,872.16	\$294.01
521		Retail Award	\$248.37	\$43.29
522		Retail Award	\$883.54	\$181.29
523		Retail Award	\$538.44	\$56.11
524		Retail Award	\$286.20	\$51.75
525		Retail Award	\$775.58	\$131.40
526		Retail Award	\$2,240.70	\$112.19
527		Retail Award	\$427.09	\$84.16
528		Retail Award	\$240.96	\$50.62
529		Retail Award	\$711.71	\$144.87
530		Retail Award	\$431.11	\$88.46
531		Retail Award	\$1,432.64	\$266.21
532		Retail Award	\$26.73	\$4.49
533		Retail Award	\$1,523.51	\$138.90
534		Retail Award	\$840.15	\$87.55
535		Retail Award	\$319.98	\$61.49
536		Retail Award	\$466.63	\$23.36
537		Retail Award	\$155.01	\$29.54
538		Retail Award	\$4.29	\$0.90

539		Retail Award	\$2,096.50	\$115.95
540		Retail Award	\$1,290.90	\$124.01
541		Retail Award	\$187.28	\$38.43
542		Fast Food Award	\$12.50	\$2.59
543		Fast Food Award	\$376.64	\$58.91
544		Retail Award	\$2,355.53	\$379.93
545		Retail Award	\$2,053.02	\$113.55
546		Retail Award	\$1,551.83	\$121.27
547		Fast Food Award	\$291.53	\$56.03
548		Retail Award	\$439.14	\$73.68
549		Retail Award	\$418.96	\$71.66
550		Retail Award	\$408.40	\$61.22
551		Retail Award	\$217.78	\$39.38
552		Fast Food Award	\$73.75	\$14.17
553		Fast Food Award	\$17.50	\$3.62
554		Retail Award	\$8,599.21	\$644.06
555		Fast Food Award	\$3.75	\$0.78
556		Retail Award	\$205.70	\$17.41
557		Fast Food Award	\$103.35	\$12.63
558		Fast Food Award	\$857.17	\$132.68
559		Fast Food Award	\$2,569.48	\$372.49
560		Retail Award	\$341.80	\$66.80
561		Fast Food Award	\$62.51	\$12.52
562		Fast Food Award	\$35.00	\$7.07
563		Retail Award	\$1,704.87	\$91.70
564		Retail Award	\$11,032.20	\$617.50
565		Retail Award	\$1,223.36	\$171.36
566		Retail Award	\$2,490.67	\$210.84
567		Retail Award	\$2,684.65	\$148.48
568		Retail Award	\$190.03	\$37.76
569		Retail Award	\$2,616.42	\$375.03
570		Fast Food Award	\$63.75	\$12.25

571		Fast Food Award	\$11.95	\$1.93
572		Retail Award	\$7,145.47	\$395.20
573		Retail Award	\$206.01	\$35.57
574		Retail Award	\$533.85	\$44.32
575		Retail Award	\$450.87	\$23.38
576		Retail Award	\$302.50	\$50.76
577		Retail Award	\$2,973.64	\$290.50
578		Retail Award	\$631.14	\$31.60
579		Fast Food Award	\$11.25	\$2.31
580		Retail Award	\$344.23	\$68.95
581		Retail Award	\$3,618.46	\$400.85
582		Fast Food Award	\$100.16	\$17.13
583		Retail Award	\$796.42	\$39.87
584		Fast Food Award	\$922.23	\$159.25
585		Retail Award	\$924.46	\$51.13
586		Retail Award	\$20,983.17	\$1,160.54
587		Retail Award	\$74.96	\$15.38
588		Retail Award	\$1,403.36	\$70.26
589		Retail Award	\$1,103.63	\$58.86
590		Retail Award	\$1,507.99	\$75.50
591		Retail Award	\$896.70	\$146.09
592		Retail Award	\$2,003.38	\$103.57
593		Retail Award	\$1,250.11	\$207.73
594		Retail Award	\$1,215.83	\$198.08
595		Fast Food Award	\$574.68	\$100.77
596		Fast Food Award	\$1,799.75	\$222.78
597		Fast Food Award	\$501.97	\$96.47
598		Retail Award	\$666.15	\$100.95
599		Retail Award	\$16.50	\$2.69
600		Retail Award	\$119.29	\$22.93
601		Retail Award	\$1,775.72	\$88.91
602		Retail Award	\$1,872.30	\$93.74

603		Retail Award	\$1,378.31	\$170.61
604		Retail Award	\$1,116.44	\$109.07
605		Retail Award	\$500.18	\$81.49
606		Fast Food Award	\$49.50	\$9.83
607		Fast Food Award	\$838.93	\$151.70
608		Retail Award	\$1,104.30	\$115.08
609		Fast Food Award	\$49.37	\$9.65
610		Fast Food Award	\$52.13	\$9.34
611		Fast Food Award	\$3,966.63	\$212.43
612		Fast Food Award	\$1,394.73	\$211.35
613		Fast Food Award	\$324.70	\$57.13
614		Fast Food Award	\$50.59	\$9.97
615		Fast Food Award	\$53.74	\$10.76
616		Fast Food Award	\$686.58	\$42.45
617		Fast Food Award	\$56.38	\$11.11
618		Fast Food Award	\$54.70	\$10.51
619		Fast Food Award	\$585.35	\$115.35
620		Fast Food Award	\$133.89	\$18.10
621		Fast Food Award	\$600.64	\$107.63
622		Fast Food Award	\$6.25	\$1.25
623		Fast Food Award	\$301.67	\$36.85
624		Fast Food Award	\$794.74	\$124.31
625		Fast Food Award	\$23.37	\$4.42
626		Retail Award	\$2,241.16	\$251.30
627		Fast Food Award	\$77.83	\$4.30
628		Retail Award	\$172.22	\$24.97
629		Retail Award	\$1,705.05	\$247.17
630		Retail Award	\$113.80	\$14.83
631		Fast Food Award	\$1,029.29	\$161.00
632		Retail Award	\$13,033.84	\$652.58
633		Fast Food Award	\$8.75	\$1.74
634		Fast Food Award	\$61.25	\$11.77

635		Fast Food Award	\$2.50	\$0.50
636		Fast Food Award	\$521.78	\$87.55
637		Fast Food Award	\$280.53	\$45.70
638		Fast Food Award	\$2.50	\$0.50
639		Retail Award	\$2,744.50	\$227.86
640		Fast Food Award	\$689.35	\$120.16
641		Fast Food Award	\$1,754.29	\$194.34
642		Retail Award	\$895.58	\$145.90
643		Retail Award	\$281.28	\$25.64
644		Retail Award	\$157.20	\$19.20
645		Retail Award	\$320.60	\$27.66
646		Retail Award	\$1,244.43	\$101.30
647		Retail Award	\$37.67	\$7.36
648		Retail Award	\$16.24	\$2.57
649		Retail Award	\$1,664.91	\$83.36
650		Fast Food Award	\$6.25	\$1.24
651		Retail Award	\$1,059.89	\$87.63
652		Fast Food Award	\$530.29	\$69.96
653		Retail Award	\$5,172.79	\$421.07
654		Retail Award	\$81.35	\$15.63
655		Fast Food Award	\$14.50	\$2.86
656		Retail Award	\$4,073.09	\$203.93
657		Retail Award	\$1,397.81	\$218.64
658		Retail Award	\$664.96	\$40.92
659		Retail Award	\$467.59	\$25.86
660		Fast Food Award	\$10.02	\$1.97
661		Retail Award	\$6,288.13	\$325.09
662		Retail Award	\$5,475.17	\$274.25
663		Retail Award	\$4,775.11	\$239.08
664		Fast Food Award	\$138.75	\$24.41
665		Retail Award	\$1,020.91	\$136.35
666		Retail Award	\$1,426.51	\$220.81

