

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MONDELEZ GLOBAL LLC,

Respondent,

-and-

**BAKERY, CONFECTIONERY,
TOBACCO WORKERS AND GRAIN
MILLERS INTERNATIONAL UNION,
LOCAL 719, AFL-CIO,**

Union.

**Case Nos. 22-CA-174272, 22-CA-178370,
22-CA-178591, 22-CA-179007, 22-CA-
180206, 22-CA-180213, 22-CA-181423,
and 22-CA-183609**

**CHARGING PARTY BAKERY, CONFECTIONERY, TOBACCO WORKERS AND
GRAIN MILLERS INTERNATIONAL UNION, LOCAL 719, AFL-CIO'S BRIEF IN
OPPOSITION TO RESPONDENT MONDELEZ GLOBAL LLC'S EXCEPTIONS TO
THE DECISION OF THE ADMINISTRATIVE LAW JUDGE**

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INTRODUCTION

On the basis of testimony and documentary evidence elicited during a seven-day hearing, including his assessment of witnesses credibility, Administrative Law Judge (“ALJ”) Kenneth W. Chu concluded that Respondent Mondelez Global, LLC (“the Company” or “Mondelez”) unlawfully terminated three longtime, vocal officials of Charging Party Bakery, Confectionary, Tobacco Workers and Grain Millers International Union, Local 719, AFL/CIO (“the Union” or “Local 719”)—Local 719 President Nafis Vlashi, and elected stewards Bruce Scherer and Claudio Gutierrez (“the union officials”)—in the midst of a union boycott campaign following the expiration of a collective bargaining agreement.¹

Specifically, applying the *Wright Line* framework, the ALJ found that it “could not be reasonably disputed” that the union officials engaged in union activity, and it was equally “without dispute” that the Company harbored antiunion sentiments against these three individuals. ALJD at 32:43. Turning to the Company’s proffered non-discriminatory basis for their terminations—a so-called “overtime study report” that in fact reached no conclusions about overtime—he found, based on his review of all the evidence, that the testimony by the author of that report was not credible on key points, *id.* at 35:26-40, that the union officials had been “singled out” in the Company’s so-called overtime analysis, *id.* at 34:36, that the subsequent disciplinary investigation conducted by the Company was a “sham,” *id.* at 35:43, and, based on

¹ The ALJ also concluded that, in the same time period, Mondelez unlawfully altered established past practices with respect to the plant’s short-term disability policy, union access to newly hired employees during orientation, and the shift schedules for certain employees. *See* ALJD at 9:10-12, 14:36-15:24. The Union anticipates that the General Counsel will submit a comprehensive response to Mondelez’s exceptions regarding those findings. We respectfully submit this brief to supplement the General Counsel’s response as to the Section 8(a)(3), 29 U.S.C. § 158, charges.

these findings, that the “so-called nondiscriminatory reason for the discharge” of the three union officials” was “clearly baseless,” *id.* at 34:33-34.

The Company now asks the Board to disregard completely the ALJ’s factual findings and credibility determinations, and to adopt directly contrary findings. In doing so, the Company relies on a highly incomplete and misleading review of the factual record and governing caselaw. The ALJ’s decision regarding the Section 8(a)(3), 29 U.S.C. § 158, charges is supported by substantial record evidence and sound reasoning, and it should be adopted as the decision of the Board.

FACTUAL BACKGROUND

The ALJ made extensive factual findings in his Decision, all of which were based on his “assessment of the witnesses’ credibility and [his] observation of their demeanor at the hearing,” which was “corroborat[ed by] the adduced evidence of record[.]” ALJD 2.

I. The Parties’ Conduct Following the Expiration of the CBA

The Company operates a bakery and warehouse facility in Fair Lawn, New Jersey. ALJD 2:10-11, 4:18-19; Tr. 49:17-50:5 (Milewski). Local 719 has represented production employees at Fair Lawn since 1958, and has negotiated a series of collective bargaining agreements (“CBAs”) covering those employees. ALJD 4:23-24; Tr. 46:14-47:5, 93:1-2, 98:12-16 (Milewski); GC Ex. 3 (CBA) at 4; Am. Compl. ¶ 17; Answer ¶ 17. The facility has been owned by a series of companies, including Nabisco, and, immediately prior to Mondelez, Kraft. Tr. 48:2-50:13 (Milewski); Am. Compl. ¶ 16; Answer ¶ 16. Mondelez obtained the facility from Kraft in 2014 and adopted the existing Local 719-Kraft CBA. *See* Am. Compl. ¶ 20; Answer ¶ 20; Tr. 50:10-18 (Milewski). That CBA expired on February 29, 2016. ALJD 4:26; GC Ex. 3 (CBA); Am. Compl. ¶ 17; Answer ¶ 17.

In early 2016, Local 719 officials (together with teams from the other BCTGM local unions representing other Mondelez facilities, and staff from the BCTGM International Union) met with the Company to negotiate a successor agreement. ALJD 4:26-28; Tr. 51:19-52:19 (Milewski). Those negotiations still have not successfully concluded. *See id.*

The BCTGM International Union (and its affiliates representing Mondelez production employees) also launched a national boycott and publicity campaign against the Company in the spring of 2016. Tr. 107:5:16, 113:7:12 (Milewski), 676:24-77:16 (Gutierrez); *see* ALJD 4:35-44. Among other campaign activities, Local 719 held a series of public rallies on the highway frontage in front of the Fair Lawn plant in April and May 2016, and it engaged in concerted activities inside the plant. *See infra* at 5-6. Mr. Vlashi, Mr. Scherer, and Mr. Gutierrez were instrumental in these activities—which were all performed under the watchful eye of management. *Id.*

For its part—as Company testimony established—following expiration of the CBA, the Company embarked on a deliberate plan to alter established past practices at the Fair Lawn plant. *See* Tr. 1180:9:-24, 1194:14-21 (DiStefano).² As the ALJ found, in March 2016, the Company unilaterally changed the plant’s longstanding short-term disability leave policy to require employees to stay out of work for longer periods. ALJD at 9:9-12; *see also* Tr. 56:17-57:20 (Milewski), 449:14-54:18 (Vlashi); GC Ex. 4 (Prior Policy), GC Ex. 5 (March Policy), GC Ex. 6

² Mondelez Director of Human Resources Pamela Distefano testified, in response to a question from Company counsel, that “[a]fter expiration, we deliberately analyzed what sections of the contract we were required to follow under labor law, and what sections of the contract did not survive expiration. And we gave direction to HR manager to socialize with the Union that going forward in expiration, we would be following the letter of the contract with regard to new hire orientation. Because . . . any past practice in that regard did not survive expiration or inconsistent practice.” Tr. 1180:16-24. As we discuss *infra* at 33-34, the Company’s view of its post-expiration legal obligations was incorrect.

(Letter to Employees). In May 2016, the Company unilaterally changed longstanding practice and began to insist that HR representatives attend the Union’s orientation session with new hire employees. ALJD at 14:1-10; *see also* Tr. 64:15-69:18, 99:24-100:14 (Milewski). In June and December 2016, the Company also changed the shift hours for a group of employees without negotiating with the Union. ALJD at 15:9-33; *see also* Tr. 88:2-8 (Milewski), 1145:6-18, 1152:6-1153:9(Bevacqua).³ And the Company failed to timely respond to requests by the Union for information regarding new hires and certain types of discipline. ALJD 15:35-20:16; Tr. 77:18-78:14, 90:13-91:8 (Milewski), GC Exs. 9, 13.

II. The Union Officials’ Union Activity and the Company’s Knowledge of It

As the ALJ found, Mr. Vlashi, Mr. Scherer, and Mr. Gutierrez were each long-serving, elected union officials who had “engaged in union activity well known to the Respondent before their respective discipline was taken.” ALJD 32:41-42. Mr. Vlashi was President of Local 719 and had been a steward for eight years. *Id.* at 33:1-3; Tr. 398:3-21 (Vlashi). Mr. Scherer and Mr. Gutierrez had been elected shop stewards for decades. ALJD 33:19. 33:29-30; Tr. 559:1-14, 606:12-607:1 (Scherer), 666:7-12 (Gutierrez). They were among the most outspoken stewards in the plant. Tr. 545:22-46:15 (Vlashi), 593:22-94:23 (Scherer), 668:12-19 (Gutierrez).

Following the expiration of the CBA, the three union officials each had repeated confrontations with managers and supervisors, particularly over the managers’ insistence that they could change the practices in the plant because the Union had “no contract.” ALJD 24:44-25:3, 27:12-13, 30:37-31:4; Tr. 413:12-15:11 (Vlashi) (describing confrontations with supervisors John Laten, Mike Goodin, and Nicholas Giulianelli), 562:21-66:10 (Scherer)

³ The Company also laid off employees out of seniority order in April 2016. Tr. 82:3-84:16, 105:14-07:1 (Milewski), GC Ex. 3 (CBA), Art. 5, Sec. 1. The General Counsel has filed exceptions regarding the ALJ’s decision that the layoffs were not an unlawful unilateral change.

(confrontations with supervisors Dawn Sprague and Dan Calabrese), 671:1-73:8 (Gutierrez) (confrontations with Ms. Sprague and Mr. Calabrese).⁴

During this period, each of the union officials had specific confrontations with Plant Human Resource Manager Erica Clark-Muhammad. Tr. 61:8-62:6 (Milewski), 304:10-22, 417:23-18:17, 450:21-52:19 (Vlashi) (confrontations with Ms. Clark-Muhammad regarding discipline and changes to short-term disability policy), 567:25-68:10 (Scherer) (confrontation regarding requiring change to employee reporting time), 673:21-74:12 (Gutierrez) (argument regarding change to short-term disability policy).

Each official also played an active and visible leadership role in the Union's contract campaign, ALJD 24:38-42, 27:24-30, 30:24-27—which led to repeated confrontations with Plant Manager Charlotta Kuralti. Mr. Vlashi was the public face of rallies held outside the Fair Lawn plant in April and May 2016, which were closely observed by management (and on at least one occasion, filmed by management) and which were also publicized on Facebook pages accessible to plant managers. Tr. 107:17-08:4, 109:25-15:3 (Milewski), 439:25-45:14 (Vlashi), 679:20-80:7, 736:22-37:7 (Gutierrez); CP Ex. 3 (Facebook Photos); CP Ex. 17 (Facebook Photos). Mr. Vlashi was shown on Facebook preparing strike signs, distributing boycott leaflets at a Susan G. Komen fundraising event sponsored by Mondelez, and protesting at a Mondelez shareholder meeting in Chicago. Tr. 109:9-12, 112:16-14:19 (Milewski); CP Ex. 3 (Facebook Photos).

In February 2016, the Union organized a day of unity during which employees wore Mondelez t-shirts that had been silkscreened with a defiant union graphic.—“a cartoon character holding a fist up.” Tr. 108:11-20 (Milewski), 319:16-20:1 (Nazarro); CP Ex. 3 (Facebook

⁴ The three union officials testified to additional confrontations with management. *See* Tr. 409:3-418:17 (Vlashi), 560:7-68:10 (Scherer), 668:20-76:23 (Gutierrez). The Company did not call any witnesses that disputed any of the testimony referenced in this footnote or in text.

Photos) 1-2; CP Ex. 17 (Facebook Photos) 1. When employees arrived for work wearing the shirts, supervisors and managers—including Ms. Kuratli and Ms. Clark-Muhammad—were standing in the employee lobby, demanding that employees remove and throw the shirts in bins. Tr. 594:24-95:10 (Scherer), 682:1:25 (Gutierrez). Mr. Scherer refused to take off his shirt, and he told other employees, in the presence of Ms. Kuratli, not to remove theirs either. Tr. 595:10-22 (Scherer). Mr. Gutierrez also refused to show Ms. Kuratli his shirt. Tr. 682:12-20 (Gutierrez).⁵

On a different occasion, Mr. Scherer and Mr. Gutierrez hung American flags with a message that said “United We Stand” outside the employee locker room entrance. *See* Tr. 596:16-98:23 (Scherer), 678:16-24 (Gutierrez); CP Ex. 18 (Flag Photo). Ms. Kuratli instructed managers to remove the flags, and, in turn, supervisors Dan Calabrese and John Laten told Mr. Gutierrez to take the flags down. Tr. 597:1-98:23 (Scherer); 678:22-79:11 (Gutierrez). Later, Mr. Scherer asked Ms. Kuratli, “why did you take my flags down?” and also said to her, “nice job. It’s all over social media already.” Tr. 598:5-23 (Scherer). Mr. Gutierrez told Mr. Calabrese that the flags belonged to him and he refused to hand them over “because they were our flags.” Tr. 679:10-11, 701:10-02:12 (Gutierrez).

Mr. Scherer and Mr. Gutierrez also distributed leaflets inside the plant that were critical of the Company in response to information distributed by the Company. Tr. 598:24-99:10 (Scherer), 677:15-16 (Gutierrez); CP Ex. 19 (Leaflets). A supervisor told Mr. Scherer that it was against Company policy to hand out leaflets inside the bakery. Tr. 600:5-12 (Scherer).

III. The Union Officials’ Terminations

⁵ On a separate occasion, Company management directed security to escort Local 719 Business Agent and Financial Secretary Stan Milewski out of a labor management meeting because he was wearing the silkscreened shirt. Tr. 42, 116-18 (Milewski). Ms. Clark Muhammad and Ms. Kuratli regularly attended those meetings. Tr. 61-62 (Milewski).

Prior to the union officials' terminations, there was a longstanding practice at the facility with respect to disciplinary procedures. As the ALJ found on the basis of "credible testimony," ALJD 35:47-36:3, the Company initiates discipline against an employee by first approaching an employee's steward with a written proposed disciplinary notice—called a Form 101U—that sets out the factual basis for the proposed discipline. Tr. 96:1-97:15, 122:22-24 (Milewski), 423:6-20, 455:19-59:20 (Vlashi), 602:10-03:15 (Scherer). As the ALJ found, this "form would contain valuable information to enable the [steward] to discuss with the worker, such as, the infraction, time and date of the infraction, reason for the infraction, and information supporting the infraction, before meeting with the HR department." ALJD at 36:3-6. In other words, it provides the starting point for the steward's investigation of the employer's factual allegations. Tr. 417:1-418:17, 423:10-24:4, 455:19-59:6 (Vlashi), 601:3-18 (Scherer), 685:2-16 (Gutierrez). Local 719 Business Agent Stan Milewski, who has worked in the plant for 39 years and spent many years as union steward and Union president, testified that, prior to the suspensions of the union officials, no one at the plant had been suspended without a Form 101U having been generated. Tr. 47:13-48:2, 96:1-97:6, 122:22-23:1 (Milewski).

That process was entirely abandoned by the Company here. Instead, each of the union officials was brought into a meeting with management on June 15, 2016 without any prior notice of what the meeting was going to be about. ALJD 25:20-29:6, 31:6-9; Tr. 421:2-22:15, 459:12-20 (Vlashi), 569:22-70:4, 600:20-02:20 (Scherer), 683:1-23 (Gutierrez). Present in the room were Ms. Clark-Muhammad, Mondelez Regional Business and Integrity Officer and Security Director for North America Michael Keenan—who could not recall ever having attended any

prior disciplinary interviews at the facility⁶—and Gail Watkins, who was an alternate (*i.e.*, non-elected) shop steward not assigned to the union officials’ departments.⁷ Tr. 421:14-22:15 (Vlashi), 601:21-02:4 (Scherer), 683:9-23, 748:10-12 (Gutierrez), 1000:7-10, 1020:11-21:16 (Keenan). Mr. Vlashi and Mr. Gutierrez requested different stewards and their requests were denied. Tr. 427:13-28:8, 749:20-750:3 (Gutierrez).⁸

The meetings were conducted by Ms. Clark-Muhammad. Tr. 421:11-25:3, 501:8-20 (Vlashi), 612:15-24 (Scherer), 719:5-20 (Gutierrez). The ALJ found that the union officials “were never fully informed of their alleged infractions during their individual meetings,” “were never given specific dates and times of their infraction[s],” and “were not given the opportunity to explain their actions.” ALJD 36:8-13. The interviews lasted between five and fifteen minutes. Tr. 501:18-20 (Vlashi), 576:8-9, 612:12-14 (Scherer), 720:16-17 (Gutierrez). In each meeting, the Union officials were asked about their entries and exits into the facility on certain dates in May 2016, but were shown no documentation. Tr. 502:5-03:9, 509:18-12:13 (Vlashi), 570:6-71:12, 575:17-76:7, 612:25-13:12 (Scherer), 720:21-21:14 (Gutierrez). Ms. Clark-Muhammad asked the questions in an accusatory or rude manner. Tr. 425:2-21, 426:19-427 (Vlashi), 686:5-18 (Gutierrez). Mr. Vlashi and Mr. Gutierrez requested to take notes during the meetings, but

⁶ Mr. Keenan works at Mondelez’s corporate headquarters, located 25 miles from the facility, and had only been in the facility three prior times. Tr. 1014, 1020 (Keenan).

⁷ Mr. Vlashi and Mr. Gutierrez testified that Ms. Watkins did not say a word at the meetings and did not take any notes. Tr. 429:14-25, 500:15-23 (Vlashi), 750:4-10 (Gutierrez). As an alternate steward, Ms. Watkins did not have the same experience as other elected stewards. *See* Tr. 428:1-8 (Vlashi), 601:21-02:4 (Scherer). Steve Tichnor was an experienced steward who would have been available that day. Tr. 543:12-23 (Vlashi), 602:5-9 (Scherer), 749:7-8 (Gutierrez). Unlike Ms. Watkins, Mr. Tichnor was the steward assigned to Mr. Scherer’s department. Tr. 570:14-20, 601:21-02:9 (Scherer).

⁸ In the normal course an employee can request a different shop steward. 456:19-457:03 (Vlashi).

Ms. Clark-Muhammad did not allow them to. Tr. 422:4-23:3, 425:2-25:3 (Vlashi), 684:9-17 (Gutierrez); *see* ALJD 36:13-16. Ms. Clark-Muhammad also asked about allegations that were at times nonsensical—such as accusing Mr. Gutierrez of falsifying medical records and accusing all three union officials of manipulating “manual punch-in” data in the time clock record system, even though employees do not have the ability to make changes in that system. Tr. 505:13-16, 552:20-53:4 (Vlashi), 571:13-16, 575:12-21 (Scherer) 686:5-87:9 (Gutierrez).

At the end of the interviews, the union officials were told they were being suspended pending further investigation. Tr. 428:16-18, 431:1-4, 520:22-25 (Vlashi), 718:22-19:1 (Gutierrez). Suspension was a foregone conclusion, as the Company’s interview outlines each included a script stating that “[b]ased on the information that I have reviewed above and your statements today we believe that you have done the following/you committed these offenses . . . You are hereby suspended effective immediately pending the outcome of further investigation based on the statements you have provided today.” *See* R. Ex. 12 (Interview Notes).

Two weeks later, on July 1, 2016, each of the union officials was sent a termination letter that recited general rule violations without providing specific facts as to the manner, or even the date, that he allegedly violated a particular plant rule. ALJD 26:2-28:14, 31:19-22; CP Exs. 7-9 (Termination Letters). (Internally, Ms. Clark-Muhammad and Ms. Kuratli had recommended that the three union officials be terminated, and Mondelez Director of Human Resources Pamela DiStefano “align[ed]” on that decision. Tr. 1198:17-99:20 (DiStefano); *infra* at 17.)

At no point were the union officials or the Union given a Form 101U explaining the basis for their discipline. ALJD 36:9-10; Tr. 122:22- 23:1, 177:19-79:5 (Milewski), 570:3-4 (Vlashi), 602:19-03:5 (Scherer), 750:13-16 (Gutierrez). The Company subsequently intentionally withheld information about the bases for the terminations from the Union. *See infra* at 24-27.

As the ALJ found, the terminations were also much more severe compared to discipline given to other employees for time-related infractions. ALJD 38:32-39:14. Indeed, no other employee had been terminated for time theft before July 1, 2016—let alone first-time violations. *See infra* at 29-30. The terminations far exceeded the discipline given to other employees who had engaged in the same or similar misconduct within the same time period. *See infra* at 30-32. And, as the ALJ found, the discipline stood in stark contrast to the complete lack of consequences for other employees who were included in the so-called “overtime study report” but not subjected to the same scrutiny as the union officials. ALJD 38:5-7; *infra* at 37-40.

IV. The So-Called “Overtime Study Report”

The Company has claimed that the union officials were terminated for time-theft misconduct—*i.e.*, being absent from the plant at a time when they were expected to be engaged in production activities. *See* Respondent Mondelez’s Brief in Support of its Exceptions (“Mondelez Br.”) at 24. The Company has cited an “overtime study report” (GC Exhibit 19) that it had withheld from the Union at the time of the terminations as the basis for the decisions to terminate the three union officials. Mondelez Br. at 7; Tr. 811:13-18 (Melgar), 1162:21-64:23, 1169:10-13 (DiStefano); *see infra* at 24-27. The ALJ found, however, that the “overtime study report” was entirely pretextual in that it was “applied in a disparate and discriminatory manner to single out the top union echelon.” ALJD 34:35-36.

The “overtime study report” was created by Rogelio Melgar Moron, who first came to the Fair Lawn plant as a continuous improvement engineer in September 2015. Tr. 803:11-04:1 (Melgar). He testified that he was struck by the overtime costs at the plant. ALJD 21; Tr. 805-06. The ALJ found that “Kuratli instructed Melgar to give overtime a closer inspection.” ALJD 21:47-22:1. Ms. DiStefano also testified that the “overtime study report” was requested by Ms. Clark-Muhammad and Ms. Kuratli. Tr. 1163:4-6.

We use quotation marks for “overtime study report” because, as the ALJ found, the study did not actually reach any conclusions about drivers of overtime at the facility. ALJD 35:31-37. The Company’s supposed “objective,” as recited in the report, was to “[u]nderstand the true nature of overtime in our organization and which positions are driving . . . most of the activity.” GC Ex. 19 (Overtime Study Report) 2. But Mr. Melgar’s report does not contain any conclusions about the “drivers” of overtime costs by position or otherwise. *See* GC Ex. 19 (Overtime Study Report); Tr. 878:8-23, 908:24-09:8 (Melgar), 1201:7-02:7 (DiStefano). Employees do not determine how much overtime is worked at the plant. Tr. 882:6-12 (Melgar). Rather, management determines the need for overtime based on the number of open positions on the production line that need to be filled.⁹ Tr. 513:22-17:16 (Vlashi), 882:8-11, 889:18-90:12 (Melgar). In addition, all employees who work on the weekend are paid overtime, and management determines how many production lines to run on any given weekend. Tr. 888:21-90:12; *see also* Tr. 185:12-86:16 (Milewski), 434:10-21 (Vlashi).

Mr. Melgar’s study did not examine management’s determinations about overtime needs in his study or report. In fact, as of the date of his testimony in 2018, Mr. Melgar had never reached any conclusions, or prepared any report, with respect to whether certain positions appeared to drive overtime costs. Tr. 878:6-11, 908:24-09:8 (Melgar). The ALJ found that Mr. Melgar’s explanation that he did not complete his review because of personal reasons and other work projects was not credible, concluding that “[t]his explanation is simply not worthy of belief

⁹ The plant runs continuously on three eight-hour shifts. *See* Tr. 201-02, 258-59 (Milewski). When Fair Lawn employees work more than one shift in a day, they are paid overtime for the shift that is not their regularly scheduled shift. *See* Tr. 572-74 (Scherer), 930 (Melgar).

given that overtime usage was a high priority with the plant manager and Melgar was given the green light to devote his time to analy[ze] this ‘problem’ of overtime usage.” ALJD 35:37-40

To support his study, Mr. Melgar created a database that compared turnstile data of entries and exits from the plant with employee pay records for certain employees. Tr. 809:5-10 (Melgar). His database included data from allegedly random weeks in 2015 and 2016, and it focused on 59 employees who clocked in for 80 hours or more of work during at least one week in the weeks encompassed in the report. Tr. 812:12-13 (Melgar); GC Ex. 19 (Overtime Study Report) 3-4. (However, Mr. Gutierrez was not among the 59 employees in the database. ALJD 23; GC Ex. 19 (Overtime Study Report) 4.)) For those individuals and weeks, Mr. Melgar created a single spreadsheet that included employees’ turnstile data (*i.e.*, when the turnstile registered an “In” or an “Out” associated with an employee’s ID badge) and their time clock data (*i.e.*, when the time clock registered a “clock in” or “clock out” associated with an employee’s ID badge). Tr. 809:7-10, 902:4-903:20, 907:1-24 (Melgar); CP Ex. 23 (Database)¹⁰. Mr. Melgar testified that he produced the report “around May 2016” (or later, “around Q2 2016”). Tr. 811:10-12, 880:18-20 (Melgar); *see* ALJD 22:12-14.