667		Fast Food Award	\$3,352.51	\$289.26
668		Retail Award	\$38.16	\$7.33
669		Retail Award	\$1,291.16	\$145.13
670		Retail Award	\$55.74	\$3.08
671		Retail Award	\$275.26	\$15.67
672		Retail Award	\$3.79	\$0.73
673		Retail Award	\$3,680.11	\$203.54
674		Retail Award	\$8,164.35	\$894.52
675		Retail Award	\$1,775.66	\$193.82
676		Retail Award	\$241.79	\$42.15
677		Fast Food Award	\$59.67	\$9.92
678		Retail Award	\$209.00	\$40.17
679		Retail Award	\$71.22	\$13.69
680		Retail Award	\$5,014.50	\$277.34
681		Fast Food Award	\$1,464.00	\$127.66
682		Retail Award	\$562.97	\$76.11
683		Fast Food Award	\$650.56	\$35.98
684		Fast Food Award	\$205.01	\$39.40
685		Fast Food Award	\$630.40	\$36.62
686		Fast Food Award	\$269.90	\$13.51
687		Fast Food Award	\$2,416.74	\$133.67
688		Retail Award	\$2,146.74	\$160.79
689		Fast Food Award	\$72.40	\$13.91
690		Fast Food Award	\$17.50	\$3.36
691		Retail Award	\$952.29	\$169.10
692		Retail Award	\$868.89	\$48.06
693		Retail Award	\$926.40	\$176.53
694		Retail Award	\$1,943.78	\$123.46
695		Retail Award	\$1,719.25	\$97.29
696		Retail Award	\$975.76	\$174.85
697		Fast Food Award	\$994.68	\$55.01
698		Fast Food Award	\$3.75	\$0.73



699		Fast Food Award	\$27.54	\$5.29
700		Fast Food Award	\$6.25	\$1.20
701		Fast Food Award	\$733.64	\$133.86
702		Retail Award	\$888.38	\$62.20
703		Retail Award	\$1,214.17	\$185.97
704		Retail Award	\$180.45	\$34.10
705		Fast Food Award	\$303.09	\$62.89
706		Retail Award	\$4,419.37	\$453.35
707		Retail Award	\$512.91	\$66.83
708		Retail Award	\$187.31	\$24.71
709		Fast Food Award	\$28.90	\$4.80
710		Retail Award	\$470.16	\$86.55
711		Retail Award	\$580.34	\$104.00
712		Retail Award	\$4,531.79	\$442.72
713		Retail Award	\$1,966.66	\$339.60
714		Retail Award	\$1,107.61	\$187.65
715		Retail Award	\$2,558.46	\$128.10
716		Fast Food Award	\$15.03	\$2.52
717		Retail Award	\$4,824.89	\$644.39
718		Retail Award	\$789.69	\$144.09
719		Retail Award	\$5,025.30	\$728.50
720		Retail Award	\$6,903.18	\$393.06
721		Retail Award	\$1,670.81	\$154.86
722		Fast Food Award	\$958.56	\$113.98
723		Retail Award	\$625.52	\$90.68
724		Retail Award	\$957.82	\$79.52
725		Fast Food Award	\$1,076.31	\$175.35
726		Fast Food Award	\$402.89	\$68.26
727		Fast Food Award	\$970.10	\$162.78
728		Retail Award	\$5,062.39	\$279.99
729		Fast Food Award	\$808.85	\$142.31
730		Fast Food Award	\$118.88	\$21.50

731		Fast Food Award	\$3,431.14	\$329.60
732		Fast Food Award	\$38.09	\$7.01
733		Fast Food Award	\$136.64	\$21.92
734		Retail Award	\$11,738.72	\$587.98
735		Retail Award	\$824.61	\$41.29
736		Fast Food Award	\$1,296.47	\$213.32
737		Fast Food Award	\$797.23	\$145.46
738		Fast Food Award	\$3,195.01	\$322.54
739		Retail Award	\$1,011.75	\$50.66
740		Fast Food Award	\$1,571.85	\$273.99
741		Retail Award	\$706.58	\$132.38
742		Retail Award	\$423.36	\$55.16
743		Fast Food Award	\$40.85	\$6.52
744		Retail Award	\$1,594.59	\$241.64
745		Fast Food Award	\$722.03	\$81.16
746		Fast Food Award	\$378.33	\$67.18
747		Fast Food Award	\$6.76	\$1.11
748		Fast Food Award	\$446.33	\$79.98
749		Retail Award	\$37.30	\$6.02
750		Fast Food Award	\$53.53	\$8.89
751		Fast Food Award	\$145.55	\$25.85
752		Retail Award	\$544.06	\$88.64
753		Fast Food Award	\$712.51	\$104.45
754		Fast Food Award	\$162.35	\$29.62
755		Fast Food Award	\$18.23	\$2.94
756		Retail Award	\$3,059.71	\$158.18
757		Fast Food Award	\$47.48	\$8.66
758		Fast Food Award	\$134.74	\$14.71
759		Retail Award	\$63.15	\$11.42
760		Fast Food Award	\$64.58	\$11.68
761		Fast Food Award	\$510.65	\$83.19
762		Retail Award	\$1,751.50	\$158.26

763		Fast Food Award	\$134.95	\$20.23
764		Fast Food Award	\$1,547.43	\$178.97
765		Retail Award	\$903.51	\$60.01
766		Fast Food Award	\$12.15	\$2.02
767		Fast Food Award	\$47.48	\$8.66
768		Fast Food Award	\$783.89	\$53.61
769		Fast Food Award	\$3,393.14	\$331.48
770		Fast Food Award	\$11.46	\$0.63
771		Fast Food Award	\$828.98	\$75.58
772		Fast Food Award	\$108.83	\$16.49
773		Retail Award	\$1,259.46	\$88.19
774		Retail Award	\$6,309.48	\$570.10
775		Fast Food Award	\$61.17	\$3.38
776		Fast Food Award	\$133.01	\$6.66
777		Fast Food Award	\$3.75	\$0.67
778		Fast Food Award	\$1,431.26	\$151.99
779		Retail Award	\$786.19	\$89.65
780		Fast Food Award	\$487.71	\$75.49
781		Retail Award	\$553.14	\$36.03
782		Retail Award	\$924.78	\$102.45
783		Retail Award	\$111.98	\$6.19
784		Retail Award	\$290.65	\$14.55
785		Retail Award	\$4.22	\$0.26
786		Retail Award	\$402.30	\$30.79
787		Retail Award	\$7.69	\$1.17
788		Fast Food Award	\$35.69	\$5.99
789		Fast Food Award	\$87.16	\$4.37
790		Fast Food Award	\$81.43	\$7.82
791		Retail Award	\$1,212.58	\$62.69
792		Retail Award	\$211.30	\$29.94
793		Retail Award	\$788.44	\$39.48
794		Fast Food Award	\$221.64	\$26.35