As we discuss in detail in Part IV of the Argument, the data indicate hundreds of instances, spread among most of the employees examined in the study, of either apparent

¹⁰ Employees use ID badges to “swipe” in and out of the plant’s employee entrance. Additionally, employees use their ID badges to “clock” in and out of the “LIS” pay clock. Tr. 148:16-49:1 (Milewski). Employees clock in once before the beginning of their shift, and then clock out at the end of their shift. Tr. 163:6-7 (Milewski), 507:18-08:18 (Vlashi), 580:6-25, 586:20-25 (Scherer). They do not clock in and out when they take scheduled breaks. Tr. 163:1-7 (Milewski), 507:7-08:16 (Vlashi), 580:6-12, 586:20-25 (Scherer), 696:23-15 (Gutierrez). Plant employees can leave the facility during breaks, and certain employees can combine breaks as well. Tr. 586-87:1-24 (Scherer). Mr. Scherer, who, like Mr. Vlashi, worked as an icing mixer relief, could combine his breaks into an hour-long period. Tr. 394:21-95:25 (Vlashi), 558:16-18, 587:22-24 (Scherer).

extended absences from the plant or consecutive “Ins” or “Outs” registered by the turnstile. Despite these hundreds of instances, Mr. Melgar’s report focused almost exclusively on the three union officials¹¹ and characterized the instances pertaining to them as evidence of time-theft. Contrary to the Company’s suggestion, Mondelez Br. 5, 7, 31, Mr. Melgar also engaged in a highly selective review of video in connection with his study. The ALJ found Mr. Melgar’s explanations as to why he focused on the union officials to the exclusion of other employees in his study were not credible. ALJD 35:28-40.

ARGUMENT

Applying the burden-shifting framework set out in *Wright Line*, 251 NLRB 1083, 1089 (1980), the ALJ found that the Company unlawfully terminated the three union officials. The Company claims that the ALJ relied upon an incorrect reading of the *Wright Line* standard and reached his conclusion contrary to the evidence in the record. *See* Mondelez Br. 19-20. Neither contention has any merit.

I. The ALJ Applied the Correct Legal Standard

To establish unlawful discrimination under the Act, the General Counsel must “make a *prima facie* showing” that “protected conduct was a ‘motivating factor’ in the employer’s [adverse] decision.” *Wright Line*, 251 NLRB at 1089. The General Counsel may do so by presenting evidence of “union or other protected activity by the employee, employer knowledge of that activity, and antiunion animus on the part of the employer.” *Austal USA*, 356 NLRB 363, 363 (2010). Once a *prima facie* case is made, the burden shifts to the employer to affirmatively prove that it would have taken the adverse action absent the protected conduct. *Wright Line*, 251

¹¹ The report also stated conclusions about Nove Koroskoski and Zoran Naumoski. GC Ex. 19 (Overtime Study Report). *See infra* at 35-36, 37 n.28.

NLRB at 1089. At that point, the General Counsel may show that the justification proffered by the employer is pretextual. *See Austal USA*, 356 NLRB at 363.

As the ALJ also observed throughout his Decision, an employer's anti-union motivation can be demonstrated through circumstantial evidence. *See* ALJD 34:9-15, 37:39-40:322. "The Board has long recognized that direct evidence of an unlawful motive, *i.e.*, the proverbial smoking gun, is seldom obtainable. Hence, an unlawful motive may be inferred from all of the surrounding circumstances." *Overnite Transp. Co.*, 335 NLRB 372, 375 (2001). *See also, e.g., Mesker Door, Inc.*, 357 NLRB 591, 592 (2011); *Fluor Daniel, Inc.*, 304 NLRB 970, 976 (1991). As we detail in the Section that follows, the ALJ found that there was overwhelming record evidence of the Company's anti-union animus.

Mondelez appears to assert that the *Wright Line* standard requires direct proof of some *additional* "causal nexus" between the protected activity and the adverse employment action. *See* Mondelez Br. 20-21, 29-30. But Mondelez overstates the evidentiary showing necessary to make out a *prima facie* case. As the cases cited by Mondelez make clear, the General Counsel may establish a "nexus" between protected activity and an adverse employment action based on circumstantial evidence of the exact type present in this case—including "suspicious timing, false reasons given in defense, failure to adequately investigate alleged misconduct, departures from past practices, tolerance of behavior for which the employee was allegedly fired, and disparate treatment of the discharged employees as support for an inference of animus and discriminatory motivation." *Wal-Mart Stores*, 341 NLRB 796, 805 (2003); *see also Earthgrains Co.*, 338 NLRB 845, 852 (2003) ("Animus need not be proven by direct evidence; it can be inferred from the record as a whole."). The Board has likewise made clear that in evaluating the General Counsel's *prima facie* showing, it "will not 'quantitatively analyze' the effect of the

[employer's] unlawful motive." *Farmer Bros Co.*, 303 NLRB 638, 649 (1991). Rather, "[t]he existence of such is sufficient to make a discharge a violation of the Act." *Id.*

Mondelez's reliance on *New Otani Hotel & Garden*, 325 NLRB 928 (1998) is particularly misplaced. There, the Board explicitly *rejected* the ALJ's "suggestion that direct evidence of animus is a requisite element of the General Counsel's case or that unlawful motivation may not be proven by an inference drawn from evidence of blatantly disparate treatment." *Id.* at 928 n.2. The Board then reiterated its "repeated" statements that "'under certain circumstances, it will infer animus in the absence of direct evidence' and that evidence of a 'blatant disparity is sufficient to support a prima facie case of discrimination.'" *Id.* (quoting *Fluor Daniel, Inc.*, 304 NLRB 970, 970-71 (1991)).

Mondelez also relies on footnotes in *Shearer Foods*, 340 NLRB 1093, 1094 n.4 (2003) and *Valley Health System, LLC*, 352 NLRB 112, 113 n.2 (2008) as support for its assertion that some additional link between an employer's anti-union animus and the adverse employment action must be proven. But the footnotes in the cases cited by Mondelez do not state the governing law, but rather only Member Schaumber's view of a standard he believed the Board should adopt in future cases. *See Shearer Foods*, 340 NLRB at 1094 n.4.¹²

¹² Mondelez also cites *Atlantic Veal & Lamb, Inc.*, 342 NLRB 418 (2004), for the proposition that the Board found an employer's comments that "if the Union 'came in,' it would 'close the business and move to Indiana' and that if the employer found out 'who was signing the cards of the Union, they would get fired,'" to be insufficient evidence to show that anti-union animus was a motivating factor of an employer's decision not to recall an employee from layoff. *Mondelez Br.* at 30. To the contrary, the Board held that no Section 8(a)(3) claim was established with respect to the employee in question for other reasons having nothing to do with the sufficiency of the proof of anti-union animus, and it did not mention the employer's inflammatory remarks in its discussion of the employee who was not recalled. *See* 342 NLRB at 418-19. The Board did rely on those remarks to find that a different employee was discharged in violation of Section 8(a)(3). *See* 342 NLRB at 420.

II. The ALJ's Conclusion that the Union Officials Engaged in Union Activity, and the Company Had Knowledge of That Activity, is Supported by Substantial Record Evidence

The ALJ found that the General Counsel easily established the first part of the *Wright Line prima facie* test, holding that it “could not be reasonably disputed” that the three union officials “engaged in union activity well known to the Respondent before their respective discipline was taken.” ALJD 32:41-42. This conclusion was based on his factual findings that the three discharged individuals were each longtime union officials,¹³ and that they had engaged in activities described *supra* at 4-6, which involved both confrontations with managers regarding the Company’s attempts to change practices in the plant after the expiration of the CBA, as well as conspicuous activities in support of the union’s boycott and contract campaign. *See* ALJD 33:1-46; *see also* ALJD 9:8-12, 24:38-25:18, 27:1-30, 30:37-31:4. Indeed, the record establishes that Mr. Vlashi, Mr. Scherer, and Mr. Gutierrez were not only longtime elected stewards (and, in Mr. Vlashi’s case, union president), they were also among the strongest and most confrontational stewards in the plant, and they were sought out by employees outside of their departments to represent them in disputes with supervisors. Tr. 545:14-46:15 (Vlashi), 593:22-94:23 (Scherer),

¹³ The union officials’ status as such is alone sufficient to meet the “union activity” and “employer’s knowledge of union activity” prongs of the *Wright-Line* test. *See, e.g., Burndy, LLC*, 364 NLRB No. 77 slip op. at 22 (2016) (affirming ALJ finding that GC made out “union activities” and “employer[’s] knowledge” prongs of *Wright Line* test where evidence showed that all disciplined employees, except for one, were union officers and that employer was “well aware” of their positions as such); *Paragon Sys., Inc.* 362 NLRB No. 182 slip op. at 17 (2015) (affirming ALJ finding that GC made out *prima facie* retaliation case under *Wright Line* where “[n]either protected activity nor knowledge were significantly in dispute as [the disciplined employees] all held officer positions with the Union”).

Mondelez cites *Shearer Foods, Inc.*, 340 NLRB 1093, 1094 (2003) for the proposition that *Wright Line* requires “‘knowledge of union activity,’ not mere knowledge of union status.” Mondelez Br. at 23. The words “knowledge of union activity” do appear in *Shearer Foods*, but nowhere does the decision say that knowledge of union status is insufficient.

666:7-68:15 (Gutierrez); *see also supra* at 4-6. Plant Manager Charlotta Kuratli and Plant Human Resources Manager Erica Clark-Muhammad, in particular, both had repeated confrontations with the union officials in the months leading to their terminations. *See supra* at 5-6. As the ALJ found, “it is without doubt that Kuratli and Clark-Muhammad were fully aware of [the union officials’] union status and support for the union.” ALJD 40:11-12.

Despite this overwhelming evidence, the Company nonetheless asserts that it lacked knowledge of the union officials’ protected activity based on its argument that a high-level Mondelez manager, Human Resources Director Pamela Distefano, was actually the person who decided to terminate the three union officials. Mondelez Br. 15-16, 22-23. Mondelez’s argument relies on a gross mischaracterization of the record (and Ms. Distefano’s testimony in particular), which establishes that Ms. Kuratli and Ms. Clark-Muhammad were the driving forces behind the terminations.

Ms. Kuratli and Ms. Clark-Muhammad requested that the “overtime study report” be prepared, they brought the report to the attention of Ms. Distefano, and Ms. Clark-Muhammad explained to her and other Mondelez managers “what [the] report indicated . . . about these individuals and their use of falsifying their time records.” Tr. 1163:11-64:11 (DiStefano). Ms. Clark-Muhammad conducted the highly irregular investigatory interviews that the ALJ determined to be a “sham,” *see* ALJD 35:42-36:17; *infra* at 22-24, and she reported the “results” of those interviews to Ms. Distefano, *see* Tr. 1167:15-68:7 (DiStefano). After the interviews were conducted, Ms. Clark-Muhammad and Ms. Kuratli brought forward the termination decisions. Tr. 1969:4-12, 1199:16-21 (DiStefano). According to Ms. Distefano, there is no one single decisionmaker for termination decisions; rather managers “align[]” on the decisions. Tr. 1198:15-21. Ms. Distefano and Ms. Kuratli “align[ed]” with respect to Ms. Kuratli’s and Ms.

Clark-Muhammad's proposal to terminate the union officials. *Id.* at 1199:19-25 (DiStefano). Rather than decisionmaker, Ms. Distefano described herself only as "one of the people who reviews those decisions before they are executed to make sure we are in compliance with our obligations and our Union contracts." Tr. 1198:8-13.

Mondelez's argument is also unsupported by case law. The Company argues that, as a matter of law, animus displayed by lower-level supervisors cannot be imputed to upper management that ultimately carries out discipline. *See Mondelez Br.* at 22. Mondelez's sole support for this audacious assertion is a citation to a passage of an ALJD that the Board explicitly rejected upon review. *West Pak, Inc.*, 248 NLRB 1072, 1072 n.1 (1980). In fact, the law is to the contrary. The Board will not "permit [a] company to launder the 'bad' motives of certain of its supervisors by forwarding a dispassionate report to a neutral superior." *Boston Mutual Life Ins. v. NLRB*, 692 F.2d 169, 171 (1st Cir. 1982). To that end, the Board will find an employment action unlawful when it is clear that the so-called neutral supervisor would not have taken the disciplinary action absent prompting by a member of management who was aware of the discriminatee's union activity.

In *Acme Bus Corp.*, 357 NLRB 902 (2011), for example, the Board attributed the animus of a lower-level supervisor to the employer's human resources manager, who "testified that he made or approved" the challenged discharge decision, despite the human resources manager's testimony that he did not have knowledge of the discriminatee's union activity. *Id.* at 904 n.12. The Board noted that the ALJ concluded as a factual matter that the lower-level supervisor, who harbored clear anti-union animus, had informed the human resources manager of the union activity. *Id.* But even disregarding that finding, the Board attributed the lower-level supervisor's animus to the respondent because the human resources manager's decision was based entirely on

the lower-level manager's reports. *Id.*; *see also Goldens Foundry & Machine Co.*, 340 NLRB 1176, 1177-78 (2003) (imputing a lower-level supervisor's animus to an "innocent" HR manager because "the matter would have never been brought to [the HR manager's] attention were it not for [the lower-level supervisor] pushing it," and holding HR manager's "good faith belief in what [the lower-level supervisor] told her does not insulate the Respondent from the consequences of its action in discharging [the discriminatee] in reliance thereon"); *see also Springfield Air Center, Inc.*, 311 NLRB 1151, 1151 (1993) (imputing unlawful motivation to board of directors because Respondent's president, who had knowledge of union activity "had direct input into the decision").

Ms. DiStefano is not necessarily as "innocent" as the decisionmakers in these cases; she acknowledged knowing about Mr. Vlashi's status as union president, and she surely knew about the Union's national boycott campaign. Tr. 113:9-12 (Milewski), 1175:8-12 (DiStefano). She was also part of a deliberate effort at the Company to change past practices at the plant following expiration of the CBA. *See supra* at 3 n.2. But even if Ms. DiStefano were assumed to be the "innocent" decision maker with respect to the termination of the union officials, Ms. Clark-Muhammad's and Ms. Kuratli's knowledge of the union officials' protected activity would nonetheless be imputed to the Company.

III. The Record Evidence Demonstrates that the Company Acted with Anti-Union Animus When It Suspended, and Later Terminated, the Three Union Officials

The Company asserts that "the ALJ's anti-union animus finding boils down to nothing more than general, non-threatening remarks." *Mondelez Br. 25*. This characterization misstates the record. The statements by multiple managers to the union officials to the effect that "you guys have no contract," ALJD 24:46-25:2, 27:12-13, 31:1-4, 33:15-17; *see supra* at 4-5, were not general, one-off statements such as those at issue in *Tejas Elec. Servs.*, 338 NLRB 416,416

(2002) or *Winkle Bus Co.*, 347 NLRB 1203, 1220 (2006). *See* *Mondelez Br.* 24-25. Rather they were made repeatedly by supervisors while they attempted to institute unilateral changes to past practices, at a time when the Company was admittedly engaged in a purposeful effort to change longstanding plant practices after the CBA expiration. *See supra* at 3 n.2. The obvious implication of these statements, conveyed on multiple occasions by several members of management, is that the Union was powerless to stop the Company's willful and unlawful behavior. Taken together or separately, they are plain evidence of anti-union animus.¹⁴

The Company's assertion also mischaracterizes the ALJ's Decision. He found that the union officials' terminations were motivated by anti-union animus based on several different aspects of the record:

- The "no contract" statements by supervisors, ALJD 33:15-35;
- The Company's "failure to conduct a meaningful investigation" and to give the union officials an opportunity to address the allegations against them, ALJD 37:21-37;
- The inconsistent treatment of the union officials compared to other employees with similar alleged infractions, ALJD 37:39-38:17; and
- The timing of the discharges, ALJD 39:35-40:26.¹⁵

¹⁴ The Board should disregard the Company's speculation that these remarks "merely represented a good faith belief" on the part of some managers that they could change plant practices following the CBA expiration. *See Mondelez Br.* 27. The Company could have, but chose not to, call any of the managers who made the statements as witnesses.

¹⁵ The ALJ also described an incident in which Local 719 Business Agent Stan Milewski was escorted out of the plant by security because Mr. Milewski wore a union logo shirt to a labor management meeting. ALJD 5:12-16. The Company has attempted to characterize this incident as a "miscommunication," based on the fact that it was an assistant Human Resources manager, and not Ms. Clark-Muhammad personally, that first told Mr. Milewski that "they" would not meet with him while he wore the union t-shirt. *Mondelez Br.* 26. The ALJ's description of this incident fairly describes the testimony on this point. *See Tr.* 116:5-118:16 (Milewski).

As we show in this Part and the next, the ALJ's findings are well supported by record evidence, which is replete with additional evidence that the union officials' terminations were motivated by anti-union animus.

A. The Timing and Coordinated Nature of the Suspensions and Terminations is Evidence of the Company's Anti-Union Animus

The Company's suspension of the union officials on June 15, 2016 (which preceded their terminations on July 1, 2016) came on the heels of those union officials' sustained representational activity, as well as their in-plant and public advocacy activity in the Spring of 2016 following the expiration of the CBA.¹⁶ As the ALJ found, ALJD 39:35-40:26, the Company's anti-union animus is demonstrated by the timing of the suspensions and terminations in relation to the union officials' union activity. It is also demonstrated by the coordinated nature of the suspensions and terminations. *See 1621 Route 22 W. Operating Co., LLC v. NLRB*, 825 F.3d 128, 146 (3d Cir. 2016) (coordinated discharge of four union activists "immediately following [a] union election" supported Board's finding of animus); *Reno Hilton Resorts v. NLRB*, 196 F.3d 1275, 1283 (D.C. Cir. 1999) (enforcing Board order finding animus under *Wright Line* when company's decision to contract out work "came on the heels of heavy union activity, most notably following [a] strike" four months earlier which itself was the culmination of 10 months of labor strife); *Saigon Gourmet Rest., Inc.*, 353 NLRB 1063, 1065 (2009) ("[T]he dramatic timing of [a] mass discharge hard on the heels of [the employer's] learning of [an]

¹⁶ Mondelez misrepresents the record when it argues that the union activity took place in March and the discriminatory discharges took place in July and that therefore the timing is "too remote." Mondelez Br. at 28. In fact, the evidence showed, and the ALJ found, ALJD 5:23-24, 24:44-25:5, 27:2, 30:7-31:4, that the union activity took place from January through May of 2016, with the last rally being held on May 12. *See* Tr. 442:16-18 (Vlashi). The Local 719 Facebook page shows union activity extending into late May. CP Ex. 3 (Facebook Photos). The discriminatory suspensions then took place June 15.

overtime demand . . . strongly supports an inference of animus and discriminatory motivation”); *Case Farms of North Carolina, Inc.*, 353 NLRB 257, 260 (2008) (“The Board frequently finds that the timing factor supports an inference of animus and discriminatory motivation.”); *Equitable Resources Exploration*, 307 NLRB 730, 730-31 (1992) (animus shown, in part, by two-and-a-half months of union organizing activities which preceded a mass layoff); *Wright Line*, 251 NLRB at 1090 (animus shown, in part, by discharge of union activist two months after union representation election campaign)¹⁷; *see also* ALJD 39:40-40:26 (citing cases).

B. The Company Departed from Its Established Disciplinary Procedure in Suspending and Terminating the Union Officials Without Any Prior Warning

The record demonstrates that, with respect to the union officials, the Company abandoned its longstanding practice of giving the Union prior notice of the factual allegations, in a Form 101U, that would support the imposition of discipline on an employee. *See supra* at 7; ALJD 35:46-36:6. Instead, it brought each of the union officials into highly unusual disciplinary meetings with no prior notice (and thus no opportunity to investigate the allegations against them), without conventional or meaningful union representation, and told at least two of them that they could not take notes. *See supra* at 7-9. During those meetings, they were “never fully informed of their alleged infractions.” ALJD 36:8-9. As a result, the union officials were deprived of any real opportunity to defend themselves, since “it would have been extremely

¹⁷ *Mondelez’s* citation to *Syracuse Scenery & Stage Lighting*, 342 NLRB 672, 675 (2004), is inapposite. *See Mondelez Br.* at 27-28. In that case, the Board found that evidence of union activity occurring in close proximity to the discharges, while blatant misconduct also occurred in close proximity to the discharges, was, “standing alone, insufficient to establish that the Respondent did not rely on its asserted reasons for the discharges under the circumstances of this case.” 342 NLRB at 675. Here, the timing of the discharges is only one of many factual grounds for the ALJ’s determination that the Company acted with animus.

difficult for them to provide . . . explanation[s] after their suspensions[s] but before their discharge[s] for their alleged excessive absences.” *Id.* at 14-16.¹⁸

As we discuss further *infra* at 43-47, the ALJ correctly concluded that these meetings were part of a “sham” investigation that deprived the union officials of any real opportunity to defend themselves—which is proof of a discriminatory motive. ALJD 37; *see also infra* at 43 (citing cases). In addition, an employer’s departure from established procedures—including disciplining employees without any prior warning—is itself evidence of anti-union animus. *See, e.g., Eddyleon Chocolate Co.*, 301 NLRB 887, 889 (1991) (“Respondent’s departures from established procedures in disciplining Williams lend further support to a finding of pretext.”); *Trover Clinic*, 280 NLRB 6, 6 n.2 (1986) (“In finding that the Respondent discriminatorily disciplined and discharged employee Gibson, we particularly rely on the judge’s findings that the Respondent departed from its customary manner of responding to patient complaints concerning an employee’s behavior or work performance.”); *Fixtures Mfg. Co.*, 332 NLRB 565, 572 (2000).

Mondelez attempts to minimize the significance of this conduct, asserting that under *Detroit Newspaper Agency v. NLRB*, 435 F.3d 302, 310 (D.C. Cir. 2006), “the failure to follow ‘guidelines,’ or ‘neglecting to adhere to a progressive discipline policy,’ are ‘red herring’ arguments which should be ignored.” Mondelez Br. 33-34. That is a wildly irresponsible mischaracterization of the case. Mondelez’s quotations are taken from a section of the opinion in

¹⁸ After the suspensions of the union officials, a supervisor posted an email by the employee time clock in the facility stating, among other things, that the three union officials (and two other employees) had been suspended. GC Ex. 16 (Posted Email); Tr. 312:15-14:21, 316:19-17:22 (Nazarro), 1149:4-18 (Bevacqua). The Company’s conduct in making public the fact that the union officials were suspended is additional evidence of its anti-union animus. *See, e.g., Aldworth Co.*, 338 NLRB 137, 151 (2002), *enf’d.* sub nom. *Dunkin’ Donuts Mid-Atlantic Distribution Center, Inc. v. NLRB*, 363 F.3d 437 (D.C. Cir. 2004); *Garvey Marine, Inc. v. NLRB*, 245 F.3d 819, 826 (D.C. Cir. 2001).

which the court held that there was no evidence of an established termination procedure or progressive discipline policy from which the employer could have departed. The court did *not* hold that departure from progressive discipline in every case is a red herring as a matter of law, but merely that the argument as applied to the facts of that case was unconvincing.

C. The Company Intentionally Withheld Information from the Union Regarding the Factual Bases of the Discipline

The Company's anti-union animus is also demonstrated by its willful withholding of information from the Union. Shortly after the terminations, the Union made an information request that sought "[a]ll factual bases for the company's decision to terminate the employee" and "[a]ll documents relied upon by the company in the discipline-termination of this employee." *See* CP Ex. 1 (Company Response to Information Request); Tr. 94:14-16 (Milewski). In response, the Company produced the union officials' termination letters (which contain no specific factual information); certain Powerpoint slides containing pictures of the employees entering or exiting turnstiles, and a large Excel file called "Copy of Turnstile Reports December 15 to June 2016" that contained thousands of entries of turnstile data. Tr. 129:4-31:7 (Milewski); CP Ex. 7-12 (Termination letters and Powerpoint slides).

In reality, the Company had chosen to withhold from the Union extensive documentation about the purported factual bases for the union officials' terminations—including notes from the June 15, 2016 meetings that identified the specific dates and times that misconduct allegedly occurred, summaries of those notes, as well as the "overtime study report" that purportedly provided the bases for the discipline. *See* CP Exs. 20 and 21 (Company Documents Provided to Unemployment Office). The Union only learned of these documents because they were provided to Mr. Scherer by the New Jersey Department of Labor and Workforce Development when he sought unemployment benefits, Tr. 641:11-42:7 (Scherer)—the Company had submitted them to

the state in an effort to defeat Mr. Scherer’s unemployment claim, while at the same time deliberately withholding them from the Union in response to a specific request.

But even more significant is the fact that the Company *purposefully altered the documents it provided to the Union to prevent it from investigating the purported factual bases for the terminations*. At the hearing, the Union received the complete “overtime study report” that purportedly provided the basis for the union officials’ terminations. *See GC Ex. 19 (Overtime Study Report)*. A comparison of the complete report with the slides previously provided to the Union shows that the Company removed explanatory information from the slides before providing them to the Union.

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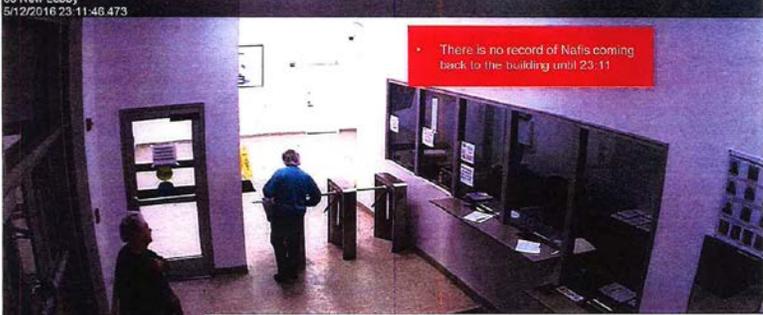
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For example, page 29 of the report contains text explaining Mr. Vlashi's alleged misconduct:

Extended period of absence during shift- May 12 2016

66 New Lobby
5/12/2016 23:11:46.473

There is no record of Nafis coming back to the building until 23:11



Access Attempts for 5/12/2016

Time	Time Zone	Employee Name	Card Function	Device	Area
7:24:25AM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
10:25:27AM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
10:25:30AM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
12:04:00PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
12:04:03PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
1:07:47PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
1:22:02PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
2:30:42PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
4:21:10PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
4:51:00PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
4:50:01PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
8:10:22PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
8:10:22PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
11:11:46PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
11:20:00PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal
11:20:00PM	Vlasi Access	VLASHI, NAFIS	OUTTERDOOR, CLASADO	02 - Employees Ent Terminal 3 Entr	11 - Lobby 4 Terminal

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29

GC Ex. 19 (Overtime Study Report) 29. However, the page in the version provided to the Union had the explanatory information and data removed:

66 New Lobby
5/12/2016 23:11:46.473



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L3E

CP Ex. 12 (N. Vlashi Slides) 10. The Union was therefore left to guess at the nature, context, and extent of the allegations against Mr. Vlashi. The same is true for the slides regarding Mr. Scherer and Mr. Gutierrez. *Compare* GC Ex. 19 (Overtime Study Report) 35-37 *with* CP Ex. 10 (B. Scherer Slides); GC Ex. 19 (Overtime Study Report) 6-14 *with* CP Ex. 11 (C. Gutierrez Slides).¹⁹

The Company's manipulation of the pages provided to the Union lays bare its intentional effort to prevent the Union from learning—and thus being able to meaningfully challenge—the purported bases for the terminations. The Company's deliberate decision to depart from the normal procedure of issuing Form 101Us, to withhold documents from the Union, and to alter documents before providing them to the Union is plain evidence of anti-union animus. As the Board has previously found, a decision to keep a union in the dark regarding the specific reasons for a termination is "alone . . . enough to support an inference that the [terminations were] discriminatory." *M.J. Mech. Servs., Inc.*, 324 NLRB 812, 817 n.37 (1997) (citing *NLRB v. Griggs Equipment, Inc.*, 307 F.2d 275, 278 (5th Cir. 1962)); *see also Dynabil Industries, Inc.*, 330 NLRB 360, 363 (1999) ("Respondent refused to give [the discharged employee] a reason for the discharge. The refusal to give a reason for the discharge under these circumstances raises an inference that Respondent had an unlawful motivation for the discharge.") (citation omitted).

D. The Terminations Were Inconsistent with the Practice of Progressive Discipline at the Facility and Were Far Out of Line with Past Discipline Imposed for Time-Theft Violations

An employer's departure from the long-established progressive discipline system is clear evidence of anti-union animus. *Toll Mfg. Co.*, 341 NLRB 832, 833 (2004) (employer failure to

¹⁹ One of the four sets of slides provided by the Company did provide some explanatory information, but not enough to fully understand the Company's purported bases for any of the termination decisions. *See* CP Ex. 13.

follow progressive discipline system constitutes evidence of unlawful motivation); *Embassy Vacation Resorts*, 340 NLRB 846, 848-49 (2003) (animus shown by employer’s failure to give employees a chance to defend themselves and its deviation from its past practice of discipline); *Guardian Automotive Trim, Inc.*, 340 NLRB 475, 475 n.1 (2003). Here, as the ALJ found, ALJD 37:42-39:33, the union officials were subjected to far greater scrutiny than other employees, and their terminations were entirely unprecedented compared to prior discipline for similar offenses.

In Part IV *infra*, we discuss the disparate nature of the “overtime study report” that purportedly provided the factual bases for the termination of the three union officials: the type of data discrepancies that underlay the conclusions that the three union officials had engaged in time theft were in fact prevalent among *most* of the employees studied in the report, and those other employees were not accused of (let alone terminated for) intentional time theft. That disparate treatment of the three union officials alone is more than sufficient to demonstrate the anti-union motivation of the Company. *See also* ALJD 38:33-34 (noting the “hundreds of multiple entries of the 59 employees” purportedly examined in the “overtime study” that “were not investigated further by the HR department.”).

But even if one were to accept the Company’s conclusions that the union officials had engaged in some misconduct, their terminations for that misconduct were—as the ALJ also found, *id.* at 37:42-39:33—far out of line with past discipline of other employees at the facility. The Fair Lawn facility had a consistent practice of following progressive discipline, except in egregious cases of misconduct such as fighting or purposeful stealing. Tr. 157:25-58:10, 253:24-54:17 (Milewski), 1063:14-16 (Kalemba).²⁰ Typically, the Company followed a conventional

²⁰ Don Kalemba is a Maintenance Supervisor and Planner at the facility, and he testified that there is a practice of progressive discipline at the plant. Tr. 1040:8-9, 1063:14-16 (Kalemba). *See also* ALJD 38 n.14.

approach in which employees first receive counseling, followed by warnings, prior to suspensions. Tr. 638:8-39:9 (Scherer). In theory, employees could be terminated for a first-time offense, but terminations were exceedingly rare. *See* Tr. 638:13-15 (Scherer), 744:13-45:15 (Gutierrez). Past Form 101Us contain references to the facility’s longstanding adherence to progressive discipline.²¹ *See* GC Ex. 14 (Form 101Us) 1-2, 4-6, 9, 11, 15, CP Ex. 15 (Form 101U Compilation) 24, 26-29.

As we discuss fully in Part IV *infra*, the union officials were each purportedly terminated for offenses in which they were accused of being out of facility at times when (according to the Company) they should have been engaged in work duties. None of them had any discipline within the two-year “look back” period under the CBA. *See* GC Ex. 3 (CBA) pp. 47-48. It is undisputed that that no other employee had been terminated for theft of time before July 1, 2016—let alone first-time time-theft violations. *See* CP Ex. 15 (Form 101U Compilation); *see*

²¹ The ALJ found he did not have to determine if there was a progressive discipline system at the facility since “it is sufficient to find a violation of the Act when the three workers were disparately treated and their discharges were motivated by their union status and activity in support of the Union.” ALJD 38:3-5. However, there no can be no reasonable dispute, based on the record evidence referenced in text, that a progressive discipline system existed—and the Company could not lawfully unilaterally alter that practice after the CBA expired. *See Guard Publ’g Co.*, 339 NLRB 353, 356 (2003).

The Company also seriously misreads the CBA to suggest that the Company had the absolute right to impose any level of discipline. *See* Mondelez Br. 15-16. Article 34 is explicit that the Company’s power to discipline “shall be exercised with justice and with regard for the reasonable rights of the employee,” and *further* provides (in language omitted from Mondelez’s brief) that the Union can bring a case to arbitration if it “finds that an employee has been discharged without just cause.” GC Ex. 3 (CBA) Art. 34. The language from Article 40 of the CBA that the Company cites regarding the Company’s “absolute right” appears in a “miscellaneous clause[]” of the CBA regarding how long past Form 101Us are to stay in an employee’s personnel file, which turns in part on the seriousness of the conduct. GC Ex. 3 (CBA) pp. 38, 48. In context, the right described in Article 40 plainly pertains only to the right to determine the seriousness of the conduct for purposes of determining how long the Form 101U will remain active. It cannot be read—and no one has suggested that the parties have ever interpreted the language in practice—to swallow the just-cause standard found in Article 34.

also Tr. 254:18-21 (Milewski). Instead, as the ALJ found “since 2014, the discipline imposed for abuse of time and attendance were mainly counseling, verbal and written warnings, and some suspensions of 10 days or less.” ALJD 38:34-36 (citing CP Ex. 15 (Form 101U Compilation)); *see also* Tr. 254:2-11 (Milewski), 581:22-82:19, 631:5-35:9 (Scherer), 744:13-48 (Gutierrez). For instance, a Form 101U for an incident that occurred on January 10, 2016—five months before the union officials’ suspensions—notes that an employee (John Moody) was absent from the line “at least 1 hour,” and that “[t]hese issues are progressive as Mr. Moody received a three-day suspension on 10/26/12 for overextended break and five-day suspension with a final warning on 10/22/13 and other occurrences as well.” The result of Mr. Moody’s progressive discipline was another five-day suspension for time theft. CP Ex. 15 (Form 101U Compilation) 4.

Two other instances of past discipline are particularly noteworthy. Mr. Gutierrez was purportedly terminated, at least in part, for allowing another employee, Nove Koroskoski, to use Mr. Gutierrez’s ID badge to clock out of the time clock and swipe out at the turnstile. *See* GC Ex. 19 (Overtime Study Report) 6-14; *see also infra* at 36. However, two employees—Walker Thurmond and Spasija Lazoroska—were disciplined for essentially the same conduct just six months earlier, in December 2015. According to the Form 101Us, Mr. Thurmond was observed on video giving his ID card to Ms. Lazoroska so that she could swipe it at the turnstile and gain access to the building. CP Ex. 15 (Form 101U Compilation) 16-17. For this violation, each employee was suspended for one day. *Id.* Mr. Gutierrez, on the other hand, was terminated.

Second, Mr. Scherer was purportedly terminated, at least in part, for bypassing a turnstile without swiping his ID—which he acknowledged doing in his June 15 meeting.²² Tr. 618:5-7

²² Mr. Scherer testified at hearing that the turnstiles often had mechanical issues and employees frequently slid past the turnstiles. Tr. 589:17-91:22 (Scherer). It was Mr. Scherer’s

(Scherer); GC Ex. 19 (Overtime Study Report) 36. On the *very same day* in June 2016 that Mr. Scherer and the other union officials were called into HR and suspended indefinitely, Christian Barreto was also called in for a similar meeting. Tr. 761:3-14 (Barreto); *see also* ALJD 39:1-15. He was accused of taking multiple breaks while clocked in for a shift and bypassing the turnstile. Tr. 763:9-21 (Barreto). The Company’s interview notes show that, on his turnstile data, he had consecutive “Ins”—which would be consistent with his having bypassed the turnstile. CP Ex. 20 (Unemployment Documents) 26. Mr. Barreto testified that he told Ms. Clark-Muhammad at the June 15 meeting that he had received permission from his supervisor to leave the facility and that he had, in fact, “jumped” the turnstile to leave the building. Tr. 763:5-24 (Barreto).

Mr. Barreto subsequently received a three-day suspension for having jumped the turnstile.²³ Tr. 768:2-4 (Barreto). The disparity in the level of discipline is striking given that, unlike the union officials, Mr. Barreto had past discipline within the two-year lookback period: A little more than a year prior, in April 2015, Mr. Barreto had received a five-day suspension for sleeping in the break room and returning from break 30 minutes late. Tr. 768-69 (Barreto); GC Ex. 18 (Barreto Form 101U). Mr. Barreto had also received a written warning in June 2013—*i.e.*,

practice to notify the security guards whenever he bypassed the turnstile. *Id.* The rubbed off paint on the wall adjacent to the turnstile also suggests that this was a common practice at the plant. See GC Ex. 19 (Overtime Study Report) 19; Tr. 592:19-25 (Scherer).

²³ After Mr. Barreto testified, Company witnesses attempted to distinguish Mr. Barreto’s situation from that of Mr. Scherer and the other union officials by claiming that Mr. Barreto had signed out of a Company log book whenever he entered and left the building. *See* Tr. 886:12-17 (Melgar), 1170:17-71:2 (DiStefano). This *post-hoc* rationalization is inconsistent with the Company’s notes from the day of its interview of Mr. Barreto. In those notes, the Company portrayed the fact that Mr. Barreto had signed the log book as evidence of an intent to mislead the Company. CP Ex. 20 (Unemployment Documents) 26 (“On this day you signed out in the ‘lost badge book’ in security book at 8:51 am to avoid an electronic record of your departure.”). The Company did not produce any log book showing Mr. Barreto’s entries and exits during the hearing. Mr. Melgar testified that he had prepared a separate report about Mr. Barreto similar to other reports that the Company introduced into evidence—but the Company apparently chose not to introduce the report concerning Mr. Barreto into evidence. Tr. 867:19-68:3 (Melgar).

within the two-year look back period as of April 2015—for having “in excess of 9:00 hours of unaccountable time” in May 2013. CP Ex. 15 (Form 101U Compilation) 28. Prior to that, he was disciplined in 2010 for excessive breaks. *Id.* at 27.

Against all of this evidence of disparate treatment, the Company attempts to assert that the ALJ “exceeded his mandate” by questioning the Company’s investigation and the discipline imposed by the Company—going so far as to assert that even evidence of “actual, conscious disparity of treatment . . . is not a reasonable basis for inferring that the employer[] . . . was motivated in any way by the employee’s union activities.” *Mondelez Br. 32* (quoting *New Otani Hotel & Garden*, 325 NLRB at 942). But the language *Mondelez* quotes from *New Otani Hotel & Garden* was dicta from an ALJ’s opinion that the Board explicitly rejected. In doing so, the Board affirmed that it has “repeatedly stated . . . that evidence of a blatant disparity is sufficient to support a prima facie case of discrimination.” 325 NLRB at 928 n.2 (quoting *Fluor Daniel, Inc.*, 304 NLRB 970, 970-71 (1991)); *see also supra* at 23-24 (discussing the Company’s mischaracterization of *Detroit Newspaper Agency*, 435 F.3d at 310).

E. The Suspensions and Termination Took Place at a Time when the Company was Engaged in Other Unlawful Activity

The terminations of the union officials must also be understood in the context of the Company’s pattern of unlawful conduct following the expiration of the CBA. The terminations were the culmination of a series of unlawful, unilateral changes—each of which served to undermine the effectiveness of the Union and its standing among employees in the plant. *See supra* at 3-4. The Company’s pattern of unlawful conduct was purposeful: Following the expiration of the CBA, the Company “deliberately analyzed” what past practices it believed it could unilaterally change and set about to change them. *Supra* at 3 n.2. The Company’s unlawful conduct leading up to the terminations of the union officials is powerful evidence of its anti-

union animus. *See Overnite Transp. Co.*, 335 NLRB 372, 375 (2001) (Section 8(a)(1), 8(a)(3), and 8(a)(5) violations were “more than sufficient to establish that the Respondent harbored antiunion animus”).

Although we rely on the General Counsel’s briefing with respect to these other charges, we must note that the Company’s contention that it could make unilateral changes to working conditions at the facility so long as the changes were consistent with a “reasonable” interpretation of the expired CBA is flat wrong. *See Mondelez Br.* at 46-47.

While the Board does not engage in contract interpretation disputes concerning unexpired CBAs where “an employer has a sound arguable basis for ascribing a particular meaning to his contract” and there is “no showing that the employer in interpreting the contract as he did, was motivated by union animus or was acting in bad faith,” *Vickers, Inc.*, 153 NLRB 561, 570 (1965) (citation and internal quotation marks omitted), the Board has explicitly stated that this principle is wholly inapplicable in situations where—as here—the CBA has expired, *see Guard Publ’g Co.*, 339 NLRB 353, 356 (2003) (where contract has already expired, “the Respondent cannot defend its unilateral changes on the basis that they were made in accordance with a plausible interpretation of that [expired] provision.”).

Instead, this case is governed by the well-settled rule that, after a contract’s expiration, an employer must “continue in effect contractually established terms and conditions of employment that are mandatory subjects of bargaining, until the parties either negotiate a new agreement or bargain to a lawful impasse.” *Lincoln Lutheran of Racine*, 362 NLRB No. 188 slip op. at 2 (2015); *see also Litton Fin. Printing Div. v. NLRB*, 501 U.S. 190, 191 (1991). Mandatory subjects include union access to employees for representation purposes, *Turtle Bay Resorts*, 355 NLRB 1272, 1272 (2010); *N. Mem’l Health Care*, 364 NLRB No. 61, slip op. at 1 (2016), sick

leave, *NLRB v. Katz*, 369 U.S. 736, 744 (1962); *Healthcare Services-Garden Grove, LLC*, 357 NLRB 653, 657 (2011), and work hours, *Quality Engineered Prods. Co.*, 267 NLRB 593, 597 (1983).

IV. The Company’s Proffered Reasons for the Termination of the Three Union Officials Are Wholly Pretextual

For the reasons discussed in Parts II and III, the General Counsel has demonstrated a clear *prima facie* case under the *Wright Line* framework. As a result, the Company must prove that it would have taken the adverse action absent the protected conduct. *Wright Line*, 251 NLRB at 1089. However, as the ALJ concluded, the Company’s “so-called nondiscriminatory reason for the discharge of” the union officials is “clearly baseless.” ALJD 34:33-34.

A. The “Overtime Study” Had Nothing to Do With the “Drivers” of Overtime at the Facility

The Company touts the “overtime study report” as a supposedly neutral analysis by an independent actor who was concerned solely with the causes of overtime at the facility. *See* *Mondelez Br.* at 4. But the record shows otherwise. In reality, the report had nothing to do with overtime: it was a hit job on the three union officials prepared at the request of Ms. Clark-Muhammad and Ms. Kuratli, who also proposed the terminations of the union officials.²⁴ *See supra* at 10-11, 17. The report also had nothing to do with the “drivers” of overtime at the facility (which is not surprising, since overtime usage is driven solely by managers’ decisions). *See supra* at 11. Indeed, as of the date of his testimony in March 2018, Mr. Melgar had not reached any conclusions from his 2016 study about overtime usage at the plant. *Id.* As the ALJ found,

²⁴ When asked whether he had had a conversation with Ms. Clark-Muhammad and Ms. Kuratli about what was going to be included in his report before it was completed, Mr. Melgar testified, “No. I don’t recall having—maybe yes, maybe no. I don’t recall. Like, I wouldn’t be able—I wouldn’t recall. Like, maybe yes, maybe no. I don’t know.” Tr. 966:13-15 (Melgar).

and as we demonstrate in the next section, the report singled out the union officials for alleged misconduct based on data that was typical of almost all of the employees studied in the report.

In these respects, the report is nothing like the report of employee misconduct at issue in *New Otani Hotel & Garden*, upon which Mondelez principally relies, Mondelez Br. 23-24. In that case, a non-supervisory employee made an unsolicited report to a manager of having personally observed a coworker punch in the timecards of other employees, and there was no suggestion by the General Counsel that the reporting employee was part of “charade . . . to supply a phony reason for firing the three alleged discriminatees.” 325 NLRB at 930. In contrast, here, the ALJ found that Mr. Melgar was not credible in several key respects, *see* ALJD 35:26-40, and his report does not withstand the slightest amount of scrutiny.

B. The “Overtime Study Report” Singled Out the Three Union Officials

The ALJ concluded, based on his review of the evidence and Mr. Melgar’s credibility, that Mr. Melgar’s study “was applied in a disparate and discriminatory manner to single out the top union echelon”—specifically, the three union officials were “singled out for review of their overtime hours and entries.” ALJD 34:35-36, 35:26-28. This conclusion is supported by the record evidence.

Mr. Melgar “studied” a database that he created in which he correlated the turnstile records and payroll records for approximately 59 employees who had high amounts of overtime in 16 purportedly random weeks. *Supra* at 12. Based on the data from that study, Mr. Melgar authored a report concluding that five employees engaged in intentional misconduct—Mr. Gutierrez, Mr. Scherer, and Mr. Vlashi, as well as Nove Koroskoski and Zoran Namauski. GC Ex. 19 (Overtime Study Report) 6-37. The report contains snippets of turnstile data as well as screenshots of security camera footage. *Id.*

With respect to Mr. Gutierrez and Mr. Koroskoski, the report concluded that they had engaged in “[f]alsifying payroll records” and “[t]ime theft” based on Mr. Melgar’s analysis. *Id.* at 6. Mr. Melgar acknowledged that Mr. Gutierrez was not one of the 59 employees who was the subject of his study, and he claimed that Mr. Gutierrez “found his way into” the report due to an incident with Mr. Koroskoski on May 5 and 6, 2016.²⁵ Tr. 818:4-19:3 (Melgar). Mr. Melgar testified that he “found in my database . . . that Nove . . . had turnstile records for arrival but he didn’t have a turnstile record for departure. So it all started when I tried to understand why someone didn’t have a turnstile record for departure.” Tr. 818:23-19:2. Mr. Melgar eventually concluded that Mr. Koroskoski used Mr. Gutierrez’s card to punch Mr. Gutierrez out of the payroll system.²⁶ Tr. 825:19-25 (Melgar); *see* ALJD 24:8-21.

With respect to Mr. Vlashi, the report concluded that Mr. Vlashi engaged in “[u]nauthorized departure[s] from the building for an extended period of time” and “[f]alsifying payroll records/[t]ime theft.” GC Ex. 19 (Overtime Study Report) 15. Specifically, the report identifies seven dates between September 2015 and May 2016²⁷ on which Mr. Vlashi’s turnstile

²⁵ Mr. Melgar’s explanation of how Mr. Gutierrez found his way into the “overtime study report” cannot be reconciled with the fact that, on pages 21 to 30 of the report, Mr. Melgar included snippets of turnstile data that shows data for *only* Mr. Vlashi and Mr. Gutierrez. *See* GC Ex. 19 (Overtime Study Report), at 21-30. This indicates that Mr. Melgar chose to filter and sort the plant turnstile data to examine these two employees in particular, even though Mr. Gutierrez’s data was allegedly not part of his study.