795		Fast Food Award	\$111.75	\$5.59
796		Retail Award	\$335.84	\$45.60
797		Fast Food Award	\$5.00	\$0.87
798		Retail Award	\$8,282.98	\$458.12
799		Fast Food Award	\$1,024.81	\$56.68
800		Fast Food Award	\$47.48	\$8.35
801		Fast Food Award	\$7,400.01	\$433.41
802		Fast Food Award	\$227.36	\$37.78
803		Fast Food Award	\$1,775.00	\$251.53
804		Fast Food Award	\$920.97	\$150.04
805		Fast Food Award	\$43.98	\$7.24
806		Fast Food Award	\$59.34	\$10.34
807		Fast Food Award	\$5,728.25	\$382.47
808		Fast Food Award	\$232.28	\$24.21
809		Fast Food Award	\$2.50	\$0.43
810		Fast Food Award	\$20.30	\$1.02
811		Fast Food Award	\$2,186.23	\$288.42
812		Retail Award	\$539.38	\$27.01
813		Retail Award	\$683.83	\$112.52
814		Retail Award	\$5,116.36	\$256.17
815		Retail Award	\$1,092.64	\$178.01
816		Fast Food Award	\$794.10	\$117.75
817		Fast Food Award	\$1,527.36	\$269.71
818		Retail Award	\$4.23	\$0.72
819		Fast Food Award	\$24.30	\$4.16
820		Fast Food Award	\$198.38	\$41.02
821		Retail Award	\$1,613.48	\$80.78
822		Retail Award	\$34,274.58	\$1,997.34
823		Retail Award	\$1,921.03	\$96.18
824		Retail Award	\$194.50	\$27.56
825		Retail Award	\$782.64	\$90.52
826		Retail Award	\$731.59	\$40.46

827		Retail Award	\$2,446.63	\$316.83
828		Fast Food Award	\$24.05	\$3.88
829		Retail Award	\$1,351.32	\$136.42
830		Fast Food Award	\$34.87	\$5.51
831		Fast Food Award	\$755.75	\$118.21
832		Retail Award	\$19.82	\$2.91
833		Fast Food Award	\$2,703.75	\$149.54
834		Fast Food Award	\$1,441.15	\$79.71
835		Retail Award	\$445.16	\$69.63
836		Fast Food Award	\$3.66	\$0.60
837		Fast Food Award	\$116.46	\$15.93
838		Fast Food Award	\$21.28	\$3.47
839		Fast Food Award	\$12.75	\$2.08
840		Retail Award	\$4,267.82	\$389.05
841		Fast Food Award	\$366.79	\$53.67
842		Retail Award	\$86.25	\$13.07
843		Fast Food Award	\$248.17	\$30.72
844		Retail Award	\$4,229.81	\$309.93
845		Fast Food Award	\$294.03	\$45.51
846		Retail Award	\$236.70	\$38.18
847		Fast Food Award	\$1.33	\$0.19
848		Retail Award	\$1,397.30	\$145.62
849		Retail Award	\$4,347.56	\$253.43
850		Fast Food Award	\$2,400.01	\$296.81
851		Fast Food Award	\$2,942.69	\$147.34
852		Fast Food Award	\$400.04	\$77.84
853		Retail Award	\$61.51	\$9.92
854		Retail Award	\$193.93	\$28.43
855		Fast Food Award	\$32.09	\$4.86
856		Retail Award	\$408.78	\$30.62
857		Fast Food Award	\$62.97	\$7.28
858		Retail Award	\$3,778.68	\$189.39

859		Retail Award	\$341.69	\$47.31
860		Retail Award	\$658.31	\$32.96
861		Retail Award	\$27.39	\$4.33
862		Retail Award	\$952.02	\$74.40
863		Retail Award	\$400.62	\$22.16
864		Retail Award	\$2,649.80	\$132.67
865		Retail Award	\$1,005.61	\$134.30
866		Retail Award	\$305.89	\$39.86
867		Retail Award	\$400.79	\$24.01
868		Retail Award	\$9.82	\$1.44
869		Retail Award	\$2,029.45	\$211.49
870		Retail Award	\$2,099.97	\$105.14
871		Retail Award	\$1,448.56	\$184.02
872		Retail Award	\$341.98	\$48.46
873		Retail Award	\$3.37	\$0.51
874		Retail Award	\$1,560.79	\$165.29
875		Retail Award	\$1,274.96	\$193.20
876		Retail Award	\$807.82	\$92.12
877		Retail Award	\$115.47	\$16.74
878		Fast Food Award	\$7.61	\$1.13
879		Fast Food Award	\$63.86	\$3.84
880		Fast Food Award	\$69.78	\$6.93
881		Retail Award	\$682.09	\$37.73
882		Retail Award	\$5,145.60	\$284.59
883		Retail Award	\$156.02	\$24.40
884		Retail Award	\$43.86	\$6.43
885		Retail Award	\$278.58	\$25.85
886		Retail Award	\$6,563.90	\$328.64
887		Fast Food Award	\$2,163.55	\$119.66
888		Retail Award	\$1,093.46	\$60.48
889		Retail Award	\$1,337.00	\$95.79
890		Fast Food Award	\$165.03	\$13.97

891		Fast Food Award	\$1,322.60	\$172.33
892		Fast Food Award	\$254.40	\$40.21
893		Retail Award	\$931.57	\$66.74
894		Retail Award	\$693.64	\$76.84
895		Retail Award	\$135.22	\$15.20
896		Retail Award	\$333.26	\$34.73
897		Retail Award	\$1,047.41	\$157.02
898		Retail Award	\$3,641.06	\$182.30
899		Retail Award	\$788.46	\$88.63
900		Retail Award	\$1,629.27	\$90.11
901		Retail Award	\$605.20	\$30.30
902		Retail Award	\$2,836.25	\$166.11
903		Retail Award	\$3,898.22	\$431.84
904		Retail Award	\$1,132.78	\$166.06
905		Retail Award	\$503.84	\$70.58
906		Retail Award	\$771.12	\$106.76
907		Retail Award	\$445.15	\$66.73
908		Fast Food Award	\$1,324.76	\$159.68
909		Fast Food Award	\$2,982.26	\$320.67
910		Retail Award	\$26.65	\$4.08
911		Fast Food Award	\$1,956.82	\$108.23
912		Fast Food Award	\$62.08	\$8.80
913		Fast Food Award	\$600.86	\$84.17
914		Fast Food Award	\$26.34	\$3.95
915		Retail Award	\$58.54	\$2.93
916		Retail Award	\$684.70	\$37.87
917		Retail Award	\$6,787.66	\$339.85
918		Retail Award	\$268.54	\$28.88
919		Retail Award	\$901.31	\$70.44
920		Retail Award	\$172.92	\$23.66
921		Retail Award	\$1,104.79	\$158.36
922		Retail Award	\$24.26	\$3.60