²⁶ As Mr. Gutierrez explained during the hearing, he received permission that night from the packing lead on duty—as he had in the past from supervisors—to leave the plant early after his union business responsibilities with respect to overtime were complete so that he could pick up medicine from CVS. Tr. 692:23-94:10, 699:6-15, 752:1-21 (Gutierrez). When he returned from the plant, he called Mr. Koroskoski and asked him to retrieve Mr. Gutierrez’s wallet from the union office. Tr. 688:15-91:24 (Gutierrez). The ALJ credited Mr. Gutierrez’s explanation that Mr. Koroskoski, on his own initiative, used Mr. Gutierrez’s ID card to punch Mr. Gutierrez out at the time clock. *Id.* ALJD 36:34-35; Tr. 743:2-20 (Gutierrez).

²⁷ Mr. Vlashi was only asked about entries and exits that occurred in May 2016 during his June 15, 2016 interview. Tr. 503:7-9 (Vlashi); *see* CP Ex. 20 (Unemployment Documents) 18-21 (N. Vlashi Interview Notes).

data appeared to indicate either that he was absent from the plant for an extended period of time (*i.e.*, it showed an “Out” followed by an “In”), *see, e.g., id.* at 21, or it showed Mr. Vlashi to have consecutive “Ins”—which Mr. Melgar also concluded was evidence that Mr. Vlashi had left the premises for an extended period of time, *see, e.g., id.* at 16-18; *see also* ALJD 29:10-30:18.

With respect to Mr. Scherer, the report concluded that he engaged in “[f]alsifying turnstile records” and “[t]ime theft.” GC Ex. 19 (Overtime Study Report) 35. The report includes turnstile data indicating that Mr. Scherer had consecutive “Outs” on May 5, 2016 at 5:36 pm and 11:31 pm, and it includes a photograph of Mr. Scherer bypassing the turnstile to enter the building at 7:45 pm. *Id.* at 36. The report also shows Mr. Scherer as having consecutive “Outs” at 2:57 pm and 7:11 pm on May 6, 2016. *Id.* at 37. In testimony, Mr. Melgar referred to this as four hours of “unaccounted time.”²⁸ Tr. 858:21-23 (Melgar); *see also* ALJD 26:21-27.

Remarkably, Mr. Melgar testified that he did not reach conclusions with respect to any other employee that was part of his study. Tr. 899:15-22 (Melgar). In fact, Mr. Melgar’s database was replete with the kind of discrepancies that provided the basis for Mr. Melgar’s conclusions that the individuals in the report had engaged in “time theft.” That is, multiple employees in Mr. Melgar’s database had turnstile data showing either (1) apparent extended absences (of approximately an hour or more) or (2) consecutive “Ins” or “Outs” registered by the turnstile.

During the hearing, we showed the following examples (out of many more)²⁹:

²⁸ The report also contains conclusions and data regarding Zoran Naumoski. *See* GC Ex. 19 (Overtime Study Report) 32-34. Mr. Naumoski is the only individual who is identified by his position—line attendant—in the entire report. *Id.* at 32. Unlike the other individuals, the report does not state that Mr. Naumoski engaged in “time theft.” Mr. Naumoski had been terminated for other, independent reasons prior to June 15, 2016. Tr. 856:10-15 (Melgar).

²⁹ In the hearing, Judge Chu permitted counsel for the Union to show examples from only five employees with discrepancies in the turnstile data that were similar to those identified in the “overtime study report” with respect to the union officials. Tr. 933:15-19. Later, upon admitting

Source Row	Transcript Page	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
1237	956	11/11/2015	3:24:07 PM	--	BIANCO, ROSANNA	In	3:25:34 PM	11:30:00 PM
1238	956	11/12/2015	3:24:49 PM	1440.70	BIANCO, ROSANNA	In	3:27:19 PM	11:34:16 PM
1239	956	11/13/2015	3:20:24 PM	1435.58	BIANCO, ROSANNA	In	3:21:37 PM	11:30:00 PM
1240	956	11/14/2015	3:24:28 PM	1444.07	BIANCO, ROSANNA	In	3:22:39 PM	11:30:15 PM
1241	956	11/15/2015	3:24:14 PM	1439.77	BIANCO, ROSANNA	In	3:26:48 PM	11:30:16 PM
1242	956	11/16/2015	3:26:07 PM	1441.88	BIANCO, ROSANNA	In	3:27:49 PM	11:30:00 PM
7743	934	1/11/2016	9:38:31 AM	--	MANEVSKA, VALENTINA	OUT	6:56:13 AM	7:30:07 PM
7744	934	1/11/2016	11:40:28 AM	121.95	MANEVSKA, VALENTINA	IN	6:56:13 AM	7:30:07 PM
7761	935	1/25/2016	9:55:15 AM	--	MANEVSKA, VALENTINA	OUT	6:54:16 AM	4:30:03 PM
7762	935	1/25/2016	11:50:25 AM	115.17	MANEVSKA, VALENTINA	IN	6:54:16 AM	4:30:03 PM
4747	935	5/2/2016	12:02:36 PM	--	MANEVSKA, VALENTINA	OUT	8:00:00 AM	4:00:00 PM
4748	935	5/2/2016	1:44:42 PM	102.10	MANEVSKA, VALENTINA	IN	8:00:00 AM	4:00:00 PM
7865	938	5/2/2016	12:02:36 PM	--	MANEVSKA, VALENTINA	OUT	6:35:26 AM	4:00:09 PM
7866	938	5/2/2016	1:44:42 PM	102.10	MANEVSKA, VALENTINA	IN	6:35:26 AM	4:00:09 PM
9000	947	1/12/2016	11:55:31 AM	--	MOODY, JOHN	OUT	6:17:03 AM	2:30:09 PM
9001	947	1/12/2016	2:39:03 PM	163.53	MOODY, JOHN	OUT	6:17:03 AM	2:30:09 PM
9018	948	1/24/2016	3:15:23 PM	17316.33	MOODY, JOHN	IN	3:17:21 PM	11:30:03 PM
9019	948	1/24/2016	6:31:25 PM	196.03	MOODY, JOHN	IN	3:17:21 PM	11:30:03 PM
9032	948	1/26/2016	8:33:24 AM	--	MOODY, JOHN	IN	6:22:37 AM	2:30:05 PM
9033	948	1/26/2016	12:20:48 PM	227.40	MOODY, JOHN	IN	6:22:37 AM	2:30:05 PM
9047	948	1/29/2016	6:17:07 AM	--	MOODY, JOHN	IN	6:19:14 AM	2:30:06 PM
9048	948	1/29/2016	8:36:51 AM	139.78	MOODY, JOHN	IN	6:19:14 AM	2:30:06 PM
9059	949	1/30/2016	12:12:56 PM	--	MOODY, JOHN	OUT	6:47:59 AM	2:30:00 PM
9060	949	1/30/2016	12:12:58 PM	0.03	MOODY, JOHN	OUT	6:47:59 AM	2:30:00 PM
9061	949	1/30/2016	12:47:12 PM	34.23	MOODY, JOHN	IN	6:47:59 AM	2:30:00 PM
9062	949	1/30/2016	3:20:35 PM	153.38	MOODY, JOHN	IN	6:47:59 AM	2:30:00 PM
9155	951	4/11/2016	2:32:29 PM	--	MOODY, JOHN	OUT	6:18:12 AM	2:30:13 PM
9156	951	4/12/2016	6:14:20 AM	941.85	MOODY, JOHN	IN	6:14:59 AM	2:30:03 PM
9157	951	4/12/2016	6:14:21 AM	0.02	MOODY, JOHN	IN	6:14:59 AM	2:30:03 PM
9158	951	4/12/2016	8:29:48 AM	135.45	MOODY, JOHN	IN	6:14:59 AM	2:30:03 PM
9175	951	4/15/2016	6:14:59 AM	--	MOODY, JOHN	IN	6:30:22 AM	2:30:15 PM
9176	951	4/15/2016	8:30:58 AM	135.98	MOODY, JOHN	IN	6:30:22 AM	2:30:15 PM
9229	951	4/21/2016	6:09:26 AM	--	MOODY, JOHN	IN	6:10:34 AM	2:30:02 PM
9230	951	4/21/2016	8:38:01 AM	148.58	MOODY, JOHN	IN	6:10:34 AM	2:30:02 PM
9464	953	1/11/2016	1:42:11 PM	--	MOORE, KATHY	OUT	5:05:50 AM	1:00:29 PM
9465	953	1/12/2016	1:22:55 PM	1420.73	MOORE, KATHY	OUT	5:03:35 AM	1:00:12 PM
9466	953	1/13/2016	1:23:02 PM	1440.12	MOORE, KATHY	OUT	5:09:15 AM	1:00:35 PM
9467	953	1/15/2016	1:19:51 PM	2876.82	MOORE, KATHY	OUT	5:09:32 AM	1:00:11 PM
9468	953	1/25/2016	1:10:23 PM	14390.53	MOORE, KATHY	OUT	5:09:06 AM	1:00:04 PM
9469	953	1/26/2016	1:08:42 PM	1438.32	MOORE, KATHY	OUT	4:59:09 AM	1:00:37 PM
9470	953	1/27/2016	1:09:14 PM	1440.53	MOORE, KATHY	OUT	4:58:09 AM	1:00:11 PM
9471	953	1/28/2016	1:02:04 PM	1432.83	MOORE, KATHY	OUT	5:00:21 AM	1:00:53 PM
9472	953	1/29/2016	1:13:51 PM	1451.78	MOORE, KATHY	OUT	4:58:03 AM	1:00:05 PM
9473	953	1/30/2016	1:05:44 PM	1431.88	MOORE, KATHY	OUT	5:00:59 AM	1:04:14 PM
9474	953	3/7/2016	1:06:17 PM	53280.55	MOORE, KATHY	OUT	5:06:19 AM	1:00:00 PM
9475	953	3/8/2016	1:06:18 PM	1440.02	MOORE, KATHY	OUT	4:59:00 AM	1:00:00 PM
9476	953	3/9/2016	1:02:49 PM	1436.52	MOORE, KATHY	OUT	4:59:52 AM	1:00:00 PM
9477	953	3/10/2016	1:08:23 PM	1445.57	MOORE, KATHY	OUT	5:05:00 AM	1:00:08 PM
9478	953	3/11/2016	1:09:54 PM	1441.52	MOORE, KATHY	OUT	4:57:08 AM	1:00:14 PM
15395	942	11/15/2015	7:22:00 AM	--	STITH, JORY	In	7:19:47 AM	3:43:19 PM
15396	942	11/15/2015	9:16:34 AM	114.57	STITH, JORY	In	7:19:47 AM	3:43:19 PM
15430	945	11/17/2015	12:26:11 AM	--	STITH, JORY	In	11:15:43 PM	7:33:34 AM
15431	945	11/17/2015	2:12:43 AM	106.53	STITH, JORY	In	11:15:43 PM	7:33:34 AM
16080	927	5/7/2016	12:53:17 PM	--	STITH, JORY	OUT	2:51:13 PM	11:32:56 PM
16801	927	5/7/2016	2:02:34 PM	69.28	STITH, JORY	IN	10:54:48 PM	3:30:10 PM
16171	923-24, 926	5/14/2016	11:54:55 AM	--	STITH, JORY	OUT	6:49:29 AM	3:30:31 PM
16172	923-24	5/14/2016	2:14:16 PM	139.35	STITH, JORY	IN	6:49:29 AM	3:30:31 PM
16173	925	5/14/2016	2:26:08 PM	11.87	STITH, JORY	OUT	6:49:29 AM	3:30:31 PM
16174	925	5/14/2016	3:22:59 PM	56.85	STITH, JORY	IN	6:49:29 AM	3:30:31 PM

Two of these examples are notable. Mr. Melgar claimed Mr. Gutierrez was implicated in his study only because he was examining why Mr. Koroskoski had an “In” on May 6, 2016 but no “Out.” Tr. 952:7-10 (Melgar); *see supra* at 36. The data for another employee, Kathy Moore, shows that she had only “Out” turnstile swipes for *fifteen days in a row*—but she apparently did

the underlying database as an exhibit, Judge Chu also stated that Union could “highlight in [its] post-hearing brief what [it’s] attempting to prove with the data that’s in the document.” Tr. 977:13-17. Consistent with that ruling, we have attached an appendix identifying all of the similar discrepancies that appear in Mr. Melgar’s database. *See infra* at 39-40.

not merit further investigation like Mr. Koroskoski. Tr. 953:6-13 (Melgar). Similarly, employee Rosanna Bianco had only “In” turnstile swipes on six days in a row. Tr. 956:2-8 (Melgar).

The examples of other discrepancies identified during the hearing are only the tip of the iceberg. Mr. Melgar’s database includes turnstile data for 56 employees for 20 weeks in 2015 and 2016. *See* CP Ex. 23 (Database), “Turnstile” tab; Tr. 904:25-07:11 (Melgar).³⁰ We have examined the data in Mr. Melgar’s database to determine how many other instances we could find of employees who had the type of discrepancies that Mr. Melgar relied on as evidence of intentional time theft by the union officials—*i.e.*, apparent extended absences (which we defined as between one and three hours in duration) or instances of consecutive “Ins” or consecutive “Outs” 48 minutes or more apart.³¹ Appendix I is a summary of these discrepancies as they appear in Mr. Melgar’s database.³²

³⁰ Despite what is represented in the “overtime study report,” *see* GC Ex. 19 (Overtime Study Report) 3, the spreadsheet contains data for only 57, not 59 employees. We have also excluded Tommy Jacobs because Mr. Melgar states in the report that Mr. Jacobs is a “forklift operator” and “his work requires multiple entries and exits.” *Id.*

³¹ We have used 48 minutes as the minimum period of time for analyzing the number of consecutive entries and exits because that is the minimum period identified in the conclusions in Mr. Melgar’s report. *See* GC Ex. 19 (Overtime Study Report) 17 (identifying two consecutive entries for Mr. Vlashi 48 minutes apart).

³² The data summarized in Appendix I was obtained from the “Turnstile” tab of Mr. Melgar’s database and was sorted in the same manner performed during Mr. Melgar’s testimony. First, we “cleared the filter for date” so that all of the data contained in the spreadsheet appeared. Second, we used the sort function to arrange the data so that it would appear by employee name, in chronological order. *See* Tr. 904:23-05:13, 923:1-21 (Melgar); CP Ex. 23 (Database).

The data contained in Appendix I is identified by row number corresponding to the “Turnstile” tab after the steps described in the preceding paragraph have been completed. The “Date” and “Time” columns indicates the date and time that the turnstile event occurred. The “Cardholder name” column indicates the name of the employee associated with the turnstile event. The “IN OUT” column indicates whether the turnstile event was registered as a turnstile entry (“IN”) or exit (“OUT”). The “LIS IN” and “LIS OUT” indicate when the time clock record system shows that a time clock “punch in” or “punch out” occurred on the date in question. All of this data is replicated from the “Turnstile” tab of Mr. Melgar’s database. *See* CP Ex. 23; Tr. 906:25-07:24 (Melgar). (The time clock data on the “Turnstile” tab in Mr. Melgar’s database

In all, the data in Mr. Melgar's database indicates that:

- **29 out of 56 employees had a total of 122 instances of apparent extended absences** from the plant of one to three hours duration. *See* orange-highlighted rows in Appendix I.
- **40 out of 56 employees had a total of 306 instances of consecutive "Ins" or consecutive "Outs"** greater than or equal to 48 minutes. *See* green-highlighted rows in Appendix I.

In other words, the types of discrepancies that Mr. Melgar supposedly considered conclusive evidence of intentional time theft by the union officials were entirely unremarkable. *See* ALJD 38:32-34 (finding there were "hundreds of multiple entries of the 59 employees that were not investigated further by the HR department").

As the ALJ also observed, as part of his study, Mr. Melgar determined the ratio of turnstile entries to the number of days worked for each employee in the study. ALJD 22:29-30; GC Ex. 19 (Overtime Study Report) 3. As the ALJ recounts in his decision, five employees (including Jory Stith and John Moody, whose turnstile data is included in the chart on page 38) had higher ratios than Mr. Vlashi or the other two union officials. ALJD 23:4-5.

Mr. Melgar offered a series of speculative and non-credible excuses when confronted with the additional discrepancies shown during the hearing. With respect to Jory Stith, Mr. Melgar first said that he did not know where the data in the version of the database produced to the Union came from, Tr. 924:16-22 (Melgar), then that Mr. Stith had an absence that was

appears to be incomplete in that it does not appear to reflect when employees worked two shifts in a row. The complete data can be found in the "LIS Punches" tab of the database.)

In addition, we have added a column called "Time Diff" that shows the amount of time, in minutes, between consecutive turnstile events for each instance. We have also added green highlighting that indicate instances of consecutive "Ins" or "Outs" that are 48 minutes or more apart, and orange highlighting that indicate instances of apparent extended absences between one and three hours long. The number of instances described in text correspond to the number of instances identified in the highlighted rows in Appendix I.

“overlooked,” Tr. 927:2 (Melgar), and then posited that he did not know whether the absence in question occurred during a period of overtime. Tr. 927:18-19 (Melgar). (However, as Mr. Melgar acknowledged, not all of the absences identified in his report occurred during overtime, Tr. 929:25-29:3 (Melgar), and the time clock data in the database does not identify when employees were assigned to overtime shifts and when they were not, *see* CP Ex. 23 (Database)). He later testified that Mr. Stith was someone that he originally looked at, but that he could not discern Mr. Stith’s “intent” from the videos he reviewed. Tr. 942:17-25 (Melgar).

With respect to Valentina Manevska, Mr. Melgar stated that, as a “front line leader,” her job “doesn’t actually require her to be present on one particular part of the line” and he speculated that “[s]he might have gone out to chase someone who wasn’t in. She might [have] been out to supervise something outside.” Tr. 935:4-36:7 (Melgar). With respect to Mr. Moody, Mr. Melgar testified that there was “no evidence to show that there was intent,” and further speculated that employees sometimes may use their ID cards to swipe visitors such as contractors in and out of the plant. Tr. 948:15-49:17 (Melgar). Mr. Melgar posited that he did not investigate Ms. Moore because she may have been a warehouse employee—but then admitted that he had no idea if she worked in the warehouse and that the possibility she was a warehouse employee was not why he did not include her in his report. Tr. 953:14-54:13, 955:1-3 (Melgar).

Mr. Melgar was not willing to extend the same benefit of the doubt to the union officials.³³ He testified that he would not trust production records *signed by supervisors* showing

³³ For example, Mr. Melgar assumed that the fact that Mr. Vlashi had instances of an “Out” followed by an “In” seconds later was evidence that he was purposefully manipulating the turnstile data so that he would appear in the plant when he was actually absent. *See* Tr. 830:9-16 (Melgar); GC Ex. 19 (Overtime Study Report) 17. There are multiple other explanations for this pattern in the data—for example, Mr. Vlashi would carry his ID card in a wallet in his back pocket, and the turnstile may have registered an “In” as he was exiting.

Mr. Vlashi doing work inside the plant unless Mr. Melgar personally observed Mr. Vlashi filling out the production records. Tr. 964:25-65:14 (Melgar).

Mr. Melgar also engaged, at best, in a highly selective review of video to support his report. Although he first claimed to have reviewed video for all 59 employees, “where available,” Tr. 980:3-6, on cross examination he clarified that he only reviewed video to answer “questions in relations to findings” he had made regarding overtime, Tr. 987:16-88:1. (He also testified that he only selectively reviewed video for certain days based on whether the overtime was high on those days. Tr. 984:1-11 (Melgar). Of course, that makes no sense—as Mr. Melgar acknowledged, the amount of overtime on any given day is determined by managers’ decisions to fill certain positions on the line. *See supra* at 11.) According to Mr. Melgar, based on the video he reviewed, he could discern that the union officials had the intent to steal time from the Company—and, as a result, he concluded that every discrepancy that he could identify for those individuals were evidence of intentional time theft. *See* Tr. 943:15-945:8, 959:9-15 (Melgar). However, he could not recall if he looked for video pertaining to the other individuals identified during the hearing as having the same type of data discrepancies (John Moody, Rosanna Bianco, Kathy Moore, and Jory Stith)—as to whom he had also concluded did not have any bad intent. Tr. 980:12-22, 990:6-18 (Melgar). Reviewing this record, the ALJ concluded that Mr. Melgar’s explanations as to why he focused on the data pertaining to Mr. Scherer and Mr. Gutierrez, when those individuals had comparatively low turnstile ratios, but did not review data and video for these other employees, was simply not credible. ALJD 35:26-40.

In all, the most reasonable conclusion that can be drawn from the large number of discrepancies in the turnstile data is that the data is an unreliable record of when employees are present and engaged in production activities in the plant. Maintenance records show that the

turnstiles were not working properly in April 2016, and Mr. Scherer also testified that they often malfunctioned—for example, one person would swipe his badge and all three turnstiles would open. Tr. 590:10-91:5; *see also* CP Ex. 24 (Turnstile Maintenance Report). Security guards would also let Mr. Scherer exit without his ID card. Tr. 588:18-89:7 (Scherer). Supervisors could let employees out through other entrances as well. Tr. 548:1-7 (Vlashi). It is the *Company's* burden under *Wright-Line* to prove that it had a neutral and independent basis for terminating the three union officials. The Company has failed to prove that the “overtime study report” that purportedly justified the terminations is reliable in any meaningful respect.

C. Even a Minimal Amount of Investigation by the Company Would Have Exposed the Flaws in the Report's Conclusions

As we have shown, the conclusions reached in the “overtime study report” were biased against the union officials given that they singled out the union officials based on turnstile data discrepancies that were prevalent among the employees supposedly included in the study. Equally significant is the ALJ's conclusion that the subsequent disciplinary investigation was a “sham,” and that the “record is devoid of any credible evidence of a meaningful investigative follow-up that was conducted by the Respondent to determine the veracity of the explanations provided by the workers before they were discharged.” ALJD 35:42-3, 37:23. As the ALJ observed, “an employer's failure to conduct a meaningful investigation and to give the alleged discriminate an opportunity to explain demonstrates discriminatory intent.” ALJD 37:24-28 (citing cases); *see also New Orleans Cold Storage & Warehouse Co.*, 326 NLRB 1471, 1477 (1998); *see also Integrated Elec. Servs., Inc.*, 345 NLRB 1187, 1199 (2005); *Tasty Baking Co.*, 330 NLRB 560, 574, 576 (2000) (where an employer's “inquiry . . . could only be described as superficial and perfunctory in nature,” such “failure to adequately investigate [the discharged

employee's] alleged misconduct . . . supports an inference that the disciplinary action taken was discriminatorily motivated.”).

For his part, Mr. Melgar testified that he did not look at any production records (such as “207 sheets”) regarding the employees identified in his report and he did not inquire whether any of those individuals were assigned to full time union business on any shifts in question. Tr. 911:13-25 (Melgar). He also did not look at any maintenance records for the turnstiles that provided the data for the report—and he did not know that the turnstiles were not working properly in April 2016. Tr. 916:3-11 (Melgar); CP Ex. 24 (Turnstile Maintenance Report).

It appears that no one at the Company did any investigation beyond receiving Mr. Melgar's report. As we recounted *supra* at 7-9, the Company abandoned established plant practice with respect to disciplinary interviews and interrogated the union officials in a manner designed to deprive each of them of an opportunity to investigate and prepare a defense. Mr. Keenan performed no investigation other than reading the “overtime study report” and attending the interviews—but he nonetheless concluded that the individuals had engaged in intentional theft of time. Tr. 1012:23-13:8, 1015:8-16:2 (Keenan). He did not investigate any further after the June 15 meetings (in which the three union officials were ostensibly suspended pending further investigation), and he was not aware of anyone else having investigated further after the suspensions were imposed either. Tr. 1021:20-24, 1033:23-34:19 (Keenan).

Had anyone at the Company done even a minimal investigation, they would have found that both Mr. Scherer and Mr. Vlashi were assigned to full time union business during shifts when the “overtime study report” concluded they were engaged in intentional time theft—and

thus could not have, in fact, engaged in any time theft during those periods.³⁴ Despite the Company's insinuations, *see* Mondelez Br. 37, the undisputed evidence is that stewards assigned to union business are not required to be physically present in the plant and they do not clock in and out when they leave the building while on full time union business. Tr. 400:23-01:12 (Vlashi), 579:11-81:8 (Scherer); see 1114:11-17:5 (Borrero).³⁵ Indeed, Mr. Vlashi and Mr. Scherer testified, without contradiction, that they could conduct their union business at the picnic tables outside the facility without limitation. Tr. 547:14-20 (Vlashi), 579:11-17 (Scherer). Mr. Vlashi was assigned to full time union business on first shift every Tuesday, Wednesday, and Thursday. Tr. 398:24-99:2 (Vlashi); see also Tr. 1120:11:14 (Borrero). Mr. Scherer was assigned to full time union business on second shift on Wednesdays and Thursdays. Tr. 566:11-14 (Scherer); see also Tr. 1120:22-24 (Borrero). Union officials are excused from production responsibilities for union business at other times as well. Tr. 1116:16-17:2 (Borrero). In addition, the turnstile record data may not accurately reflect stewards' whereabouts, since supervisors would "swipe [union stewards] in and out to go out to talk to them," or "open the doors" for them. Tr. 515:20-16:5, 548:8-13 (Vlashi).

³⁴ While plant management determines overtime staffing needs, *see supra* at 11, the Union works closely with management to ensure that opportunities to work overtime are fairly distributed to employees. Certain stewards are assigned to "union business" on specific days of the week for their entire shift in order to determine which employees are available to work weekend overtime shifts based on employees' job classifications, regularly scheduled shifts, and overtime already worked. See Tr. 399:4-18, 403:9-14, 433:12-34:25, 513:22-14:22, 518:4-12 (Vlashi), 572:12-21, 578:21-79:5 (Scherer), 1113:21-14:10, 1118:22-20:25 (Borrero). In addition, in the last hour of each shift, stewards (for example, Mr. Gutierrez) are responsible for finding employees willing to work overtime in place of absent employees on the following shift. Tr. 593:7-16 (Scherer); 667:13-19 (Gutierrez), 1120:11-21:12 (Borrero).

³⁵ The ALJ noted that the Company's witness, Master Scheduler Elaine Borrero, confirmed that stewards on union business do not need permission to leave the facility. ALJD 37:10-12.

Mr. Melgar concluded that Mr. Scherer had engaged in intentional time theft during second shift on May 5 and 6, 2016. However, Company shift schedules show that Mr. Scherer was assigned to union business during those shifts, and thus he had no assigned production duty that required him to be in the facility during the periods of time in question. Tr. 576:25-79:10 (Scherer), 1120:15-21, 1126:13-21 (Borrero); GC Ex. 17 (Shift Schedules).

Similarly, the “overtime study report” concluded that Mr. Vlashi engaged in intentional time theft during first shift on November 18, 2015 (which is the date of the video alleged by Mr. Melgar to prove that Mr. Vlashi acted with nefarious intent); May 5, 2016, and May 12, 2016. GC Ex. 19 (Overtime Study Report) 19, 21-24, 30. But the Company shift schedules show that Mr. Vlashi was assigned to full time union business during each of those shifts. Tr. 1123:15-28:12 (Borrero); CP Exs. 26-28 (Shift Schedules).³⁶

The report also concluded that Mr. Gutierrez engaged in time theft on May 5, 2016. *See* GC Ex. 19 (Overtime Study Report) 10. But, the last hour of Mr. Gutierrez’s shift was always devoted to his union business responsibilities of identifying employees to work overtime on the following shift—a fact corroborated by the Company master scheduler. Tr. 667:7-19 (Gutierrez), 1112:2-2, 1121:6-12 (Borrero); *see also supra* at 44-45 n.34. Had anyone from the Company spoken to Mr. Gutierrez’s supervisor, they presumably would have learned these material facts.

³⁶ For reasons explained in this brief and the ALJ’s Decision, the evidence in the record is more than sufficient to demonstrate that the Company unlawfully terminated the union officials due to their union activity. We note, however, that at the conclusion of the hearing, the Union sought to introduce evidence to rebut the allegations of misconduct in the “overtime study report” that the Company relied on during its case-in-chief—specifically, the Union sought to introduce production records that would have demonstrated that Mr. Vlashi was actually engaged in production work during other times when he was alleged to have been engaged in intentional time theft. *See* Tr. 1223:6-23, 1229:14-30:14 (Proffer by Counsel). Judge Chu did not permit the Union to introduce such evidence on rebuttal. Tr. 1228:12-29:8.

The Company also appears to have willfully disregarded production records—commonly referred to as 207 sheets—that would have shown the union officials were present in the plant at certain times in question. Ms. DiStefano testified that she had asked Ms. Clark-Muhammad to review production records (“207 sheets”), but that Ms. Clark-Muhammad told Ms. DiStefano that they did not cover “all the times” the individual was alleged to have been out of the building, and further, “207s . . . could be falsified.” Tr. 1210:6-25 (DiStefano).

Mondelez’s assertion that the discharged officials should have raised, during the suspension meetings, the fact that they were on union business to explain their absences is disingenuous at best. *See* Mondelez Br. at 13-14, 37. The union officials were brought into their interviews with no advance notice of the allegations, let alone the dates of the alleged infractions; no access to their schedules; no access to a calendar to see what day of the week was being referenced; and no opportunity to take notes. *See supra* at 8-9. The Company, on the other hand, had in its possession all of the information necessary to know whether the officials were on union business during the dates of the alleged infractions, but took no steps to inquire. *See* ALJD at 37:6-19 (noting neither Clark-Muhammad nor Keenan attempted to determine if Scherer or Vlashi was on union business on the dates in question). The “sham” nature of the Company’s investigation lays bare that the Company was not actually interested in a fact-finding process.

Under these circumstances, the Company’s speculation that its managers merely acted on the basis of an innocent, “good-faith belief” that the union officials were guilty of misconduct is not worthy of any credence. *See* Mondelez Br. 34. A “good-faith belief” defense “turns on what the employer ‘believed, whether [the] beliefs were reasonable, and whether [its] actions based on those beliefs were consistent with [its] policies and past practice.’” *Fort Dearborn Co. v. NLRB*, 820 F.3d 1, 11 (D.C. Cir. 2016) (quoting *Sutter East Bay Hosps. v. NLRB*, 687 F.3d 424,

436 (D.C. Cir. 2012) (emphasis in *Fort Dearborn*). A good-faith defense is therefore “of little aid to an employer where”—as here—“the discipline imposed by the company departs from its policy or practice.” *Id.*

D. The Fact that the Company Suspended and Terminated Two Other Employees for Time-Theft Violations at the Same Time as the Union Officials does not Change the Forgoing Analysis

The Company asserts that the ALJ, in finding that the Company acted with anti-union animus, erroneously disregarded the fact that the Company did not terminate *all* of the union officials and stewards in the facility, as well as the fact he the Company terminated two other employees—Mr. Koroskoski and John Manevski—for time theft violations on the same days and in the same manner as the union officials. *Mondelez Br.* 28-29.

The idea that the fact that Mondelez did not discipline all (or even more) union officials at the same time that it suspended and terminated three of the most vocal union leaders disproves the possibility that Mondelez acted with anti-union animus does not pass the straight face test.

The ALJ also considered, and correctly rejected, Mondelez’s suggestion that the terminations of Mr. Koroskoski and Mr. Manevski disproves its anti-union animus. ALJD 39 n.17. The Board has recognized that “[d]isciplinary action by an employer can violate 8(a)(3) of the Act, ‘even if some white sheep suffer along with the black.’” *EDP Med. Computer Sys. Inc.*, 284 NLRB 1232, 1271 (1987) (citing *Majestic Molded Products v. NLRB*, 330 F.2d 603, 606 (2d Cir. 964)). In *Flexsteel Industries, Inc.*, 316 NLRB 745 (1995), for example, the Board found that an employer’s decision to lay off two maintenance employees in the midst of an organizing campaign—one a union activist and other not—violated Section 8(a)(3). *Id.* at 757. The Board held that “where union advocates are terminated in violation of Section 8(a)(3) the concurrent terminations of other individuals ‘to cloak those terminations with an aura of legitimacy by including nonunion supporters along with them’ is equally violative of the Act.” *Id.* (quoting

Howard Johnson Co., 209 NLRB 1122, 1123 (1974). *See also, e.g., Flat Rate Movers, Ltd.*, 357 NLRB 1321, 1328 (2011) (“The fact that certain employees who were not involved in union activity may also have been discharged does not rule out a finding that the decision was itself unlawfully motivated.”); *Alliance Rubber Co.*, 286 NLRB 645, 647 (1987).

The Board has applied this principle in the context of employee discharges due to alleged misconduct. *See, e.g., Hyatt Corp. v. NLRB*, 939 F.2d 361, 375 (6th Cir. 1991) (holding that discharge of twelve employees following union election for alleged time sheet misconduct was unlawful even if employer did not know union sentiments of each of the employees); *Beverly Enterprises*, 272 NLRB 83, 89-90 (1984) (discharge of five employees based on alleged timecard violations without an investigation—two of whom were prominent union supporters, while three were not—was unlawful).

Furthermore, the Company’s purported investigations regarding Mr. Koroskoski and Mr. Manevski were highly suspect. As we discussed *supra* at 37-40, the turnstile data regarding Mr. Koroskoski was entirely unremarkable—it showed him having two consecutive “Ins” without an intervening “Out,” which was a common discrepancy in the data set Mr. Melgar purportedly reviewed during his analysis. It is far more likely that the Company was searching for an excuse to terminate Mr. Gutierrez and happened to ensnare Mr. Koroskoski through those efforts.

As for Mr. Manevski, Mr. Melgar testified that he was asked by Ms. Clark-Muhammad to prepare a report specifically about Mr. Manevski *after* the “overtime study report” regarding the three union officials had been provided to Ms. Clark-Muhammad. Tr. 861:9-66:2 (Melgar). It bears repeating that, prior to July 1, 2016, *no one* at the facility had ever been terminated for first time time-theft violations. *See supra* at 26. Given this context, the only reasonable conclusion is that Mr. Manevski and Mr. Koroskoski were terminated “to conceal the illegal purpose

motivating the discharge of” the union officials “and to give color to Respondent’s defense” that the union officials were terminated for legitimate reasons. *Howard Johnson*, 209 NLRB at 1123.

CONCLUSION

For the reasons set forth in the ALJ’s decision, the answering brief for the General Counsel, and in this brief, the Charging Party respectfully requests that the Board affirm that Mondelez violated sections 8(a)(1), (3), and (5) of the NLRA by implementing unilateral changes in the plant, failing to respond reasonably to the Union’s requests for information, and terminating Nafis Vlashi, Bruce Scherer, and Claudio Gutierrez.

Respectfully submitted,

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Dated: May 3, 2019

CERTIFICATE OF SERVICE

The undersigned affirms that on May 3, 2019, Union’s Brief in Opposition to Respondent’s Exceptions to Administrative Law Judge Kenneth W. Chu’s Decision was filed with the National Labor Relations Board using the e-filing system at www.nlr.gov and that copies were served on the following individuals by electronic mail:

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Dated: May 3, 2019

Appendix I

(Turnstile Data Discrepancies in Company-Produced Database (CP Ex. 23))

Legend	
Date	Date of turnstile event (from CP Ex. 23)
Time	Time of turnstile event (from CP Ex. 23)
Time Diff.	Difference of time in minutes between consecutive events (column added to spreadsheet to illustrate analysis)
Cardholder Name	Employee name (from CP Ex. 23)
IN OUT	Whether turnstile recorded entry or exit from plant (from CP Ex. 23)
LIS IN	Time of time clock punch in (from CP Ex. 23)
LIS OUT	Time of time clock punch out (from CP Ex. 23)
Green highlighting	Indicates instances of consecutive turnstile “In” or “Out” card swipes greater than or equal to 48 minutes apart (highlighting added to spreadsheet to illustrate analysis)
Orange highlighting	Indicates instances of an “Out” card swipe followed by an “In” card swipe greater than or equal to 60 minutes apart and less than or equal to 180 minutes apart (<i>i.e.</i> , three hours) (highlighting added to spreadsheet to illustrate analysis)