923		Retail Award	\$401.54	\$20.76
924		Retail Award	\$1,261.52	\$141.80
925		Fast Food Award	\$420.52	\$50.00
926		Fast Food Award	\$125.55	\$13.70
927		Fast Food Award	\$1,172.23	\$64.83
928		Retail Award	\$336.93	\$41.71
929		Retail Award	\$194.66	\$28.22
930		Retail Award	\$58.24	\$8.44
931		Retail Award	\$215.47	\$23.52
932		Fast Food Award	\$1,252.31	\$69.26
933		Fast Food Award	\$1,394.24	\$136.21
934		Retail Award	\$5,621.38	\$503.34
935		Retail Award	\$5,183.10	\$403.25
936		Retail Award	\$387.44	\$57.45
937		Retail Award	\$28,311.86	\$1,586.06
938		Retail Award	\$212.38	\$31.49
939		Retail Award	\$1,545.44	\$77.38
940		Retail Award	\$2,797.78	\$154.74
941		Fast Food Award	\$60.75	\$8.11
942		Fast Food Award	\$148.07	\$15.43
943		Retail Award	\$287.80	\$38.44
944		Retail Award	\$154.14	\$17.58
945		Fast Food Award	\$201.93	\$11.17
946		Fast Food Award	\$13.88	\$1.85
947		Fast Food Award	\$209.15	\$24.19
948		Retail Award	\$78.02	\$4.32
949		Retail Award	\$399.80	\$44.94
950		Retail Award	\$42.30	\$6.27
951		Retail Award	\$1,289.03	\$67.35
952		Retail Award	\$260.92	\$15.28
953		Retail Award	\$10.59	\$0.91
954		Retail Award	\$630.50	\$87.29



955		Fast Food Award + Retail Award	\$985.91	\$56.14
956		Fast Food Award	\$1,801.54	\$178.93
957		Fast Food Award	\$146.49	\$18.37
958		Fast Food Award	\$4,230.36	\$253.47
959		Fast Food Award	\$311.37	\$40.06
960		Retail Award	\$1.67	\$0.20
961		Fast Food Award	\$48.76	\$6.51
962		Retail Award	\$15.10	\$1.60
963		Retail Award	\$214.03	\$20.56
964		Retail Award	\$1,534.33	\$92.36
965		Retail Award	\$3,469.74	\$173.72
966		Fast Food Award	\$33.43	\$3.98
967		Retail Award	\$440.32	\$41.58
968		Retail Award	\$872.08	\$43.66
969		Retail Award	\$5,376.98	\$269.22
970		Fast Food Award	\$48.60	\$6.73
971		Fast Food Award	\$1,396.88	\$75.08
972		Fast Food Award	\$3.01	\$0.38
973		Fast Food Award	\$1,963.08	\$108.57
974		Retail Award	\$449.68	\$51.28
975		Fast Food Award	\$133.06	\$6.71
976		Retail Award	\$272.20	\$16.39
977		Fast Food Award	\$67.84	\$5.85
978		Retail Award	\$342.95	\$48.88
979		Fast Food Award	\$983.07	\$130.61
980		Fast Food Award	\$13.73	\$0.98
981		Fast Food Award	\$164.97	\$15.04
982		Fast Food Award	\$265.41	\$13.47
983		Fast Food Award	\$684.15	\$47.43
984		Retail Award	\$1,068.42	\$107.86
985		Fast Food Award	\$595.56	\$77.60

986		Fast Food Award	\$172.48	\$8.64
987		Fast Food Award	\$320.82	\$43.89
988		Retail Award	\$29.26	\$3.96
989		Retail Award	\$506.99	\$84.81
990		Fast Food Award	\$315.03	\$42.59
991		Retail Award	\$41.03	\$2.34
992		Retail Award	\$364.10	\$18.23
993		Retail Award	\$26.72	\$3.61
994		Fast Food Award	\$9.12	\$0.95
995		Retail Award	\$649.40	\$35.69
996		Fast Food Award	\$762.21	\$41.39
997		Fast Food Award	\$36.32	\$2.60
998		Fast Food Award	\$92.83	\$5.44
999		Fast Food Award	\$11.49	\$0.65
1000		Retail Award	\$1,318.83	\$66.03
1001		Retail Award	\$42.45	\$5.74
1002		Retail Award	\$265.76	\$33.33
1003		Retail Award	\$400.99	\$28.08
1004		Retail Award	\$12.24	\$1.42
1005		Fast Food Award	\$913.85	\$126.52
1006		Fast Food Award	\$2,606.41	\$198.54
1007		Fast Food Award	\$1.30	\$0.15
1008		Fast Food Award	\$4.75	\$0.50
1009		Fast Food Award	\$1,349.93	\$138.48
1010		Fast Food Award	\$40.58	\$5.35
1011		Fast Food Award	\$211.46	\$11.70
1012		Fast Food Award	\$2.04	\$0.26
1013		Fast Food Award	\$109.76	\$8.58
1014		Fast Food Award	\$1.24	\$0.16
1015		Retail Award	\$972.90	\$79.19
1016		Retail Award	\$63.82	\$8.52
1017		Retail Award	\$3,405.72	\$170.52

1018		Retail Award	\$1,105.76	\$61.16
1019		Retail Award	\$1,376.79	\$76.15
1020		Retail Award	\$3,682.45	\$184.37
1021		Retail Award	\$1.09	\$0.12
1022		Retail Award	\$571.03	\$35.31
1023		Fast Food Award	\$20.47	\$2.37
1024		Retail Award	\$123.35	\$13.86
1025		Retail Award	\$209.31	\$20.45
1026		Retail Award	\$1,782.60	\$98.59
1027		Fast Food Award	\$59.01	\$2.95
1028		Retail Award	\$7,060.67	\$353.69
1029		Retail Award	\$738.92	\$90.27
1030		Fast Food Award	\$57.66	\$2.89
1031		Fast Food Award	\$1,089.68	\$69.21
1032		Retail Award	\$1,362.74	\$119.80
1033		Retail Award	\$641.29	\$55.33
1034		Retail Award	\$2,535.29	\$143.47
1035		Retail Award	\$1,016.54	\$87.71
1036		Retail Award	\$3,458.96	\$173.19
1037		Retail Award	\$545.07	\$64.81
1038		Retail Award	\$2,045.98	\$136.61
1039		Retail Award	\$454.39	\$33.29
1040		Retail Award	\$1,511.56	\$78.15
1041		Fast Food Award	\$14.88	\$0.82
1042		Retail Award	\$1,073.03	\$53.73
1043		Fast Food Award	\$20.14	\$2.30
1044		Retail Award	\$465.43	\$56.10
1045		Retail Award	\$257.85	\$30.66
1046		Retail Award	\$296.08	\$34.24
1047		Retail Award	\$97.39	\$12.06
1048		Retail Award	\$43.51	\$5.53
1049		Retail Award	\$558.62	\$27.97

1050		Retail Award	\$641.58	\$52.22
1051		Retail Award	\$5.01	\$0.25
1052		Retail Award	\$839.78	\$86.15
1053		Retail Award	\$236.42	\$15.02
1054		Fast Food Award	\$9.98	\$0.55
1055		Fast Food Award	\$204.88	\$10.93
1056		Fast Food Award	\$49.37	\$5.15
1057		Fast Food Award	\$556.08	\$51.61
1058		Retail Award	\$4,343.87	\$217.49
1059		Fast Food Award	\$73.73	\$6.72
1060		Fast Food Award	\$7.62	\$0.38
1061		Retail Award	\$33.95	\$3.82
1062		Retail Award	\$574.14	\$30.62
1063		Retail Award	\$6.26	\$0.74
1064		Retail Award	\$315.67	\$15.81
1065		Retail Award	\$114.27	\$13.40
1066		Retail Award	\$1,459.90	\$80.74
1067		Retail Award	\$150.51	\$16.18
1068		Retail Award	\$144.05	\$14.54
1069		Retail Award	\$82.31	\$6.16
1070		Retail Award	\$32.81	\$3.69
1071		Retail Award	\$204.38	\$10.56
1072		Retail Award	\$762.21	\$42.16
1073		Retail Award	\$1,774.27	\$100.40
1074		Retail Award	\$18.89	\$2.09
1075		Retail Award	\$90.58	\$6.93
1076		Fast Food Award	\$2.81	\$0.27
1077		Fast Food Award	\$293.13	\$16.21
1078		Retail Award	\$11,496.64	\$1,038.79
1079		Retail Award	\$297.12	\$17.89
1080		Retail Award	\$305.21	\$35.30
1081		Retail Award	\$2,218.40	\$170.52

1082		Fast Food Award	\$1.84	\$0.20
1083		Fast Food Award	\$335.37	\$18.55
1084		Retail Award	\$640.43	\$51.09
1085		Fast Food Award	\$30.68	\$3.35
1086		Fast Food Award	\$190.93	\$18.65
1087		Retail Award	\$2,711.58	\$149.97
1088		Retail Award	\$670.33	\$42.58
1089		Retail Award	\$1,641.16	\$122.92
1090		Retail Award	\$46.64	\$4.25
1091		Retail Award	\$1,651.27	\$85.37
1092		Retail Award	\$4,033.64	\$256.21
1093		Retail Award	\$384.10	\$43.17
1094		Retail Award	\$594.77	\$30.75
1095		Retail Award	\$95.90	\$8.12
1096		Retail Award	\$674.99	\$43.97
1097		Retail Award	\$1,319.98	\$66.09
1098		Retail Award	\$4,966.39	\$363.90
1099		Retail Award	\$243.50	\$15.47
1100		Retail Award	\$4,580.10	\$229.32
1101		Retail Award	\$3,466.21	\$191.71
1102		Retail Award	\$1,255.74	\$62.87
1103		Retail Award	\$535.93	\$48.86
1104		Fast Food Award	\$2.01	\$0.22
1105		Retail Award	\$3,908.42	\$255.82
1106		Retail Award	\$28.47	\$3.20
1107		Retail Award	\$935.29	\$51.73
1108		Retail Award	\$228.60	\$19.72
1109		Fast Food Award	\$110.54	\$11.52
1110		Retail Award	\$488.20	\$31.80
1111		Retail Award	\$91.77	\$8.29
1112		Retail Award	\$177.78	\$8.90
1113		Retail Award	\$494.69	\$46.71

1114		Retail Award	\$462.39	\$48.97
1115		Retail Award	\$266.45	\$26.46
1116		Retail Award	\$2,141.99	\$188.30
1117		Retail Award	\$3,472.28	\$173.85
1118		Retail Award	\$882.35	\$79.01
1119		Retail Award	\$719.39	\$43.31
1120		Retail Award	\$1,780.65	\$89.15
1121		Retail Award	\$12.55	\$1.29
1122		Retail Award	\$3,766.95	\$188.61
1123		Retail Award	\$460.18	\$47.96
1124		Retail Award	\$113.00	\$12.89
1125		Retail Award	\$65.27	\$7.02
1126		Retail Award	\$2,093.64	\$104.83
1127		Retail Award	\$65.18	\$5.73
1128		Retail Award	\$5,115.00	\$256.10
1129		Retail Award	\$2,955.22	\$168.27
1130		Retail Award	\$1,098.67	\$55.01
1131		Retail Award	\$75.32	\$8.34
1132		Fast Food Award	\$319.24	\$37.37
1133		Retail Award	\$101.52	\$9.17
1134		Retail Award	\$29.18	\$2.61
1135		Retail Award	\$22.30	\$1.12
1136		Retail Award	\$743.34	\$71.41
1137		Retail Award	\$2,418.67	\$133.77
1138		Retail Award	\$106.94	\$10.97
1139		Retail Award	\$878.62	\$82.97
1140		Retail Award	\$2,173.72	\$120.22
1141		Fast Food Award	\$235.97	\$11.81
1142		Fast Food Award	\$134.63	\$7.45
1143		Retail Award	\$1,102.40	\$57.45
1144		Retail Award	\$1,760.93	\$131.89
1145		Fast Food Award	\$60.36	\$3.12

1146		Retail Award	\$188.32	\$20.25
1147		Fast Food Award	\$85.27	\$8.89
1148		Fast Food Award	\$50.35	\$4.92
1149		Fast Food Award	\$35.64	\$3.31
1150		Fast Food Award	\$59.76	\$6.62
1151		Retail Award	\$1,408.62	\$70.53
1152		Retail Award	\$133.56	\$14.14
1153		Fast Food Award	\$512.00	\$25.64
1154		Fast Food Award	\$82.07	\$8.15
1155		Fast Food Award	\$24.99	\$2.12
1156		Retail Award	\$1,754.76	\$97.05
1157		Retail Award	\$1,959.64	\$172.27
1158		Retail Award	\$133.41	\$9.34
1159		Fast Food Award	\$576.00	\$53.45
1160		Retail Award	\$64.60	\$5.68
1161		Retail Award	\$2,692.36	\$148.91
1162		Retail Award	\$1,519.90	\$89.02
1163		Retail Award	\$300.88	\$25.47
1164		Fast Food Award	\$30.04	\$2.79
1165		Fast Food Award	\$65.31	\$6.27
1166		Retail Award	\$816.99	\$40.99
1167		Retail Award	\$97.83	\$10.04
1168		Fast Food Award	\$111.57	\$5.59
1169		Fast Food Award	\$112.25	\$7.49
1170		Fast Food Award	\$50.90	\$2.55
1171		Fast Food Award	\$177.91	\$9.84
1172		Retail Award	\$2.70	\$0.24
1173		Retail Award	\$367.47	\$31.11
1174		Fast Food Award	\$14.16	\$0.71
1175		Fast Food Award	\$9.62	\$0.48
1176		Fast Food Award	\$7.26	\$0.36
1177		Fast Food Award	\$204.67	\$10.25

1178		Fast Food Award	\$23.75	\$1.89
1179		Fast Food Award	\$60.44	\$3.32
1180		Fast Food Award	\$5.14	\$0.44
1181		Fast Food Award	\$82.94	\$4.15
1182		Retail Award	\$958.04	\$52.99
1183		Retail Award	\$16,593.13	\$830.79
1184		Fast Food Award	\$124.38	\$11.54
1185		Retail Award	\$167.08	\$15.78
1186		Fast Food Award	\$16.38	\$1.07
1187		Fast Food Award	\$27.23	\$2.53
1188		Fast Food Award	\$73.65	\$4.07
1189		Fast Food Award	\$20.45	\$1.73
1190		Retail Award	\$2,850.03	\$157.63
1191		Retail Award	\$11,072.87	\$1,524.11
1192		Fast Food Award	\$59.80	\$2.99
1193		Retail Award	\$54.46	\$5.05
1194		Retail Award	\$839.42	\$42.03
1195		Fast Food Award	\$26.51	\$2.33
1196		Retail Award	\$1,304.13	\$65.30
1197		Retail Award	\$1,679.94	\$154.92
1198		Retail Award	\$1.67	\$0.15
1199		Fast Food Award	\$5.32	\$0.54
1200		Retail Award	\$370.82	\$21.11
1201		Retail Award	\$8.76	\$0.86
1202		Retail Award	\$1,443.03	\$112.77
1203		Retail Award	\$368.28	\$18.44
1204		Fast Food Award	\$371.75	\$18.61
1205		Fast Food Award	\$746.46	\$88.18
1206		Fast Food Award	\$33.22	\$1.84
1207		Retail Award	\$105.46	\$9.27
1208		Retail Award	\$827.47	\$61.98
1209		Fast Food Award	\$228.46	\$23.06