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
3	11/9/2015	9:53:55 AM	--	AARONS, JERROME	In	8:00:00 AM	4:00:00 PM
4	11/10/2015	7:51:18 AM	1317.38	AARONS, JERROME	In	8:00:00 AM	4:00:00 PM
497	11/20/2015	4:39:20 PM	--	ANDERSON, ANDRE	Out	12:57:55 PM	5:05:42 AM
498	11/20/2015	5:56:33 PM	77.22	ANDERSON, ANDRE	In	12:57:55 PM	5:05:42 AM
645	10/4/2015	7:37:38 PM	--	BABBS, CHARLES	Out	7:11:00 AM	3:00:00 PM
646	10/4/2015	9:00:27 PM	82.82	BABBS, CHARLES	In	7:11:00 AM	3:00:00 PM
748	1/14/2016	6:30:08 AM	--	BABBS, CHARLES	OUT	7:01:00 AM	3:01:02 PM
749	1/14/2016	7:42:10 AM	72.03	BABBS, CHARLES	IN	7:01:00 AM	3:01:02 PM
754	1/16/2016	1:18:57 AM	--	BABBS, CHARLES	OUT	10:58:48 PM	7:10:01 AM
755	1/16/2016	2:35:56 AM	76.98	BABBS, CHARLES	IN	10:58:48 PM	7:10:01 AM
759	1/25/2016	7:03:39 AM	--	BABBS, CHARLES	OUT	7:01:00 AM	3:00:48 PM
760	1/25/2016	8:32:45 AM	89.10	BABBS, CHARLES	IN	7:01:00 AM	3:00:48 PM
1091	1/5/2016	4:43:51 AM	--	BESHAW, JOHN	OUT	4:39:17 AM	4:58:16 PM
1092	1/5/2016	3:50:32 PM	666.68	BESHAW, JOHN	OUT	4:39:17 AM	4:58:16 PM
1098	1/7/2016	4:47:49 AM	--	BESHAW, JOHN	OUT	4:38:09 AM	4:55:05 PM
1099	1/7/2016	5:03:53 PM	736.07	BESHAW, JOHN	OUT	4:38:09 AM	4:55:05 PM
1228	10/15/2015	3:25:26 PM	--	BIANCO, ROSANNA	In	3:24:45 PM	11:30:43 PM
1229	10/16/2015	3:26:13 PM	1440.78	BIANCO, ROSANNA	In	3:26:14 PM	11:31:05 PM
1231	11/8/2015	3:24:03 PM	--	BIANCO, ROSANNA	In	3:23:25 PM	11:33:34 PM
1232	11/9/2015	3:20:03 PM	1436.00	BIANCO, ROSANNA	In	3:22:23 PM	11:30:00 PM
1237	11/11/2015	3:24:07 PM	--	BIANCO, ROSANNA	In	3:25:34 PM	11:30:00 PM
1238	11/12/2015	3:24:49 PM	1440.70	BIANCO, ROSANNA	In	3:27:19 PM	11:34:16 PM
1239	11/13/2015	3:20:24 PM	1435.58	BIANCO, ROSANNA	In	3:21:37 PM	11:30:00 PM
1240	11/14/2015	3:24:28 PM	1444.07	BIANCO, ROSANNA	In	3:22:39 PM	11:30:15 PM
1241	11/15/2015	3:24:14 PM	1439.77	BIANCO, ROSANNA	In	3:26:48 PM	11:30:16 PM
1242	11/16/2015	3:26:07 PM	1441.88	BIANCO, ROSANNA	In	3:27:49 PM	11:30:00 PM
1244	11/17/2015	3:19:37 PM	--	BIANCO, ROSANNA	In	3:27:41 PM	11:30:00 PM
1245	11/18/2015	3:25:28 PM	1445.85	BIANCO, ROSANNA	In	3:26:37 PM	11:30:00 PM
1282	1/28/2016	3:19:07 PM	--	BIANCO, ROSANNA	OUT	3:23:22 PM	11:30:49 PM
1283	1/28/2016	11:32:05 PM	492.97	BIANCO, ROSANNA	OUT	3:23:22 PM	11:30:49 PM
1287	1/30/2016	3:16:48 PM	--	BIANCO, ROSANNA	OUT	3:20:28 PM	11:30:43 PM
1288	1/30/2016	11:34:41 PM	497.88	BIANCO, ROSANNA	OUT	3:20:28 PM	11:30:43 PM
1330	5/2/2016	3:14:40 PM	--	BIANCO, ROSANNA	OUT	3:20:16 PM	11:32:16 PM
1331	5/2/2016	11:35:39 PM	500.98	BIANCO, ROSANNA	OUT	3:20:16 PM	11:32:16 PM
1386	10/8/2015	3:52:26 PM	--	BLUE, WILLIE	Out	7:03:22 AM	3:00:00 PM
1387	10/8/2015	5:24:42 PM	92.27	BLUE, WILLIE	In	7:03:22 AM	3:00:00 PM
1390	10/9/2015	4:08:29 PM	--	BLUE, WILLIE	Out	6:55:57 AM	3:00:00 PM
1391	10/9/2015	5:09:56 PM	61.45	BLUE, WILLIE	In	6:55:57 AM	3:00:00 PM
1396	10/11/2015	1:13:37 PM	--	BLUE, WILLIE	Out	6:59:59 AM	3:00:00 PM
1397	10/11/2015	2:35:04 PM	81.45	BLUE, WILLIE	In	6:59:59 AM	3:00:00 PM
1400	10/12/2015	4:02:46 PM	--	BLUE, WILLIE	Out	7:02:46 AM	3:00:00 PM
1401	10/12/2015	5:08:00 PM	65.23	BLUE, WILLIE	In	7:02:46 AM	3:00:00 PM
1422	10/17/2015	8:53:01 AM	--	BLUE, WILLIE	Out	6:59:05 AM	3:00:11 PM
1423	10/17/2015	10:01:51 AM	68.83	BLUE, WILLIE	In	6:59:05 AM	3:00:11 PM
1590	5/5/2016	3:02:34 PM	--	BLUE, WILLIE	OUT	6:53:19 AM	3:01:34 PM
1591	5/6/2016	3:02:17 PM	1439.72	BLUE, WILLIE	OUT	6:42:40 AM	3:01:10 PM
1601	5/12/2016	8:59:02 AM	--	BLUE, WILLIE	OUT	6:53:10 AM	3:01:58 PM
1602	5/12/2016	10:01:29 AM	62.45	BLUE, WILLIE	OUT	6:53:10 AM	3:01:58 PM
1632	9/28/2015	9:03:58 AM	--	BROWN, ANDRE	Out	6:00:46 AM	2:02:58 PM
1633	9/28/2015	10:53:39 AM	109.68	BROWN, ANDRE	Out	6:00:46 AM	2:02:58 PM
1683	10/4/2015	2:07:59 PM	--	BROWN, ANDRE	In	7:00:14 AM	2:01:05 PM
1684	10/5/2015	9:16:41 AM	1148.70	BROWN, ANDRE	In	9:15:44 AM	10:02:46 PM
1738	10/11/2015	12:35:03 PM	--	BROWN, ANDRE	Out	6:58:41 AM	3:00:25 PM
1739	10/11/2015	1:57:27 PM	82.40	BROWN, ANDRE	In	6:58:41 AM	3:00:25 PM
1802	11/8/2015	8:58:12 AM	--	BROWN, ANDRE	Out	6:04:13 AM	2:03:56 PM
1803	11/8/2015	2:11:19 PM	313.12	BROWN, ANDRE	Out	6:04:13 AM	2:03:56 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
1825	11/15/2015	7:42:12 PM	--	BROWN, ANDRE	Out	6:56:00 AM	3:00:00 PM
1826	11/18/2015	10:20:36 AM	3758.40	BROWN, ANDRE	Out	6:00:00 AM	2:00:00 PM
1828	11/18/2015	2:10:05 PM	--	BROWN, ANDRE	Out	6:00:00 AM	2:00:00 PM
1829	11/19/2015	1:49:53 PM	1419.80	BROWN, ANDRE	Out	6:00:00 AM	12:00:00 AM
1835	11/19/2015	7:28:38 PM	--	BROWN, ANDRE	In	6:00:00 AM	12:00:00 AM
1836	11/20/2015	2:41:50 PM	1153.20	BROWN, ANDRE	In	6:00:00 AM	6:00:09 PM
1841	11/21/2015	12:51:29 PM	--	BROWN, ANDRE	Out	7:01:31 AM	12:00:00 AM
1842	11/21/2015	11:12:09 PM	620.67	BROWN, ANDRE	Out	7:01:31 AM	12:00:00 AM
1858	12/8/2015	6:37:12 PM	--	BROWN, ANDRE	Out	10:32:29 AM	12:00:00 AM
1859	12/8/2015	7:37:31 PM	60.32	BROWN, ANDRE	In	10:32:29 AM	12:00:00 AM
1867	12/12/2015	6:09:22 AM	--	BROWN, ANDRE	In	6:02:25 AM	10:00:00 PM
1868	12/12/2015	7:55:40 AM	106.30	BROWN, ANDRE	In	6:02:25 AM	10:00:00 PM
1871	12/12/2015	5:39:32 PM	--	BROWN, ANDRE	Out	6:02:25 AM	10:00:00 PM
1872	12/12/2015	10:15:19 PM	275.78	BROWN, ANDRE	Out	6:02:25 AM	10:00:00 PM
1906	1/12/2016	9:12:45 PM	--	BROWN, ANDRE	OUT	6:01:58 PM	12:00:00 AM
1907	1/12/2016	10:18:18 PM	65.55	BROWN, ANDRE	IN	6:01:58 PM	12:00:00 AM
1941	1/29/2016	6:01:57 AM	--	BROWN, ANDRE	OUT	9:59:37 PM	6:01:44 AM
1942	1/30/2016	1:12:24 AM	1150.45	BROWN, ANDRE	OUT	2:05:22 PM	10:00:00 PM
1950	3/8/2016	7:54:15 PM	--	BROWN, ANDRE	OUT	4:29:10 PM	10:00:00 PM
1951	3/9/2016	6:01:49 AM	607.57	BROWN, ANDRE	OUT	9:59:58 PM	6:00:07 AM
1961	3/10/2016	3:06:48 PM	--	BROWN, ANDRE	OUT	2:08:27 PM	12:00:00 AM
1962	3/11/2016	12:37:53 AM	571.08	BROWN, ANDRE	OUT	10:03:06 PM	12:00:00 AM
1972	4/1/2016	8:01:46 AM	--	BROWN, ANDRE	IN	8:03:03 AM	4:03:23 PM
1973	4/1/2016	1:20:43 PM	318.95	BROWN, ANDRE	IN	8:03:03 AM	4:03:23 PM
1974	4/1/2016	2:35:25 PM	--	BROWN, ANDRE	OUT	8:03:03 AM	4:03:23 PM
1975	4/1/2016	4:04:25 PM	89.00	BROWN, ANDRE	OUT	8:03:03 AM	4:03:23 PM
1990	4/20/2016	5:10:02 PM	--	BROWN, ANDRE	OUT	5:05:30 PM	12:00:00 AM
1991	4/20/2016	6:22:24 PM	72.37	BROWN, ANDRE	OUT	5:05:30 PM	12:00:00 AM
1992	4/20/2016	10:12:43 PM	230.32	BROWN, ANDRE	OUT	5:05:30 PM	12:00:00 AM
2013	5/5/2016	6:45:45 PM	--	BROWN, ANDRE	IN	2:02:20 PM	9:59:39 PM
2014	5/5/2016	8:19:31 PM	93.77	BROWN, ANDRE	IN	2:02:20 PM	9:59:39 PM
2030	5/12/2016	1:32:32 PM	--	BROWN, ANDRE	IN	1:41:15 PM	9:59:16 PM
2031	5/12/2016	8:05:06 PM	392.57	BROWN, ANDRE	IN	1:41:15 PM	9:59:16 PM
2037	5/13/2016	5:08:29 PM	--	BROWN, ANDRE	IN	2:02:26 PM	10:00:18 PM
2038	5/13/2016	7:50:30 PM	162.02	BROWN, ANDRE	IN	2:02:26 PM	10:00:18 PM
2043	5/14/2016	9:32:49 AM	--	BROWN, ANDRE	OUT	6:40:25 AM	2:01:30 PM
2044	5/14/2016	2:04:41 PM	271.87	BROWN, ANDRE	OUT	6:40:25 AM	2:01:30 PM
2534	10/17/2015	8:53:22 AM	--	COLUCCI, JUSTIN	Out	7:31:00 AM	3:30:00 PM
2535	10/17/2015	10:44:24 AM	111.03	COLUCCI, JUSTIN	In	7:31:00 AM	3:30:00 PM
2541	11/8/2015	7:45:25 AM	--	COLUCCI, JUSTIN	Out	9:17:40 AM	3:30:42 PM
2542	11/8/2015	9:20:17 AM	94.87	COLUCCI, JUSTIN	In	9:17:40 AM	3:30:42 PM
2838	4/16/2016	4:39:54 AM	--	COLUCCI, JUSTIN	OUT	7:31:00 AM	3:30:03 PM
2839	4/16/2016	6:21:11 AM	101.28	COLUCCI, JUSTIN	IN	7:31:00 AM	3:30:03 PM
2919	5/12/2016	3:30:01 AM	--	COLUCCI, JUSTIN	OUT	11:24:33 PM	7:30:00 AM
2920	5/12/2016	5:00:58 AM	90.95	COLUCCI, JUSTIN	IN	11:24:33 PM	7:30:00 AM
2921	5/12/2016	5:06:20 AM	--	COLUCCI, JUSTIN	OUT	11:24:33 PM	7:30:00 AM
2922	5/12/2016	6:47:18 AM	100.97	COLUCCI, JUSTIN	IN	11:24:33 PM	7:30:00 AM
2999	11/17/2015	12:58:32 PM	--	Dominguez, Eldo	In	8:19:35 AM	2:30:47 PM
3000	11/18/2015	6:36:26 AM	1057.90	Dominguez, Eldo	In	6:36:10 AM	2:31:33 PM
3008	11/20/2015	6:38:26 AM	--	Dominguez, Eldo	In	6:37:07 AM	2:33:23 PM
3009	11/20/2015	11:04:24 AM	265.97	Dominguez, Eldo	In	6:37:07 AM	2:33:23 PM
3084	1/25/2016	2:12:29 PM	--	Dominguez, Eldo	OUT	9:57:15 AM	3:30:00 PM
3085	1/25/2016	3:24:31 PM	72.03	Dominguez, Eldo	IN	9:57:15 AM	3:30:00 PM
3185	9/28/2015	1:53:29 AM	--	DOYLE, RICHARD	In	1:48:36 AM	1:36:40 PM
3186	9/28/2015	11:52:03 AM	598.57	DOYLE, RICHARD	In	1:48:36 AM	1:36:40 PM
3187	9/28/2015	12:55:40 PM	63.62	DOYLE, RICHARD	In	1:48:36 AM	1:36:40 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
3188	9/29/2015	1:55:08 AM	779.47	DOYLE, RICHARD	In	1:53:11 AM	4:33:30 PM
3189	9/30/2015	1:51:58 AM	1436.83	DOYLE, RICHARD	In	1:46:35 AM	5:02:06 PM
3193	10/1/2015	1:48:09 AM	--	DOYLE, RICHARD	In	1:44:05 AM	5:33:52 PM
3194	10/1/2015	11:11:53 AM	563.73	DOYLE, RICHARD	In	1:44:05 AM	5:33:52 PM
3199	10/1/2015	12:57:38 PM	--	DOYLE, RICHARD	Out	1:44:05 AM	5:33:52 PM
3200	10/1/2015	2:38:53 PM	101.25	DOYLE, RICHARD	In	1:44:05 AM	5:33:52 PM
3202	10/1/2015	2:40:07 PM	--	DOYLE, RICHARD	In	1:44:05 AM	5:33:52 PM
3203	10/2/2015	2:00:25 AM	680.30	DOYLE, RICHARD	In	1:56:12 AM	2:02:49 PM
3204	10/2/2015	3:08:56 AM	68.52	DOYLE, RICHARD	In	1:56:12 AM	2:02:49 PM
3206	10/5/2015	1:59:36 AM	--	DOYLE, RICHARD	In	1:54:47 AM	5:00:14 PM
3207	10/5/2015	12:50:08 PM	650.53	DOYLE, RICHARD	In	1:54:47 AM	5:00:14 PM
3208	10/5/2015	3:48:24 PM	178.27	DOYLE, RICHARD	In	1:54:47 AM	5:00:14 PM
3212	10/6/2015	1:53:23 AM	--	DOYLE, RICHARD	In	1:48:55 AM	5:02:58 PM
3213	10/7/2015	1:53:50 AM	1440.45	DOYLE, RICHARD	In	1:48:57 AM	2:40:01 PM
3214	10/7/2015	12:35:38 PM	641.80	DOYLE, RICHARD	In	1:48:57 AM	2:40:01 PM
3218	10/8/2015	2:38:58 AM	--	DOYLE, RICHARD	In	1:48:19 AM	3:34:47 PM
3219	10/9/2015	1:57:06 AM	1398.13	DOYLE, RICHARD	In	1:52:32 AM	2:39:22 PM
3220	10/10/2015	1:56:55 AM	1439.82	DOYLE, RICHARD	In	1:53:12 AM	1:37:15 PM
3221	10/12/2015	9:18:00 AM	3321.08	DOYLE, RICHARD	In	1:49:59 AM	12:33:19 PM
3222	10/13/2015	1:56:08 AM	998.13	DOYLE, RICHARD	In	1:50:43 AM	1:33:05 PM
3223	10/14/2015	1:48:38 AM	1432.50	DOYLE, RICHARD	In	1:47:19 AM	4:35:00 PM
3224	10/15/2015	1:06:15 AM	1397.62	DOYLE, RICHARD	In	12:59:55 AM	1:00:06 PM
3225	10/15/2015	2:23:18 AM	--	DOYLE, RICHARD	Out	12:59:55 AM	1:00:06 PM
3226	10/15/2015	3:25:15 AM	61.95	DOYLE, RICHARD	In	12:59:55 AM	1:00:06 PM
3227	10/15/2015	9:34:25 AM	369.17	DOYLE, RICHARD	In	12:59:55 AM	1:00:06 PM
3228	10/15/2015	11:06:02 AM	--	DOYLE, RICHARD	Out	12:59:55 AM	1:00:06 PM
3229	10/16/2015	2:15:27 AM	909.42	DOYLE, RICHARD	Out	1:49:20 AM	1:32:28 PM
3230	10/16/2015	3:16:57 AM	61.50	DOYLE, RICHARD	Out	1:49:20 AM	1:32:28 PM
3232	11/9/2015	1:42:28 AM	--	DOYLE, RICHARD	In	1:39:29 AM	2:17:44 PM
3233	11/10/2015	1:53:55 AM	1451.45	DOYLE, RICHARD	In	1:49:36 AM	3:10:59 PM
3234	11/11/2015	2:32:01 PM	2198.10	DOYLE, RICHARD	In	1:49:00 AM	1:30:45 PM
3235	11/13/2015	1:59:16 AM	2127.25	DOYLE, RICHARD	In	1:54:30 AM	2:18:40 PM
3236	11/13/2015	10:36:12 AM	516.93	DOYLE, RICHARD	In	1:54:30 AM	2:18:40 PM
3238	11/14/2015	2:00:09 AM	--	DOYLE, RICHARD	In	1:54:11 AM	1:30:20 PM
3239	11/15/2015	3:54:40 AM	1554.52	DOYLE, RICHARD	In	3:49:32 AM	2:12:44 PM
3240	11/16/2015	1:57:51 AM	1323.18	DOYLE, RICHARD	In	1:52:39 AM	4:31:05 PM
3241	11/16/2015	8:46:44 AM	408.88	DOYLE, RICHARD	In	1:52:39 AM	4:31:05 PM
3242	11/16/2015	9:05:47 AM	--	DOYLE, RICHARD	Out	1:52:39 AM	4:31:05 PM
3243	11/17/2015	1:52:00 AM	1006.22	DOYLE, RICHARD	Out	1:48:04 AM	1:00:32 PM
3244	11/18/2015	2:00:20 AM	--	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3245	11/18/2015	7:20:52 AM	320.53	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3246	11/18/2015	8:02:44 AM	--	DOYLE, RICHARD	Out	1:54:53 AM	3:35:34 PM
3247	11/18/2015	9:51:56 AM	109.20	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3251	11/18/2015	11:01:09 AM	--	DOYLE, RICHARD	Out	1:54:53 AM	3:35:34 PM
3252	11/18/2015	12:35:07 PM	93.97	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3254	11/18/2015	12:54:32 PM	--	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3255	11/18/2015	3:12:22 PM	137.83	DOYLE, RICHARD	In	1:54:53 AM	3:35:34 PM
3257	11/19/2015	1:54:36 AM	--	DOYLE, RICHARD	In	1:49:43 AM	3:46:37 PM
3258	11/20/2015	1:53:25 AM	1438.82	DOYLE, RICHARD	In	1:48:03 AM	5:11:25 PM
3260	11/20/2015	3:01:40 PM	--	DOYLE, RICHARD	In	1:48:03 AM	5:11:25 PM
3261	11/20/2015	4:38:18 PM	96.63	DOYLE, RICHARD	In	1:48:03 AM	5:11:25 PM
3262	11/20/2015	5:01:33 PM	--	DOYLE, RICHARD	Out	1:48:03 AM	5:11:25 PM
3263	11/21/2015	10:14:34 AM	1033.02	DOYLE, RICHARD	Out	1:55:22 AM	1:31:23 PM
3266	12/9/2015	1:53:43 AM	--	DOYLE, RICHARD	In	1:48:36 AM	1:03:08 PM
3267	12/10/2015	1:54:35 AM	1440.87	DOYLE, RICHARD	In	1:48:31 AM	5:00:48 PM
3268	12/10/2015	12:29:02 PM	634.45	DOYLE, RICHARD	In	1:48:31 AM	5:00:48 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
3270	12/11/2015	1:59:12 AM	--	DOYLE, RICHARD	In	1:53:03 AM	4:04:03 PM
3271	12/11/2015	5:37:40 AM	218.47	DOYLE, RICHARD	In	1:53:03 AM	4:04:03 PM
3272	1/4/2016	1:39:49 AM	--	DOYLE, RICHARD	IN	1:34:22 AM	4:36:48 PM
3273	1/4/2016	3:30:48 PM	830.98	DOYLE, RICHARD	IN	1:34:22 AM	4:36:48 PM
3275	1/5/2016	1:57:46 AM	--	DOYLE, RICHARD	IN	1:51:59 AM	3:01:03 PM
3276	1/5/2016	2:19:27 PM	741.68	DOYLE, RICHARD	IN	1:51:59 AM	3:01:03 PM
3278	1/6/2016	2:00:07 AM	--	DOYLE, RICHARD	IN	1:54:54 AM	4:41:40 PM
3279	1/7/2016	1:57:28 AM	1437.35	DOYLE, RICHARD	IN	1:52:31 AM	5:05:17 PM
3280	1/7/2016	7:23:24 AM	325.93	DOYLE, RICHARD	IN	1:52:31 AM	5:05:17 PM
3281	1/7/2016	8:24:05 AM	60.68	DOYLE, RICHARD	IN	1:52:31 AM	5:05:17 PM
3283	1/8/2016	1:52:19 AM	--	DOYLE, RICHARD	IN	1:47:02 AM	4:02:11 PM
3284	1/8/2016	8:44:27 AM	412.13	DOYLE, RICHARD	IN	1:47:02 AM	4:02:11 PM
3285	1/8/2016	1:30:11 PM	285.73	DOYLE, RICHARD	IN	1:47:02 AM	4:02:11 PM
3286	1/9/2016	4:31:51 AM	901.67	DOYLE, RICHARD	IN	2:44:18 AM	4:08:04 PM
3287	1/11/2016	1:54:30 AM	2722.65	DOYLE, RICHARD	IN	1:49:09 AM	4:02:34 PM
3288	1/12/2016	1:57:11 AM	1442.68	DOYLE, RICHARD	IN	1:51:35 AM	1:30:00 PM
3289	1/13/2016	2:00:24 AM	1443.22	DOYLE, RICHARD	IN	1:54:51 AM	3:30:57 PM
3290	1/13/2016	9:21:33 AM	441.15	DOYLE, RICHARD	IN	1:54:51 AM	3:30:57 PM
3292	1/14/2016	1:49:51 AM	--	DOYLE, RICHARD	IN	1:44:50 AM	4:03:29 PM
3293	1/14/2016	12:53:00 PM	663.15	DOYLE, RICHARD	IN	1:44:50 AM	4:03:29 PM
3304	1/15/2016	1:34:19 PM	--	DOYLE, RICHARD	OUT	1:44:38 AM	4:18:19 PM
3305	1/16/2016	9:56:22 AM	1222.05	DOYLE, RICHARD	OUT	3:40:12 AM	12:35:39 PM
3308	1/25/2016	1:44:42 AM	--	DOYLE, RICHARD	IN	12:59:01 AM	3:33:34 PM
3309	1/27/2016	1:46:58 AM	2882.27	DOYLE, RICHARD	IN	1:48:51 AM	12:30:19 PM
3310	1/27/2016	9:09:25 AM	442.45	DOYLE, RICHARD	IN	1:48:51 AM	12:30:19 PM
3312	1/28/2016	1:51:12 AM	--	DOYLE, RICHARD	IN	1:52:43 AM	4:32:49 PM
3313	1/29/2016	1:50:47 AM	1439.58	DOYLE, RICHARD	IN	1:52:25 AM	3:02:15 PM
3314	1/29/2016	1:45:23 PM	714.60	DOYLE, RICHARD	IN	1:52:25 AM	3:02:15 PM
3609	9/29/2015	2:54:27 PM	--	GARCIA, ALICIA	Out	2:55:20 PM	11:20:37 PM
3610	9/29/2015	11:29:40 PM	515.22	GARCIA, ALICIA	Out	2:55:20 PM	11:20:37 PM
3692	12/6/2015	3:40:21 PM	--	GARCIA, ALICIA	Out	7:30:00 AM	3:30:40 PM
3693	12/7/2015	7:31:51 AM	951.50	GARCIA, ALICIA	Out	4:11:52 PM	11:15:00 PM
3749	1/24/2016	2:34:23 PM	--	GARCIA, ALICIA	IN	2:42:16 PM	11:00:12 PM
3750	1/24/2016	3:34:24 PM	60.02	GARCIA, ALICIA	IN	2:42:16 PM	11:00:12 PM
3751	1/24/2016	10:56:28 PM	442.07	GARCIA, ALICIA	IN	2:42:16 PM	11:00:12 PM
4077	1/12/2016	3:17:26 PM	--	GARCIA, JOSE	IN	11:17:08 PM	7:30:24 AM
4078	1/12/2016	11:20:07 PM	482.68	GARCIA, JOSE	IN	11:17:08 PM	7:30:24 AM
4139	3/28/2016	7:31:29 AM	--	GARCIA, JOSE	OUT	11:23:20 PM	7:30:00 AM
4140	3/28/2016	7:39:41 PM	728.20	GARCIA, JOSE	OUT	11:23:20 PM	7:30:00 AM
4192	5/2/2016	11:19:52 PM	--	GARCIA, JOSE	IN	11:24:01 PM	7:30:13 AM