1210		Retail Award	\$6.27	\$0.63
1211		Retail Award	\$10.04	\$1.05
1212		Fast Food Award	\$14.00	\$1.39
1213		Retail Award	\$2,281.91	\$114.25
1214		Retail Award	\$37.43	\$2.06
1215		Retail Award	\$331.48	\$17.14
1216		Retail Award	\$182.77	\$24.49
1217		Fast Food Award	\$9.35	\$0.59
1218		Retail Award	\$416.00	\$21.51
1219		Retail Award	\$6.37	\$0.38
1220		Fast Food Award	\$13.57	\$1.15
1221		Retail Award	\$483.75	\$26.76
1222		Fast Food Award	\$82.05	\$4.11
1223		Fast Food Award	\$150.43	\$8.32
1224		Fast Food Award	\$88.17	\$4.41
1225		Fast Food Award	\$140.23	\$10.96
1226		Retail Award	\$210.13	\$19.84
1227		Fast Food Award	\$4.07	\$0.36
1228		Retail Award	\$1,419.82	\$71.09
1229		Retail Award	\$693.99	\$41.78
1230		Retail Award	\$144.67	\$8.24
1231		Fast Food Award	\$278.99	\$25.44
1232		Fast Food Award	\$2.42	\$0.17
1233		Retail Award	\$843.63	\$42.24
1234		Fast Food Award	\$103.17	\$8.57
1235		Fast Food Award	\$32.18	\$2.88
1236		Fast Food Award	\$147.24	\$7.38
1237		Fast Food Award	\$50.79	\$3.56
1238		Fast Food Award	\$53.35	\$2.93
1239		Fast Food Award	\$51.44	\$5.19
1240		Fast Food Award	\$24.76	\$1.24
1241		Fast Food Award	\$495.87	\$64.47

1242		Retail Award	\$822.46	\$52.24
1243		Retail Award	\$67.91	\$3.40
1244		Retail Award	\$1.67	\$0.08
1245		Fast Food Award	\$3.32	\$0.32
1246		Fast Food Award	\$18.06	\$1.82
1247		Fast Food Award	\$5.46	\$0.27
1248		Fast Food Award	\$30.23	\$2.76
1249		Fast Food Award	\$92.71	\$4.64
1250		Fast Food Award	\$12.04	\$1.22
1251		Fast Food Award	\$27.57	\$2.47
1252		Retail Award	\$2,795.43	\$301.01
1253		Retail Award	\$221.95	\$11.47
1254		Retail Award	\$54.67	\$4.36
1255		Fast Food Award	\$152.78	\$11.94
1256		Fast Food Award	\$167.11	\$12.52
1257		Fast Food Award	\$23.36	\$1.94
1258		Retail Award	\$3,114.16	\$161.00
1259		Fast Food Award	\$12.04	\$1.22
1260		Retail Award	\$715.16	\$35.81
1261		Retail Award	\$3,654.09	\$182.95
1262		Fast Food Award	\$1.35	\$0.13
1263		Fast Food Award	\$1,120.98	\$56.13
1264		Retail Award	\$548.81	\$27.48
1265		Retail Award	\$1,251.70	\$89.68
1266		Retail Award	\$804.17	\$40.26
1267		Retail Award	\$1,127.90	\$56.47
1268		Retail Award	\$92.99	\$4.81
1269		Fast Food Award	\$262.60	\$13.15
1270		Fast Food Award	\$66.72	\$5.43
1271		Retail Award	\$205.23	\$10.27
1272		Fast Food Award	\$155.48	\$7.78
1273		Retail Award	\$1,803.54	\$99.75

1274		Fast Food Award	\$1.31	\$0.11
1275		Fast Food Award	\$121.30	\$6.07
1276		Fast Food Award	\$150.30	\$7.87
1277		Fast Food Award	\$105.05	\$6.50
1278		Retail Award	\$474.40	\$23.75
1279		Retail Award	\$25.10	\$2.45
1280		Retail Award	\$16.82	\$1.56
1281		Retail Award	\$2,169.56	\$108.63
1282		Retail Award	\$1,593.67	\$88.14
1283		Retail Award	\$1,043.48	\$52.25
1284		Fast Food Award	\$16.25	\$0.89
1285		Retail Award	\$2.51	\$0.25
1286		Retail Award	\$1,533.10	\$76.76
1287		Fast Food Award	\$21.95	\$1.21
1288		Retail Award	\$544.94	\$27.28
1289		Retail Award	\$1,503.42	\$83.15
1290		Fast Food Award	\$80.31	\$7.71
1291		Retail Award	\$784.30	\$39.27
1292		Retail Award	\$506.56	\$33.82
1293		Retail Award	\$1.20	\$0.09
1294		Fast Food Award	\$2.98	\$0.17
1295		Fast Food Award	\$10.39	\$0.93
1296		Fast Food Award	\$3.69	\$0.34
1297		Fast Food Award	\$52.15	\$4.50
1298		Retail Award	\$361.73	\$27.09
1299		Retail Award	\$6,598.71	\$643.91
1300		Fast Food Award	\$7.81	\$0.62
1301		Fast Food Award	\$70.01	\$3.87
1302		Fast Food Award	\$80.19	\$4.01
1303		Fast Food Award	\$8.61	\$0.59
1304		Fast Food Award	\$2.34	\$0.16
1305		Fast Food Award	\$73.26	\$6.44

1306		Retail Award	\$1.29	\$0.07
1307		Fast Food Award	\$86.40	\$4.78
1308		Fast Food Award	\$9.29	\$0.51
1309		Fast Food Award	\$40.54	\$2.03
1310		Fast Food Award	\$78.20	\$4.33
1311		Fast Food Award	\$12.10	\$0.61
1312		Fast Food Award	\$8.15	\$0.49
1313		Fast Food Award	\$186.68	\$10.33
1314		Fast Food Award	\$278.54	\$63.16
1315		Fast Food Award	\$1.27	\$0.09
1316		Retail Award	\$287.95	\$14.42
1317		Retail Award	\$992.34	\$168.96
1318		Retail Award	\$136.59	\$7.55
1319		Retail Award	\$8.48	\$0.42
1320		Retail Award	\$1,262.04	\$63.19
1321		Retail Award	\$1,321.28	\$68.31
1322		Fast Food Award	\$5.05	\$0.28
1323		Retail Award	\$1,637.42	\$177.90
1324		Fast Food Award	\$30.98	\$1.71
1325		Fast Food Award	\$82.98	\$6.62
1326		Fast Food Award	\$32.54	\$2.65
1327		Fast Food Award	\$1.78	\$0.15
1328		Fast Food Award	\$9.94	\$0.55
1329		Fast Food Award	\$2.12	\$0.17
1330		Retail Award	\$1,184.53	\$65.51
1331		Retail Award	\$335.45	\$18.55
1332		Retail Award	\$579.86	\$43.43
1333		Fast Food Award	\$143.79	\$8.66
1334		Fast Food Award	\$5.66	\$0.31
1335		Fast Food Award	\$16.95	\$1.41
1336		Fast Food Award	\$3.94	\$0.22
1337		Fast Food Award	\$19.69	\$1.54