4193	5/3/2016	11:17:30 PM	1437.63	GARCIA, JOSE	IN	11:21:17 PM	7:32:29 AM
4313	10/3/2015	12:33:59 PM	--	HADZI, SEMIN	In	3:31:00 PM	11:30:06 PM
4314	10/3/2015	2:03:18 PM	89.32	HADZI, SEMIN	In	3:31:00 PM	11:30:06 PM
4339	10/4/2015	1:39:15 PM	--	HADZI, SEMIN	In	7:28:43 AM	3:30:00 PM
4340	10/4/2015	2:43:35 PM	64.33	HADZI, SEMIN	In	7:28:43 AM	3:30:00 PM
4460	10/11/2015	12:59:14 PM	--	HADZI, SEMIN	In	7:12:15 AM	3:30:47 PM
4461	10/11/2015	2:21:33 PM	82.32	HADZI, SEMIN	In	7:12:15 AM	3:30:47 PM
4462	10/11/2015	2:21:36 PM	--	HADZI, SEMIN	Out	7:12:15 AM	3:30:47 PM
4463	10/11/2015	3:15:13 PM	53.62	HADZI, SEMIN	Out	7:12:15 AM	3:30:47 PM
4596	11/14/2015	9:51:44 AM	--	HADZI, SEMIN	In	7:26:36 AM	3:31:09 PM
4597	11/14/2015	2:05:42 PM	253.97	HADZI, SEMIN	In	7:26:36 AM	3:31:09 PM
4812	1/9/2016	10:31:56 AM	--	HADZI, SEMIN	IN	7:26:42 AM	7:30:02 PM
4813	1/9/2016	12:50:42 PM	138.77	HADZI, SEMIN	IN	7:26:42 AM	7:30:02 PM
5039	3/10/2016	4:47:23 PM	--	HADZI, SEMIN	IN	7:24:08 AM	12:00:00 AM
5040	3/11/2016	7:28:09 AM	880.77	HADZI, SEMIN	IN	7:29:21 AM	3:30:00 PM
5059	3/12/2016	12:57:06 PM	--	HADZI, SEMIN	OUT	7:25:27 AM	3:30:14 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
5060	3/12/2016	2:21:43 PM	84.62	HADZI, SEMIN	IN	7:25:27 AM	3:30:14 PM
5082	3/29/2016	2:02:11 PM	--	HADZI, SEMIN	IN	7:32:56 AM	3:30:00 PM
5083	3/29/2016	3:41:03 PM	98.87	HADZI, SEMIN	IN	7:32:56 AM	3:30:00 PM
5177	4/15/2016	12:18:31 PM	--	HADZI, SEMIN	IN	7:30:43 AM	3:30:00 PM
5178	4/15/2016	2:46:40 PM	148.15	HADZI, SEMIN	IN	7:30:43 AM	3:30:00 PM
5208	4/18/2016	9:45:34 PM	--	HADZI, SEMIN	IN	3:22:50 PM	11:30:02 PM
5209	4/19/2016	3:22:37 PM	1057.05	HADZI, SEMIN	IN	3:23:52 PM	11:30:11 PM
5250	4/22/2016	9:25:42 PM	--	HADZI, SEMIN	OUT	3:23:49 PM	11:30:26 PM
5251	4/22/2016	10:31:19 PM	65.62	HADZI, SEMIN	IN	3:23:49 PM	11:30:26 PM
5335	5/7/2016	1:58:25 PM	--	HADZI, SEMIN	OUT	7:28:50 AM	1:30:00 PM
5336	5/7/2016	2:59:38 PM	61.22	HADZI, SEMIN	IN	7:28:50 AM	1:30:00 PM
5492	1/10/2016	7:28:00 AM	--	IBRAIMI, MIRDITA	IN	7:23:03 AM	12:00:00 AM
5493	1/11/2016	7:03:58 AM	1415.97	IBRAIMI, MIRDITA	IN	6:57:48 AM	3:00:00 PM
6446	10/3/2015	12:33:58 PM	--	KOROSKOSKI, NOVE	Out	7:08:28 AM	3:30:00 PM
6447	10/3/2015	2:03:16 PM	89.30	KOROSKOSKI, NOVE	In	7:08:28 AM	3:30:00 PM
6450	10/4/2015	1:39:15 PM	--	KOROSKOSKI, NOVE	Out	7:12:33 AM	3:30:00 PM
6451	10/4/2015	2:42:15 PM	63.00	KOROSKOSKI, NOVE	In	7:12:33 AM	3:30:00 PM
6483	10/11/2015	1:08:41 PM	--	KOROSKOSKI, NOVE	Out	7:07:45 AM	3:30:00 PM
6484	10/11/2015	2:21:36 PM	72.92	KOROSKOSKI, NOVE	In	7:07:45 AM	3:30:00 PM
6496	10/15/2015	7:21:08 AM	--	KOROSKOSKI, NOVE	In	7:15:08 AM	11:30:03 PM
6497	10/15/2015	3:00:48 PM	459.67	KOROSKOSKI, NOVE	In	7:15:08 AM	11:30:03 PM
6510	10/17/2015	9:00:12 AM	--	KOROSKOSKI, NOVE	Out	7:07:14 AM	3:30:00 PM
6511	10/17/2015	10:23:24 AM	83.20	KOROSKOSKI, NOVE	In	7:07:14 AM	3:30:00 PM
6515	11/9/2015	3:13:34 PM	--	KOROSKOSKI, NOVE	Out	3:17:48 PM	11:30:21 PM
6516	11/9/2015	11:45:08 PM	511.57	KOROSKOSKI, NOVE	Out	3:17:48 PM	11:30:21 PM
6529	11/15/2015	7:11:03 AM	--	KOROSKOSKI, NOVE	In	7:13:17 AM	3:30:13 PM
6530	11/15/2015	9:51:23 AM	160.33	KOROSKOSKI, NOVE	In	7:13:17 AM	3:30:13 PM
6531	11/15/2015	1:48:50 PM	--	KOROSKOSKI, NOVE	Out	7:13:17 AM	3:30:13 PM
6532	11/15/2015	3:39:28 PM	110.63	KOROSKOSKI, NOVE	Out	7:13:17 AM	3:30:13 PM
6535	11/17/2015	3:11:25 PM	--	KOROSKOSKI, NOVE	In	3:10:48 PM	11:30:32 PM
6536	11/18/2015	3:11:29 PM	1440.07	KOROSKOSKI, NOVE	In	3:15:32 PM	11:30:39 PM
6537	11/19/2015	9:20:11 AM	1088.70	KOROSKOSKI, NOVE	In	9:17:36 AM	3:30:00 PM
6609	3/8/2016	10:05:22 AM	--	KOROSKOSKI, NOVE	IN	10:06:22 AM	3:30:00 PM
6610	3/9/2016	3:13:52 PM	1748.50	KOROSKOSKI, NOVE	IN	3:14:56 PM	11:30:00 PM
6617	3/12/2016	12:59:10 PM	--	KOROSKOSKI, NOVE	OUT	7:14:09 AM	3:30:01 PM
6618	3/12/2016	2:15:58 PM	76.80	KOROSKOSKI, NOVE	IN	7:14:09 AM	3:30:01 PM
6626	3/31/2016	3:06:44 PM	--	KOROSKOSKI, NOVE	IN	3:08:08 PM	11:30:08 PM
6627	4/1/2016	3:10:40 PM	1443.93	KOROSKOSKI, NOVE	IN	3:16:52 PM	11:30:19 PM
6673	4/17/2016	11:09:14 PM	--	KOROSKOSKI, NOVE	OUT	6:11:48 AM	2:30:04 PM
6674	4/18/2016	7:31:57 AM	502.72	KOROSKOSKI, NOVE	OUT	3:15:02 PM	11:30:04 PM
6706	5/6/2016	8:31:25 AM	--	KOROSKOSKI, NOVE	IN	8:33:33 AM	3:30:00 PM
6707	5/7/2016	7:05:25 AM	1354.00	KOROSKOSKI, NOVE	IN	7:11:20 AM	3:30:00 PM
6728	5/14/2016	12:00:52 PM	--	KOROSKOSKI, NOVE	OUT	6:16:20 AM	2:30:00 PM
6729	5/14/2016	1:11:11 PM	70.32	KOROSKOSKI, NOVE	IN	6:16:20 AM	2:30:00 PM
6730	5/14/2016	8:29:53 PM	--	KOROSKOSKI, NOVE	OUT	6:16:20 AM	2:30:00 PM
6731	5/14/2016	9:42:34 PM	72.68	KOROSKOSKI, NOVE	IN	6:16:20 AM	2:30:00 PM
6734	11/9/2015	9:53:52 AM	--	KUBACKI, GREG	In	8:00:00 AM	4:00:00 PM
6735	11/10/2015	8:22:12 AM	1348.33	KUBACKI, GREG	In	8:00:00 AM	4:00:00 PM
7184	12/6/2015	10:53:15 PM	--	Lemeuble, Ricardo	In	7:01:18 AM	3:02:20 PM
7185	12/7/2015	10:49:38 PM	1436.38	Lemeuble, Ricardo	In	7:01:00 AM	3:00:29 PM
7364	9/28/2015	3:09:37 PM	--	MACIEJEWSKI, JERZY	Out	6:54:40 AM	3:02:05 PM
7365	9/28/2015	4:35:21 PM	85.73	MACIEJEWSKI, JERZY	In	6:54:40 AM	3:02:05 PM
7397	10/11/2015	11:59:21 AM	--	MACIEJEWSKI, JERZY	Out	6:51:07 AM	3:00:10 PM
7398	10/11/2015	1:13:17 PM	73.93	MACIEJEWSKI, JERZY	In	6:51:07 AM	3:00:10 PM
7408	10/15/2015	10:14:08 AM	--	MACIEJEWSKI, JERZY	In	6:55:25 AM	7:00:06 PM
7409	10/15/2015	1:27:22 PM	193.23	MACIEJEWSKI, JERZY	In	6:55:25 AM	7:00:06 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
7416	11/8/2015	9:54:49 AM	--	MACIEJEWSKI, JERZY	Out	6:51:36 AM	3:01:42 PM
7417	11/8/2015	11:15:47 AM	80.97	MACIEJEWSKI, JERZY	In	6:51:36 AM	3:01:42 PM
7432	11/15/2015	11:57:06 AM	--	MACIEJEWSKI, JERZY	Out	6:51:35 AM	3:17:00 PM
7433	11/15/2015	1:13:41 PM	76.58	MACIEJEWSKI, JERZY	In	6:51:35 AM	3:17:00 PM
7442	11/19/2015	7:10:54 PM	--	MACIEJEWSKI, JERZY	Out	6:56:47 AM	7:03:11 PM
7443	11/19/2015	9:54:33 PM	163.65	MACIEJEWSKI, JERZY	In	6:56:47 AM	7:03:11 PM
7527	3/6/2016	6:47:15 AM	--	MACIEJEWSKI, JERZY	IN	6:48:45 AM	3:00:04 PM
7528	3/7/2016	6:50:45 AM	1443.50	MACIEJEWSKI, JERZY	IN	6:51:57 AM	3:00:11 PM
7534	3/9/2016	6:53:49 AM	--	MACIEJEWSKI, JERZY	IN	6:54:44 AM	3:00:41 PM
7535	3/9/2016	10:09:29 AM	195.67	MACIEJEWSKI, JERZY	IN	6:54:44 AM	3:00:41 PM
7596	5/6/2016	3:01:08 PM	--	MACIEJEWSKI, JERZY	OUT	6:57:27 AM	3:00:31 PM
7597	5/7/2016	12:13:47 AM	552.65	MACIEJEWSKI, JERZY	OUT	6:55:31 AM	3:00:08 PM
7637	10/14/2015	1:19:17 PM	--	MANEVSKA, VALENTINA	Out	6:56:24 AM	3:00:00 PM
7638	10/14/2015	3:00:21 PM	101.07	MANEVSKA, VALENTINA	In	6:56:24 AM	3:00:00 PM
7681	11/18/2015	12:44:27 PM	--	MANEVSKA, VALENTINA	Out	6:52:27 AM	3:00:00 PM
7682	11/18/2015	2:04:13 PM	79.77	MANEVSKA, VALENTINA	In	6:52:27 AM	3:00:00 PM
7697	12/7/2015	10:02:57 AM	--	MANEVSKA, VALENTINA	Out	6:57:31 AM	4:02:01 PM
7698	12/7/2015	12:02:03 PM	119.10	MANEVSKA, VALENTINA	In	6:57:31 AM	4:02:01 PM
7735	1/9/2016	11:49:33 AM	--	MANEVSKA, VALENTINA	OUT	6:51:58 AM	3:00:00 PM
7736	1/9/2016	1:02:18 PM	72.75	MANEVSKA, VALENTINA	IN	6:51:58 AM	3:00:00 PM
7743	1/11/2016	9:38:31 AM	--	MANEVSKA, VALENTINA	OUT	6:56:13 AM	7:30:07 PM
7744	1/11/2016	11:40:28 AM	121.95	MANEVSKA, VALENTINA	IN	6:56:13 AM	7:30:07 PM
7761	1/25/2016	9:55:15 AM	--	MANEVSKA, VALENTINA	OUT	6:54:16 AM	4:30:03 PM
7762	1/25/2016	11:50:25 AM	115.17	MANEVSKA, VALENTINA	IN	6:54:16 AM	4:30:03 PM
7847	5/2/2016	12:02:36 PM	--	MANEVSKA, VALENTINA	OUT	6:35:26 AM	4:00:09 PM
7848	5/2/2016	1:44:42 PM	102.10	MANEVSKA, VALENTINA	IN	6:35:26 AM	4:00:09 PM
7865	5/9/2016	11:10:04 AM	--	MANEVSKA, VALENTINA	OUT	6:33:08 AM	7:00:00 AM
7866	5/9/2016	12:49:24 PM	99.33	MANEVSKA, VALENTINA	IN	6:33:08 AM	7:00:00 AM
8134	10/14/2015	10:51:08 PM	--	MATARLO, MARCELINO	Out	9:00:00 PM	11:00:00 PM
8135	10/15/2015	7:09:04 AM	497.93	MATARLO, MARCELINO	Out	10:41:25 PM	7:00:00 AM
8138	10/16/2015	7:09:06 AM	--	MATARLO, MARCELINO	In	7:01:00 AM	3:06:03 PM
8139	10/16/2015	1:52:26 PM	403.33	MATARLO, MARCELINO	In	7:01:00 AM	3:06:03 PM
8203	1/6/2016	10:47:32 PM	--	MATARLO, MARCELINO	IN	10:41:58 PM	7:14:03 AM
8204	1/7/2016	10:46:46 PM	1439.23	MATARLO, MARCELINO	IN	10:41:25 PM	7:14:31 AM
8541	11/11/2015	3:33:23 PM	--	MILLER, DAMION	In	3:28:19 PM	11:30:00 PM
8542	11/12/2015	3:17:15 PM	1423.87	MILLER, DAMION	In	3:28:07 PM	11:30:00 PM
8655	4/19/2016	11:18:24 PM	--	MILLER, DAMION	IN	11:23:07 PM	7:30:18 AM
8656	4/20/2016	4:09:22 AM	290.97	MILLER, DAMION	IN	11:15:55 PM	7:30:50 AM
8749	10/1/2015	2:10:44 PM	--	MOODY, JOHN	Out	6:06:43 AM	10:30:52 PM
8750	10/1/2015	3:40:47 PM	90.05	MOODY, JOHN	In	6:06:43 AM	10:30:52 PM
8751	10/1/2015	5:45:24 PM	--	MOODY, JOHN	Out	6:06:43 AM	10:30:52 PM
8752	10/1/2015	7:17:53 PM	92.48	MOODY, JOHN	In	6:06:43 AM	10:30:52 PM
8854	10/17/2015	8:46:34 AM	--	MOODY, JOHN	Out	6:31:00 AM	2:30:39 PM
8855	10/17/2015	10:28:00 AM	101.43	MOODY, JOHN	In	6:31:00 AM	2:30:39 PM
8899	12/6/2015	2:39:09 PM	--	MOODY, JOHN	Out	6:31:00 AM	2:30:03 PM
8900	12/7/2015	11:59:13 AM	1280.07	MOODY, JOHN	Out	6:31:00 AM	2:30:02 PM
8911	12/9/2015	12:28:20 PM	--	MOODY, JOHN	In	6:21:26 AM	2:30:10 PM
8912	12/10/2015	6:17:27 AM	1069.12	MOODY, JOHN	In	6:18:25 AM	2:31:13 PM
8933	12/12/2015	6:42:27 PM	--	MOODY, JOHN	Out	6:05:42 AM	2:29:00 PM
8934	12/12/2015	7:50:56 PM	68.48	MOODY, JOHN	In	6:05:42 AM	2:29:00 PM
9000	1/12/2016	11:55:31 AM	--	MOODY, JOHN	OUT	6:17:03 AM	2:30:09 PM
9001	1/12/2016	2:39:03 PM	163.53	MOODY, JOHN	OUT	6:17:03 AM	2:30:09 PM
9015	1/16/2016	6:25:21 AM	--	MOODY, JOHN	IN	6:27:16 AM	2:30:12 PM
9016	1/16/2016	12:32:09 PM	366.80	MOODY, JOHN	IN	6:27:16 AM	2:30:12 PM
9018	1/24/2016	3:15:23 PM	--	MOODY, JOHN	IN	3:17:21 PM	11:30:03 PM
9019	1/24/2016	6:31:25 PM	196.03	MOODY, JOHN	IN	3:17:21 PM	11:30:03 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
9023	1/24/2016	11:16:50 PM	--	MOODY, JOHN	IN	3:17:21 PM	11:30:03 PM
9024	1/25/2016	6:15:24 AM	418.57	MOODY, JOHN	IN	6:17:18 AM	2:30:12 PM
9032	1/26/2016	8:33:24 AM	--	MOODY, JOHN	IN	6:22:37 AM	2:30:05 PM
9033	1/26/2016	12:20:48 PM	227.40	MOODY, JOHN	IN	6:22:37 AM	2:30:05 PM
9047	1/29/2016	6:17:07 AM	--	MOODY, JOHN	IN	6:19:14 AM	2:30:06 PM
9048	1/29/2016	8:36:54 AM	139.78	MOODY, JOHN	IN	6:19:14 AM	2:30:06 PM
9061	1/30/2016	12:47:12 PM	--	MOODY, JOHN	IN	6:47:59 AM	2:30:00 PM
9062	1/30/2016	3:20:35 PM	153.38	MOODY, JOHN	IN	6:47:59 AM	2:30:00 PM
9070	3/6/2016	12:32:28 PM	--	MOODY, JOHN	IN	6:00:00 AM	2:00:02 PM
9071	3/7/2016	6:12:28 AM	1060.00	MOODY, JOHN	IN	6:13:33 AM	2:30:03 PM
9157	4/12/2016	6:14:21 AM	--	MOODY, JOHN	IN	6:14:59 AM	2:30:03 PM
9158	4/12/2016	8:29:48 AM	135.45	MOODY, JOHN	IN	6:14:59 AM	2:30:03 PM
9175	4/15/2016	6:14:59 AM	--	MOODY, JOHN	IN	6:30:22 AM	2:30:15 PM
9176	4/15/2016	8:30:58 AM	135.98	MOODY, JOHN	IN	6:30:22 AM	2:30:15 PM
9229	4/21/2016	6:09:26 AM	--	MOODY, JOHN	IN	6:10:34 AM	2:30:02 PM
9230	4/21/2016	8:38:01 AM	148.58	MOODY, JOHN	IN	6:10:34 AM	2:30:02 PM
9233	4/21/2016	12:20:47 PM	--	MOODY, JOHN	IN	6:10:34 AM	2:30:02 PM
9234	4/22/2016	6:13:01 AM	1072.23	MOODY, JOHN	IN	6:14:30 AM	2:30:03 PM
9278	5/5/2016	7:57:41 AM	--	MOODY, JOHN	OUT	6:10:35 AM	2:30:00 PM
9279	5/5/2016	9:32:46 AM	95.08	MOODY, JOHN	OUT	6:10:35 AM	2:30:00 PM
9368	5/14/2016	11:47:33 AM	--	MOODY, JOHN	OUT	6:13:47 AM	2:30:02 PM
9369	5/14/2016	1:02:44 PM	75.18	MOODY, JOHN	IN	6:13:47 AM	2:30:02 PM
9404	10/8/2015	4:24:40 PM	--	MOORE, KATHY	Out	5:01:40 AM	1:00:00 PM
9405	10/8/2015	5:24:45 PM	60.08	MOORE, KATHY	In	5:01:40 AM	1:00:00 PM
9422	11/8/2015	5:07:49 AM	--	MOORE, KATHY	In	5:03:22 AM	1:00:00 PM
9423	11/9/2015	5:07:37 AM	1439.80	MOORE, KATHY	In	5:02:58 AM	1:05:01 PM
9424	11/10/2015	5:08:21 AM	1440.73	MOORE, KATHY	In	5:03:13 AM	1:05:32 PM
9425	11/11/2015	5:09:17 AM	1440.93	MOORE, KATHY	In	5:05:07 AM	1:03:22 PM
9426	11/12/2015	5:08:03 AM	1438.77	MOORE, KATHY	In	5:03:45 AM	1:00:00 PM
9427	11/13/2015	5:06:42 AM	1438.65	MOORE, KATHY	In	5:03:10 AM	1:03:24 PM
9428	11/15/2015	5:15:13 AM	2888.52	MOORE, KATHY	In	5:00:00 AM	1:00:00 PM
9429	11/15/2015	11:14:25 AM	359.20	MOORE, KATHY	In	5:00:00 AM	1:00:00 PM
9430	11/16/2015	5:11:01 AM	1076.60	MOORE, KATHY	In	5:06:03 AM	12:00:00 AM
9431	11/17/2015	5:03:21 AM	1432.33	MOORE, KATHY	In	4:58:34 AM	1:00:20 PM
9432	11/18/2015	5:13:05 AM	1449.73	MOORE, KATHY	In	5:00:00 AM	12:00:00 AM
9433	11/19/2015	5:02:42 AM	1429.62	MOORE, KATHY	In	4:58:19 AM	12:00:00 AM
9455	1/5/2016	1:33:20 PM	--	MOORE, KATHY	OUT	5:01:57 AM	1:00:37 PM
9456	1/6/2016	1:35:30 PM	1442.17	MOORE, KATHY	OUT	5:03:11 AM	1:00:34 PM
9457	1/7/2016	1:29:49 PM	1434.32	MOORE, KATHY	OUT	5:02:48 AM	1:00:54 PM
9458	1/8/2016	1:24:17 PM	1434.47	MOORE, KATHY	OUT	5:03:23 AM	1:00:35 PM
9463	1/10/2016	1:27:30 PM	--	MOORE, KATHY	OUT	5:03:20 AM	1:00:37 PM
9464	1/11/2016	1:42:11 PM	1454.68	MOORE, KATHY	OUT	5:05:50 AM	1:00:29 PM
9465	1/12/2016	1:22:55 PM	1420.73	MOORE, KATHY	OUT	5:03:35 AM	1:00:12 PM
9466	1/13/2016	1:23:02 PM	1440.12	MOORE, KATHY	OUT	5:09:15 AM	1:00:35 PM
9467	1/15/2016	1:19:51 PM	2876.82	MOORE, KATHY	OUT	5:09:32 AM	1:00:11 PM
9468	1/25/2016	1:10:23 PM	--	MOORE, KATHY	OUT	5:09:06 AM	1:00:04 PM
9469	1/26/2016	1:08:42 PM	1438.32	MOORE, KATHY	OUT	4:59:09 AM	1:00:37 PM
9470	1/27/2016	1:09:14 PM	1440.53	MOORE, KATHY	OUT	4:58:09 AM	1:00:11 PM
9471	1/28/2016	1:02:04 PM	1432.83	MOORE, KATHY	OUT	5:00:21 AM	1:00:53 PM
9472	1/29/2016	1:13:51 PM	1451.78	MOORE, KATHY	OUT	4:58:03 AM	1:00:05 PM
9473	1/30/2016	1:05:44 PM	1431.88	MOORE, KATHY	OUT	5:00:59 AM	1:04:14 PM
9474	3/7/2016	1:06:17 PM	--	MOORE, KATHY	OUT	5:06:19 AM	1:00:00 PM
9475	3/8/2016	1:06:18 PM	1440.02	MOORE, KATHY	OUT	4:59:00 AM	1:00:00 PM
9476	3/9/2016	1:02:49 PM	1436.52	MOORE, KATHY	OUT	4:59:52 AM	1:00:00 PM
9477	3/10/2016	1:08:23 PM	1445.57	MOORE, KATHY	OUT	5:05:00 AM	1:00:08 PM
9478	3/11/2016	1:09:54 PM	1441.52	MOORE, KATHY	OUT	4:57:08 AM	1:00:14 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
9597	10/3/2015	9:45:51 PM	--	MORRIS, MICHAEL	Out	7:00:19 AM	3:00:00 PM
9598	10/3/2015	10:54:31 PM	68.67	MORRIS, MICHAEL	In	7:00:19 AM	3:00:00 PM
9603	10/6/2015	6:49:28 AM	--	MORRIS, MICHAEL	Out	7:00:04 AM	3:01:10 PM
9604	10/6/2015	3:09:17 PM	499.82	MORRIS, MICHAEL	Out	7:00:04 AM	3:01:10 PM
9615	10/8/2015	5:02:05 PM	--	MORRIS, MICHAEL	Out	6:58:42 AM	3:00:00 PM
9616	10/8/2015	6:57:47 PM	115.70	MORRIS, MICHAEL	Out	6:58:42 AM	3:00:00 PM
9664	11/8/2015	8:07:50 PM	--	MORRIS, MICHAEL	Out	6:58:00 AM	3:00:00 PM
9665	11/8/2015	9:41:50 PM	94.00	MORRIS, MICHAEL	In	6:58:00 AM	3:00:00 PM
9680	11/13/2015	5:59:28 PM	--	MORRIS, MICHAEL	Out	7:00:00 AM	3:00:00 PM
9681	11/13/2015	7:08:45 PM	69.28	MORRIS, MICHAEL	In	7:00:00 AM	3:00:00 PM
9704	11/21/2015	1:09:55 PM	--	MORRIS, MICHAEL	Out	4:53:22 AM	1:00:14 PM
9705	11/21/2015	2:17:18 PM	67.38	MORRIS, MICHAEL	In	4:53:22 AM	1:00:14 PM
9744	1/13/2016	2:15:17 PM	--	MORRIS, MICHAEL	OUT	6:35:01 AM	3:00:00 PM
9745	1/13/2016	5:05:22 PM	170.08	MORRIS, MICHAEL	OUT	6:35:01 AM	3:00:00 PM
9757	1/16/2016	4:39:11 PM	--	MORRIS, MICHAEL	OUT	6:32:50 AM	3:00:00 PM
9758	1/16/2016	5:40:48 PM	61.62	MORRIS, MICHAEL	IN	6:32:50 AM	3:00:00 PM
9775	1/29/2016	5:51:15 PM	--	MORRIS, MICHAEL	OUT	6:49:31 AM	3:00:00 PM
9776	1/29/2016	6:52:39 PM	61.40	MORRIS, MICHAEL	IN	6:49:31 AM	3:00:00 PM
9849	5/9/2016	7:19:52 AM	--	MORRIS, MICHAEL	IN	6:37:17 AM	3:01:49 PM
9850	5/9/2016	1:34:24 PM	374.53	MORRIS, MICHAEL	IN	6:37:17 AM	3:01:49 PM
9900	10/15/2015	3:25:40 PM	--	MOSER, PAUL	In	7:01:00 AM	3:15:28 PM
9901	10/15/2015	10:45:31 PM	439.85	MOSER, PAUL	In	7:01:00 AM	3:15:28 PM
10106	10/4/2015	1:40:59 PM	--	NAUMOSKI, ZORAN	Out	7:14:27 AM	3:30:03 PM