1338		Fast Food Award	\$23.04	\$1.31
1339		Fast Food Award	\$7.41	\$0.37
1340		Fast Food Award	\$73.04	\$4.52
1341		Fast Food Award	\$48.91	\$2.71
1342		Fast Food Award	\$50.11	\$2.77
1343		Retail Award	\$616.37	\$34.09
1344		Retail Award	\$926.25	\$58.83
1345		Retail Award	\$48.87	\$2.86
1346		Fast Food Award	\$2.29	\$0.18
1347		Fast Food Award	\$6.40	\$0.45
1348		Retail Award	\$1.84	\$0.13
1349		Retail Award	\$7.40	\$0.53
1350		Fast Food Award	\$3.90	\$0.22
1351		Fast Food Award	\$129.00	\$9.03
1352		Fast Food Award	\$9.02	\$0.72
1353		Retail Award	\$78.53	\$6.01
1354		Fast Food Award	\$89.78	\$4.97
1355		Fast Food Award	\$17.71	\$1.33
1356		Retail Award	\$289.59	\$15.44
1357		Retail Award	\$474.44	\$23.75
1358		Fast Food Award	\$187.95	\$12.24
1359		Retail Award	\$659.01	\$33.00
1360		Fast Food Award	\$614.81	\$30.82
1361		Fast Food Award	\$26.71	\$1.74
1362		Retail Award	\$298.11	\$16.97
1363		Retail Award	\$250.71	\$13.87
1364		Retail Award	\$2,122.61	\$106.28
1365		Retail Award	\$45.92	\$3.44
1366		Retail Award	\$1.77	\$0.13
1367		Retail Award	\$12.12	\$0.89
1368		Retail Award	\$789.46	\$43.66
1369		Fast Food Award	\$6.79	\$0.34

1370		Retail Award	\$238.26	\$14.28
1371		Retail Award	\$188.28	\$9.43
1372		Retail Award	\$225.15	\$14.30
1373		Retail Award	\$4.17	\$0.22
1374		Fast Food Award	\$3.34	\$0.20
1375		Fast Food Award	\$2.50	\$0.19
1376		Retail Award	\$60.16	\$3.80
1377		Fast Food Award	\$1.87	\$0.12
1378		Retail Award	\$3.99	\$0.22
1379		Retail Award	\$84.17	\$5.48
1380		Retail Award	\$165.64	\$12.41
1381		Retail Award	\$32.01	\$2.35
1382		Fast Food Award	\$13.72	\$0.89
1383		Fast Food Award	\$29.42	\$1.72
1384		Retail Award	\$4,325.35	\$216.56
1385		Retail Award	\$2,668.65	\$133.62
1386		Retail Award	\$2,537.73	\$127.06
1387		Retail Award	\$221.16	\$11.07
1388		Retail Award	\$349.61	\$23.34
1389		Retail Award	\$7.84	\$0.50
1390		Retail Award	\$110.95	\$5.56
1391		Retail Award	\$275.81	\$15.25
1392		Retail Award	\$20.85	\$1.46
1393		Retail Award	\$2,337.42	\$117.03
1394		Retail Award	\$222.45	\$11.14
1395		Fast Food Award	\$19.07	\$1.09
1396		Retail Award	\$171.80	\$9.50
1397		Fast Food Award	\$4.45	\$0.22
1398		Retail Award	\$753.06	\$37.70
1399		Retail Award	\$92.45	\$4.63
1400		Retail Award	\$1,317.85	\$65.98
1401		Retail Award	\$1.14	\$0.06

1402		Retail Award	\$10.87	\$0.69
1403		Retail Award	\$326.93	\$16.37
1404		Retail Award	\$283.78	\$14.67
1405		Retail Award	\$1.05	\$0.06
1406		Retail Award	\$312.86	\$21.40
1407		Retail Award	\$174.59	\$9.94
1408		Fast Food Award	\$82.22	\$4.95
1409		Retail Award	\$1.67	\$0.08
1410		Retail Award	\$49.59	\$2.48
1411		Retail Award	\$5.31	\$0.27
1412		Retail Award	\$202.42	\$10.79
1413		Retail Award	\$2.33	\$0.12
1414		Retail Award	\$132.55	\$6.64
1415		Fast Food Award	\$27.60	\$1.38
1416		Retail Award	\$117.69	\$8.24
1417		Fast Food Award	\$23.50	\$1.22
1418		Retail Award	\$448.43	\$22.45
1419		Fast Food Award	\$24.80	\$1.24
1420		Retail Award	\$747.28	\$37.42
1421		Retail Award	\$15.80	\$0.82
1422		Fast Food Award	\$53.25	\$3.12
1423		Retail Award	\$596.40	\$29.86
1424		Retail Award	\$1,324.36	\$73.25
1425		Retail Award	\$329.44	\$18.22
1426		Retail Award	\$421.54	\$23.31
1427		Retail Award	\$635.31	\$38.24
1428		Retail Award	\$861.05	\$49.03
1429		Retail Award	\$397.21	\$24.56
1430		Retail Award	\$827.87	\$45.79
1431		Retail Award	\$1,558.70	\$260.85
1432		Retail Award	\$548.48	\$27.46
1433		Retail Award	\$293.83	\$16.73

1434		Fast Food Award	\$133.94	\$6.71
1435		Retail Award	\$248.26	\$12.83
1436		Retail Award	\$96.06	\$5.12
1437		Retail Award	\$734.57	\$36.78
1438		Fast Food Award	\$7.88	\$0.39
1439		Fast Food Award	\$13.14	\$0.73
1440		Retail Award	\$217.97	\$12.41
1441		Fast Food Award	\$17.20	\$0.86
1442		Fast Food Award	\$3.98	\$0.22
1443		Retail Award	\$466.04	\$23.33
1444		Retail Award	\$331.88	\$18.36
1445		Fast Food Award	\$12.77	\$0.71
1446		Retail Award	\$12.56	\$0.65
1447		Retail Award	\$1,281.20	\$72.95
1448		Retail Award	\$269.95	\$17.15
1449		Retail Award	\$329.50	\$18.22
1450		Retail Award	\$1,012.17	\$50.68
1451		Retail Award	\$271.81	\$13.61
1452		Retail Award	\$60.15	\$3.01
1453		Retail Award	\$703.99	\$35.25
1454		Retail Award	\$593.16	\$34.74
1455		Retail Award	\$124.30	\$6.22
1456		Fast Food Award	\$11.82	\$0.61
1457		Fast Food Award	\$6.54	\$0.37
1458		Fast Food Award	\$4.25	\$0.24
1459		Fast Food Award	\$2.44	\$0.14
1460		Retail Award	\$325.04	\$20.10
1461		Fast Food Award	\$10.58	\$0.59
1462		Retail Award	\$38.30	\$1.98
1463		Fast Food Award	\$8.55	\$0.52
1464		Fast Food Award	\$564.01	\$35.82
1465		Fast Food Award	\$2.26	\$0.11



1466		Retail Award	\$8.12	\$0.42
1467		Retail Award	\$3.89	\$0.19
1468		Retail Award	\$94.60	\$5.23
1469		Fast Food Award	\$7.10	\$0.36
1470		Fast Food Award	\$2.41	\$0.12
1471		Fast Food Award	\$95.01	\$4.91
1472		Fast Food Award	\$392.31	\$24.92
1473		Retail Award	\$332.72	\$18.40
1474		Fast Food Award	\$34.09	\$1.71
1475		Fast Food Award	\$2.17	\$0.11
1476		Fast Food Award	\$3.37	\$0.19
1477		Retail Award	\$68.96	\$3.57
1478		Retail Award	\$3.82	\$0.24
1479		Retail Award	\$822.84	\$41.20
1480		Retail Award	\$431.84	\$21.62
1481		Retail Award	\$325.93	\$19.09
1482		Retail Award	\$164.41	\$8.23
1483		Retail Award	\$419.79	\$23.22
1484		Retail Award	\$110.89	\$6.31
1485		Retail Award	\$47.04	\$2.60
1486		Retail Award	\$208.78	\$11.55
1487		Fast Food Award	\$1.91	\$0.11
1488		Retail Award	\$117.29	\$5.87
1489		Fast Food Award	\$2.29	\$0.13
1490		Retail Award	\$351.42	\$19.44
1491		Retail Award	\$1.88	\$0.09
1492		Retail Award	\$10.95	\$0.57
1493		Fast Food Award	\$1.53	\$0.08
1494		Fast Food Award	\$2.05	\$0.11
1495		Fast Food Award	\$1.74	\$0.10
1496		Fast Food Award	\$12.59	\$0.70
1497		Retail Award	\$141.49	\$7.08

1498		Retail Award	\$86.40	\$4.33
1499		Fast Food Award	\$1.25	\$0.06
1500		Retail Award	\$1.14	\$0.06
1501		Fast Food Award	\$212.33	\$11.74
1502		Fast Food Award	\$79.29	\$3.97
1503		Fast Food Award	\$3.08	\$0.17
1504		Fast Food Award	\$8.75	\$0.44
1505		Fast Food Award	\$8.31	\$0.43
1506		Retail Award	\$215.10	\$10.77
1507		Retail Award	\$231.97	\$12.83
1508		Retail Award	\$382.57	\$21.16
1509		Retail Award	\$337.14	\$16.88
1510		Retail Award	\$19.06	\$1.05
1511		Fast Food Award	\$1.59	\$0.09

## Attachment A – Letter of Apology

### FORM OF APOLOGY LETTER TO AFFECTED EMPLOYEES

<Date>

<Employee Name>

<Employee Address>

Dear <Employee Name>

As you may be aware, WHSmith has admitted that it contravened the *Fair Work Act 2009* (Cth) by failing to correctly apply the *General Retail Industry Award 2010* and the *Fast Food Industry Award 2010* to some employees, and thereby underpaid these employees by failing to comply with its obligations under these awards.

We sincerely regret these contraventions, which I wish to stress were not intentional, and we apologise unreservedly to all affected employees.

WHSmith has formally admitted to the Fair Work Ombudsman (**FWO**) that it had relevantly contravened the *Fair Work Act 2009* (Cth), the General Retail Industry Award 2010 (**Retail Award**) and the Fast Food Industry Award 2010 (**Fast Food Award**) [the **relevant** instruments] by:

- virtue of section 45 of the FW Act during the Relevant Period (1 October 2013 – 27 April 2019) by failing to pay the amount or amounts to which employees may have been entitled to under the relevant instruments including the following provisions:
  - clause 12 of the relevant instrument in relation to documenting in writing part time agreements specifying a regular pattern of work;
  - clause 12 of the relevant instrument in relation to documenting in writing variations to part time agreements;
  - clause 12 of the relevant instrument which require the employer to retain a copy of a part time agreement, and any variations and for a copy to be provided to the employee;
  - clause 12 of the relevant instrument in relation to the payment of overtime for hours worked in additional to agreed part time hours;
  - clause 20 of the Retail Award in relation to the payment of a special clothing allowance;
  - clause 29 of the Retail Award in relation to the payment of overtime for hours outside the span of hours or roster conditions;
  - clause 29 of the Retail Award in relation to the payment of overtime for hours additional to agreed part time hours;
  - clause 26.2 of the Fast Food Award in relation to the payment of overtime for hours additional to agreed part time hours; and
  - clause 31 of the Retail Award in relation to payment of double the rate to

which employees were entitled when not afforded a 12 hour break between shifts.

- section 89(1) of the FW Act by deducting annual leave for days of annual leave that fell on a public holiday; and
- section 535 of the FW Act by failing to make and keep employee records as required by regulations 3.32 and 3.34 of the *Fair Work Regulations 2009 (FW Regulations)* for the Relevant Period.

Regrettably, it has been determined that you were affected by at least some of these contraventions.

WHSmith has taken steps to remedy the contraventions. A review determined that you were owed an additional amount, which was notified to you on [insert date] and [insert date]

You received this payment on [insert date] and were provided with a payment advice regarding the payment.

WHSmith has formally admitted to the FWO that WHSmith did not comply with its obligations under Commonwealth workplace relations laws and has entered into an Enforceable Undertaking with the FWO, a copy of which will be available at [www.fairwork.gov.au](http://www.fairwork.gov.au).

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

WHSmith 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) an employee hotline has been established that can assist you with your enquiries, on a confidential basis if required. You can contact the hotline on 02 9098 2897 or at [awardcompliance@whsmith.com.au](mailto:awardcompliance@whsmith.com.au); or
- (b) alternatively, anyone can contact the FWO via [www.fairwork.gov.au](http://www.fairwork.gov.au) or on 13 13 94.

Yours sincerely

<Employer name>

## **Attachment B – Form of Public, Website, Social Media and Workplace Notice**

In late 2018, WHSmith undertook a review of its payroll systems and processes and determined that it had inadvertently contravened the *Fair Work Act 2009* (Cth) (**FW Act**), the General Retail Industry Award 2010 and the Fast Food Industry Award 2010 (**Modern Awards**) primarily in relation to overtime entitlements of part time employees and where employees have worked shifts without having a 12 hour break.

On 18 April 2019, WHSmith formally admitted to the Fair Work Ombudsman (**FWO**) that contraventions of the FW Act and Modern Awards had occurred and consequently a number of employees had been underpaid.

WHSmith expresses its sincerest regrets and apologises for these contraventions. Furthermore, WHSmith gives a commitment that such conduct will not occur again and that it will comply with all requirements of the Commonwealth workplace relations laws in the future.

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

WHSmith 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.

If you worked for WHSmith during the period October 2013 and April 2019 and have queries or questions relating to your employment, please contact either:

- (a) the employee hotline that has been established to assist you with your enquiries, on a confidential basis if required. You can contact the hotline on 02 9098 2897 or at [awardcompliance@whsmith.com.au](mailto:awardcompliance@whsmith.com.au); or
- (b) alternatively, anyone can contact the FWO via [www.fairwork.gov.au](http://www.fairwork.gov.au) or on 13 13 94.