10107	10/4/2015	2:41:59 PM	61.00	NAUMOSKI, ZORAN	In	7:14:27 AM	3:30:03 PM
10206	10/14/2015	11:39:08 PM	--	NAUMOSKI, ZORAN	In	3:27:05 PM	11:30:33 PM
10207	10/15/2015	7:28:13 AM	469.08	NAUMOSKI, ZORAN	In	7:22:22 AM	3:30:41 PM
10229	10/17/2015	7:22:49 AM	--	NAUMOSKI, ZORAN	In	7:27:56 AM	3:30:12 PM
10230	10/17/2015	10:34:18 AM	191.48	NAUMOSKI, ZORAN	In	7:27:56 AM	3:30:12 PM
10283	11/12/2015	5:29:45 PM	--	NAUMOSKI, ZORAN	Out	7:22:52 AM	3:30:00 PM
10284	11/12/2015	8:08:00 PM	158.25	NAUMOSKI, ZORAN	Out	7:22:52 AM	3:30:00 PM
10418	12/9/2015	5:19:16 PM	--	NAUMOSKI, ZORAN	In	3:22:21 PM	11:30:27 PM
10419	12/9/2015	9:47:20 PM	268.07	NAUMOSKI, ZORAN	In	3:22:21 PM	11:30:27 PM
10420	12/10/2015	3:00:17 PM	1032.95	NAUMOSKI, ZORAN	In	3:01:53 PM	11:32:06 PM
10480	1/7/2016	10:33:02 AM	--	NAUMOSKI, ZORAN	IN	3:25:06 AM	7:30:00 AM
10481	1/7/2016	12:51:43 PM	138.68	NAUMOSKI, ZORAN	IN	3:25:06 AM	7:30:00 AM
10826	11/18/2015	2:15:44 PM	--	O'CONNOR, JAMES	In	6:47:43 AM	7:00:44 PM
10827	11/18/2015	3:07:57 PM	52.22	O'CONNOR, JAMES	In	6:47:43 AM	7:00:44 PM
11043	11/13/2015	7:26:46 AM	--	PERSAUD, SHANTI	In	7:26:11 AM	3:30:00 PM
11044	11/13/2015	10:24:53 AM	178.12	PERSAUD, SHANTI	In	7:26:11 AM	3:30:00 PM
11190	9/29/2015	8:10:11 PM	--	POINTER, DONALD	Out	5:32:50 AM	8:02:02 PM
11191	9/29/2015	9:21:04 PM	70.88	POINTER, DONALD	In	5:32:50 AM	8:02:02 PM
11363	11/18/2015	5:40:36 AM	--	POINTER, DONALD	In	5:35:14 AM	10:21:03 PM
11364	11/18/2015	1:18:01 PM	457.42	POINTER, DONALD	In	5:35:14 AM	10:21:03 PM
11378	11/21/2015	6:29:30 AM	--	POINTER, DONALD	In	6:23:10 AM	4:32:49 PM
11379	11/21/2015	11:46:25 AM	316.92	POINTER, DONALD	In	6:23:10 AM	4:32:49 PM
11413	12/11/2015	5:40:59 AM	--	POINTER, DONALD	In	5:33:59 AM	2:32:04 PM
11414	12/11/2015	12:52:03 PM	431.07	POINTER, DONALD	In	5:33:59 AM	2:32:04 PM
11448	1/7/2016	12:50:04 PM	--	POINTER, DONALD	IN	5:32:18 AM	9:30:20 PM
11449	1/7/2016	2:27:31 PM	97.45	POINTER, DONALD	IN	5:32:18 AM	9:30:20 PM
11624	4/21/2016	12:43:42 PM	--	POINTER, DONALD	IN	5:35:06 AM	3:00:31 PM
11625	4/22/2016	5:34:03 AM	1010.35	POINTER, DONALD	IN	5:34:42 AM	9:30:29 PM
11749	11/15/2015	7:01:46 AM	--	POPOLIZIO, BRUCE	In	6:55:11 AM	3:00:03 PM
11750	11/16/2015	6:59:34 AM	1437.80	POPOLIZIO, BRUCE	In	6:53:01 AM	3:00:00 PM
11830	1/30/2016	11:52:09 AM	--	POPOLIZIO, BRUCE	OUT	6:55:32 AM	3:00:00 PM
11831	1/30/2016	1:11:48 PM	79.65	POPOLIZIO, BRUCE	IN	6:55:32 AM	3:00:00 PM
12163	12/10/2015	7:41:27 PM	--	RENDON, JAVIER	Out	3:03:03 PM	7:06:22 AM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
12164	12/10/2015	8:41:28 PM	60.02	RENDON, JAVIER	In	3:03:03 PM	7:06:22 AM
12167	12/11/2015	8:33:54 PM	--	RENDON, JAVIER	Out	2:55:49 PM	7:00:34 AM
12168	12/12/2015	7:09:21 AM	635.45	RENDON, JAVIER	Out	2:56:17 PM	11:04:15 PM
12286	4/22/2016	3:03:40 PM	--	RENDON, JAVIER	IN	3:04:07 PM	11:00:20 PM
12287	4/22/2016	7:56:34 PM	292.90	RENDON, JAVIER	IN	3:04:07 PM	11:00:20 PM
12336	10/1/2015	6:46:34 AM	--	SAMO, ZEYAD	Out	6:43:07 AM	3:01:59 PM
12337	10/1/2015	3:10:46 PM	504.20	SAMO, ZEYAD	Out	6:43:07 AM	3:01:59 PM
12342	10/3/2015	12:33:06 PM	--	SAMO, ZEYAD	Out	7:16:55 AM	3:30:03 PM
12343	10/3/2015	2:03:45 PM	90.65	SAMO, ZEYAD	In	7:16:55 AM	3:30:03 PM
12345	10/3/2015	3:37:37 PM	--	SAMO, ZEYAD	In	7:16:55 AM	3:30:03 PM
12346	10/3/2015	10:54:37 PM	437.00	SAMO, ZEYAD	In	7:16:55 AM	3:30:03 PM
12370	10/11/2015	1:06:50 PM	--	SAMO, ZEYAD	Out	11:10:24 PM	7:32:21 AM
12371	10/11/2015	2:23:31 PM	76.68	SAMO, ZEYAD	In	11:10:24 PM	7:32:21 AM
12392	10/16/2015	7:35:30 AM	--	SAMO, ZEYAD	In	11:00:22 PM	7:30:00 AM
12393	10/16/2015	8:21:48 PM	766.30	SAMO, ZEYAD	In	11:00:22 PM	7:30:00 AM
12394	10/17/2015	8:57:00 AM	--	SAMO, ZEYAD	Out	7:31:00 AM	3:00:09 PM
12395	10/17/2015	10:24:49 AM	87.82	SAMO, ZEYAD	In	7:31:00 AM	3:00:09 PM
12429	12/7/2015	11:14:06 PM	--	SAMO, ZEYAD	In	11:14:11 PM	7:30:21 AM
12430	12/8/2015	11:13:37 PM	1439.52	SAMO, ZEYAD	In	11:14:05 PM	7:30:26 AM
12474	1/25/2016	11:02:57 PM	--	SAMO, ZEYAD	IN	11:10:30 PM	7:30:03 AM
12475	1/26/2016	11:04:13 PM	1441.27	SAMO, ZEYAD	IN	11:09:25 PM	7:30:00 AM
12479	1/28/2016	11:03:08 PM	--	SAMO, ZEYAD	IN	7:31:00 AM	11:33:07 AM
12480	1/29/2016	11:03:06 PM	1439.97	SAMO, ZEYAD	IN	11:08:09 PM	7:39:46 AM
12517	4/14/2016	11:08:21 PM	--	SAMO, ZEYAD	IN	11:12:16 PM	7:30:00 AM
12518	4/15/2016	11:44:00 AM	755.65	SAMO, ZEYAD	IN	7:31:00 AM	3:30:07 PM
12522	4/15/2016	11:11:26 PM	--	SAMO, ZEYAD	IN	7:31:00 AM	3:30:07 PM
12523	4/16/2016	6:28:03 PM	1156.62	SAMO, ZEYAD	IN	7:31:00 AM	3:32:57 PM
12565	9/29/2015	2:46:27 PM	--	SCHERER, BRUCE	Out	10:24:11 AM	3:29:00 PM
12566	9/29/2015	3:50:58 PM	64.52	SCHERER, BRUCE	In	10:24:11 AM	3:29:00 PM
12587	10/6/2015	7:26:29 PM	--	SCHERER, BRUCE	Out	7:31:38 AM	3:29:00 PM
12588	10/6/2015	11:47:37 PM	261.13	SCHERER, BRUCE	Out	7:31:38 AM	3:29:00 PM
12592	10/8/2015	3:03:22 PM	--	SCHERER, BRUCE	Out	7:34:21 AM	3:29:00 PM
12593	10/8/2015	11:12:45 PM	489.38	SCHERER, BRUCE	Out	7:34:21 AM	3:29:00 PM
12601	10/12/2015	6:14:53 PM	--	SCHERER, BRUCE	Out	6:36:00 AM	3:30:00 PM
12602	10/12/2015	9:34:36 PM	199.72	SCHERER, BRUCE	Out	6:36:00 AM	3:30:00 PM
12604	10/13/2015	8:03:58 PM	--	SCHERER, BRUCE	Out	11:31:55 AM	3:30:00 PM
12605	10/13/2015	10:34:10 PM	150.20	SCHERER, BRUCE	Out	11:31:55 AM	3:30:00 PM
12612	10/14/2015	2:28:50 PM	--	SCHERER, BRUCE	Out	11:12:07 AM	3:29:00 PM
12613	10/14/2015	6:56:00 PM	267.17	SCHERER, BRUCE	Out	11:12:07 AM	3:29:00 PM
12614	10/14/2015	9:15:49 PM	139.82	SCHERER, BRUCE	Out	11:12:07 AM	3:29:00 PM
12626	11/8/2015	6:07:18 PM	--	SCHERER, BRUCE	Out	3:25:24 PM	11:30:14 PM
12627	11/8/2015	7:43:51 PM	96.55	SCHERER, BRUCE	In	3:25:24 PM	11:30:14 PM
12628	11/8/2015	10:39:46 PM	175.92	SCHERER, BRUCE	In	3:25:24 PM	11:30:14 PM
12637	11/10/2015	6:22:26 PM	--	SCHERER, BRUCE	Out	3:32:29 PM	11:30:52 PM
12638	11/10/2015	11:39:02 PM	316.60	SCHERER, BRUCE	Out	3:32:29 PM	11:30:52 PM
12642	11/11/2015	6:40:20 PM	--	SCHERER, BRUCE	Out	7:00:00 AM	3:30:00 PM
12643	11/11/2015	8:15:01 PM	94.68	SCHERER, BRUCE	In	7:00:00 AM	3:30:00 PM
12652	11/13/2015	10:19:31 PM	--	SCHERER, BRUCE	In	9:34:25 AM	3:30:00 PM
12653	11/16/2015	3:22:02 PM	3902.52	SCHERER, BRUCE	In	10:00:00 AM	3:29:00 PM
12665	11/20/2015	3:33:46 PM	--	SCHERER, BRUCE	In	3:28:16 PM	11:31:52 PM
12666	11/20/2015	8:02:05 PM	268.32	SCHERER, BRUCE	In	3:28:16 PM	11:31:52 PM
12673	11/21/2015	8:16:11 PM	--	SCHERER, BRUCE	Out	6:21:49 AM	2:30:00 PM
12674	11/21/2015	9:24:13 PM	68.03	SCHERER, BRUCE	In	6:21:49 AM	2:30:00 PM
12678	12/7/2015	5:57:25 PM	--	SCHERER, BRUCE	Out	3:25:14 PM	11:31:30 PM
12679	12/7/2015	8:00:06 PM	122.68	SCHERER, BRUCE	In	3:25:14 PM	11:31:30 PM
12680	12/7/2015	11:39:46 PM	--	SCHERER, BRUCE	Out	3:25:14 PM	11:31:30 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
12681	12/8/2015	1:58:09 PM	858.38	SCHERER, BRUCE	Out	10:19:19 AM	3:30:00 PM
12682	12/8/2015	2:36:01 PM	--	SCHERER, BRUCE	In	10:19:19 AM	3:30:00 PM
12683	12/8/2015	7:49:54 PM	313.88	SCHERER, BRUCE	In	10:19:19 AM	3:30:00 PM
12686	12/9/2015	11:36:20 AM	--	SCHERER, BRUCE	Out	11:30:12 AM	3:30:00 PM
12687	12/9/2015	2:53:14 PM	196.90	SCHERER, BRUCE	Out	11:30:12 AM	3:30:00 PM
12696	12/11/2015	3:31:22 PM	--	SCHERER, BRUCE	In	3:27:41 PM	11:32:07 PM
12697	12/11/2015	7:59:36 PM	268.23	SCHERER, BRUCE	In	3:27:41 PM	11:32:07 PM
12699	12/12/2015	3:38:11 PM	--	SCHERER, BRUCE	In	3:26:52 PM	11:31:41 PM
12700	12/12/2015	7:48:52 PM	250.68	SCHERER, BRUCE	In	3:26:52 PM	11:31:41 PM
12704	1/5/2016	7:38:43 AM	--	SCHERER, BRUCE	IN	7:33:26 AM	3:30:00 PM
12705	1/5/2016	3:25:26 PM	466.72	SCHERER, BRUCE	IN	7:33:26 AM	3:30:00 PM
12716	1/10/2016	6:18:01 PM	--	SCHERER, BRUCE	OUT	3:28:35 PM	11:29:01 PM
12717	1/10/2016	7:56:34 PM	98.55	SCHERER, BRUCE	IN	3:28:35 PM	11:29:01 PM
12722	1/12/2016	3:37:41 PM	--	SCHERER, BRUCE	IN	3:33:15 PM	11:31:03 PM
12723	1/12/2016	7:52:47 PM	255.10	SCHERER, BRUCE	IN	3:33:15 PM	11:31:03 PM
12734	1/15/2016	6:42:08 PM	--	SCHERER, BRUCE	OUT	3:28:57 PM	11:34:55 PM
12735	1/15/2016	7:58:38 PM	76.50	SCHERER, BRUCE	IN	3:28:57 PM	11:34:55 PM
12738	1/16/2016	6:10:30 PM	--	SCHERER, BRUCE	OUT	6:20:03 AM	2:30:00 PM
12739	1/16/2016	7:48:38 PM	98.13	SCHERER, BRUCE	IN	6:20:03 AM	2:30:00 PM
12749	1/26/2016	2:35:05 PM	--	SCHERER, BRUCE	IN	7:22:33 AM	3:30:00 PM
12750	1/26/2016	7:52:08 PM	317.05	SCHERER, BRUCE	IN	7:22:33 AM	3:30:00 PM
12755	1/27/2016	6:20:05 PM	--	SCHERER, BRUCE	OUT	7:30:00 AM	3:30:00 PM
12756	1/27/2016	11:33:38 PM	313.55	SCHERER, BRUCE	OUT	7:30:00 AM	3:30:00 PM
12766	3/7/2016	6:31:17 PM	--	SCHERER, BRUCE	OUT	3:25:28 PM	11:30:02 PM
12767	3/7/2016	11:31:24 PM	300.12	SCHERER, BRUCE	OUT	3:25:28 PM	11:30:02 PM
12775	3/9/2016	11:08:19 AM	--	SCHERER, BRUCE	IN	7:26:30 AM	3:30:00 PM
12776	3/9/2016	8:12:24 PM	544.08	SCHERER, BRUCE	IN	7:26:30 AM	3:30:00 PM
12779	3/10/2016	6:06:21 PM	--	SCHERER, BRUCE	OUT	3:26:15 PM	11:31:36 PM
12780	3/10/2016	11:32:53 PM	326.53	SCHERER, BRUCE	OUT	3:26:15 PM	11:31:36 PM
12791	3/28/2016	3:07:10 PM	--	SCHERER, BRUCE	IN	9:04:48 AM	3:30:00 PM
12792	3/28/2016	7:30:45 PM	263.58	SCHERER, BRUCE	IN	9:04:48 AM	3:30:00 PM
12796	3/29/2016	7:37:38 AM	--	SCHERER, BRUCE	IN	7:24:59 AM	3:30:00 PM
12797	3/29/2016	3:00:24 PM	442.77	SCHERER, BRUCE	IN	7:24:59 AM	3:30:00 PM
12816	4/14/2016	6:12:12 PM	--	SCHERER, BRUCE	OUT	3:30:59 PM	11:30:16 PM
12817	4/14/2016	11:32:19 PM	320.12	SCHERER, BRUCE	OUT	3:30:59 PM	11:30:16 PM
12819	4/15/2016	6:20:55 PM	--	SCHERER, BRUCE	OUT	3:24:36 PM	11:30:05 PM
12820	4/15/2016	11:31:46 PM	310.85	SCHERER, BRUCE	OUT	3:24:36 PM	11:30:05 PM
12821	4/16/2016	6:04:11 AM	--	SCHERER, BRUCE	IN	6:21:43 AM	2:30:00 PM
12822	4/16/2016	8:38:40 AM	154.48	SCHERER, BRUCE	IN	6:21:43 AM	2:30:00 PM
12851	5/4/2016	11:30:21 PM	--	SCHERER, BRUCE	OUT	3:31:39 PM	11:30:03 PM
12852	5/5/2016	11:05:28 AM	695.12	SCHERER, BRUCE	OUT	7:18:09 AM	3:30:00 PM
12856	5/5/2016	5:36:16 PM	--	SCHERER, BRUCE	OUT	7:18:09 AM	3:30:00 PM
12857	5/5/2016	11:31:18 PM	355.03	SCHERER, BRUCE	OUT	7:18:09 AM	3:30:00 PM
12860	5/6/2016	2:57:20 PM	--	SCHERER, BRUCE	IN	7:24:02 AM	3:30:00 PM
12861	5/6/2016	7:11:16 PM	253.93	SCHERER, BRUCE	IN	7:24:02 AM	3:30:00 PM
12875	5/9/2016	5:47:29 PM	--	SCHERER, BRUCE	OUT	9:22:18 AM	3:30:00 PM
12876	5/9/2016	7:45:47 PM	118.30	SCHERER, BRUCE	IN	9:22:18 AM	3:30:00 PM
12961	11/14/2015	7:00:03 AM	--	SEGURA, JOSE	Out	6:54:31 AM	3:03:49 PM
12962	11/14/2015	3:12:54 PM	492.85	SEGURA, JOSE	Out	6:54:31 AM	3:03:49 PM
12970	11/17/2015	6:59:22 AM	--	SEGURA, JOSE	In	6:54:17 AM	7:00:07 PM
12971	11/18/2015	6:59:48 AM	1440.43	SEGURA, JOSE	In	6:54:06 AM	7:00:09 PM
12986	12/9/2015	6:59:46 AM	--	SEGURA, JOSE	In	6:55:12 AM	3:00:23 PM
12987	12/10/2015	7:00:58 AM	1441.20	SEGURA, JOSE	In	6:56:09 AM	7:01:08 PM
13042	3/7/2016	6:50:23 AM	--	SEGURA, JOSE	IN	6:51:36 AM	3:00:07 PM
13043	3/8/2016	6:58:23 AM	1448.00	SEGURA, JOSE	IN	6:59:08 AM	3:00:01 PM
13066	4/10/2016	6:53:05 AM	--	SEGURA, JOSE	IN	6:53:35 AM	3:00:21 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
13067	4/11/2016	6:48:27 AM	1435.37	SEGURA, JOSE	IN	6:49:22 AM	3:00:06 PM
13193	11/20/2015	10:51:37 PM	--	SELA, EDLIR	In	10:49:13 PM	7:00:00 AM
13194	11/21/2015	10:50:14 PM	1438.62	SELA, EDLIR	In	7:01:00 AM	3:00:10 PM
13266	3/28/2016	7:04:12 AM	--	SELA, EDLIR	OUT	10:49:44 PM	7:08:02 AM
13267	3/29/2016	7:09:18 AM	1445.10	SELA, EDLIR	OUT	10:46:51 PM	7:02:11 AM
13385	11/13/2015	11:27:03 PM	--	Sharrock, Matthew	In	7:32:35 PM	11:30:00 PM
13386	11/16/2015	7:36:56 PM	4089.88	Sharrock, Matthew	In	7:31:24 PM	11:30:00 PM
13387	11/16/2015	11:21:41 PM	--	Sharrock, Matthew	Out	7:31:24 PM	11:30:00 PM
13388	11/17/2015	7:42:15 AM	500.57	Sharrock, Matthew	Out	11:31:43 PM	7:30:05 AM
13431	1/7/2016	10:27:07 PM	--	Sharrock, Matthew	OUT	7:31:15 PM	11:30:00 PM
13432	1/7/2016	11:30:03 PM	62.93	Sharrock, Matthew	IN	7:31:15 PM	11:30:00 PM
13517	4/20/2016	4:09:20 AM	--	Sharrock, Matthew	IN	11:32:29 PM	7:34:56 AM
13518	4/20/2016	6:02:14 AM	112.90	Sharrock, Matthew	IN	11:32:29 PM	7:34:56 AM
13559	9/28/2015	2:48:39 PM	--	SIMPSON, HARVEY	Out	6:54:30 AM	3:00:00 PM
13560	9/28/2015	4:28:10 PM	99.52	SIMPSON, HARVEY	In	6:54:30 AM	3:00:00 PM
13581	10/5/2015	5:28:02 PM	--	SIMPSON, HARVEY	Out	6:56:34 AM	3:00:00 PM
13582	10/5/2015	6:29:17 PM	61.25	SIMPSON, HARVEY	In	6:56:34 AM	3:00:00 PM
13636	11/9/2015	3:34:09 PM	--	SIMPSON, HARVEY	Out	6:49:23 AM	3:00:00 PM
13637	11/9/2015	11:08:37 PM	454.47	SIMPSON, HARVEY	Out	6:49:23 AM	3:00:00 PM
13645	11/11/2015	5:49:25 PM	--	SIMPSON, HARVEY	Out	7:02:12 AM	3:00:00 PM
13646	11/11/2015	6:55:36 PM	66.18	SIMPSON, HARVEY	In	7:02:12 AM	3:00:00 PM
13942	10/17/2015	8:54:56 AM	--	SMITH, MICHAEL	Out	7:06:20 AM	3:00:00 PM
13943	10/17/2015	10:01:56 AM	67.00	SMITH, MICHAEL	In	7:06:20 AM	3:00:00 PM
14066	1/11/2016	5:13:42 AM	--	SMITH, MICHAEL	OUT	7:01:00 AM	3:00:11 PM
14067	1/11/2016	6:16:51 AM	63.15	SMITH, MICHAEL	IN	7:01:00 AM	3:00:11 PM
14182	4/20/2016	3:02:11 PM	--	SMITH, MICHAEL	OUT	6:53:08 AM	3:00:20 PM
14183	4/20/2016	4:14:59 PM	72.80	SMITH, MICHAEL	IN	6:53:08 AM	3:00:20 PM
14283	10/1/2015	7:54:47 PM	--	SMITH, RICHARD	Out	5:02:46 AM	9:02:26 PM
14284	10/1/2015	8:59:07 PM	64.33	SMITH, RICHARD	In	5:02:46 AM	9:02:26 PM
14291	10/2/2015	3:15:07 PM	--	SMITH, RICHARD	Out	5:03:14 AM	9:01:49 PM
14292	10/2/2015	4:21:56 PM	66.82	SMITH, RICHARD	In	5:03:14 AM	9:01:49 PM
14297	10/3/2015	9:54:44 AM	--	SMITH, RICHARD	Out	5:10:44 AM	1:00:05 PM
14298	10/3/2015	11:06:11 AM	71.45	SMITH, RICHARD	In	5:10:44 AM	1:00:05 PM
14352	10/10/2015	7:39:52 AM	--	SMITH, RICHARD	Out	4:59:07 AM	1:00:03 PM
14353	10/10/2015	8:50:10 AM	70.30	SMITH, RICHARD	In	4:59:07 AM	1:00:03 PM
14398	10/16/2015	7:10:39 AM	--	SMITH, RICHARD	Out	4:59:21 AM	9:00:02 PM
14399	10/16/2015	12:13:43 PM	303.07	SMITH, RICHARD	Out	4:59:21 AM	9:00:02 PM
14403	10/16/2015	6:09:15 PM	--	SMITH, RICHARD	Out	4:59:21 AM	9:00:02 PM
14404	10/16/2015	8:00:45 PM	111.50	SMITH, RICHARD	In	4:59:21 AM	9:00:02 PM
14407	10/17/2015	9:08:20 AM	--	SMITH, RICHARD	Out	4:56:49 AM	9:04:14 PM
14408	10/17/2015	10:24:27 AM	76.12	SMITH, RICHARD	In	4:56:49 AM	9:04:14 PM
14412	10/17/2015	6:08:40 PM	--	SMITH, RICHARD	Out	4:56:49 AM	9:04:14 PM
14413	10/17/2015	7:23:21 PM	74.68	SMITH, RICHARD	In	4:56:49 AM	9:04:14 PM
14441	11/12/2015	12:59:16 PM	--	SMITH, RICHARD	In	4:58:49 AM	1:00:51 PM
14442	11/13/2015	5:03:36 AM	964.33	SMITH, RICHARD	In	5:00:51 AM	9:00:35 PM
14494	12/7/2015	5:12:35 PM	--	SMITH, RICHARD	In	4:57:18 AM	9:00:25 PM
14495	12/7/2015	8:53:12 PM	220.62	SMITH, RICHARD	In	4:57:18 AM	9:00:25 PM
14601	1/26/2016	5:49:35 AM	--	SMITH, RICHARD	OUT	4:54:03 AM	9:03:14 PM
14602	1/26/2016	12:08:17 PM	378.70	SMITH, RICHARD	OUT	4:54:03 AM	9:03:14 PM
14706	4/1/2016	2:56:55 PM	--	SMITH, RICHARD	OUT	5:04:48 AM	9:00:38 PM
14707	4/1/2016	4:02:59 PM	66.07	SMITH, RICHARD	IN	5:04:48 AM	9:00:38 PM
14795	5/1/2016	11:25:17 AM	--	SMITH, RICHARD	OUT	4:53:43 AM	1:00:08 PM
14796	5/1/2016	12:27:30 PM	62.22	SMITH, RICHARD	IN	4:53:43 AM	1:00:08 PM
15330	10/17/2015	12:37:27 PM	--	STITH, JORY	Out	7:31:00 AM	3:30:21 PM
15331	10/17/2015	1:42:42 PM	65.25	STITH, JORY	In	7:31:00 AM	3:30:21 PM
15360	11/11/2015	2:12:20 AM	--	STITH, JORY	Out	11:02:38 PM	7:36:46 AM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
15361	11/11/2015	4:06:04 AM	113.73	STITH, JORY	In	11:02:38 PM	7:36:46 AM
15375	11/13/2015	1:24:23 AM	--	STITH, JORY	In	8:00:00 PM	11:30:00 PM
15376	11/13/2015	2:51:11 AM	86.80	STITH, JORY	In	8:00:00 PM	11:30:00 PM
15395	11/15/2015	7:22:00 AM	--	STITH, JORY	In	7:19:47 AM	3:43:19 PM
15396	11/15/2015	9:16:34 AM	114.57	STITH, JORY	In	7:19:47 AM	3:43:19 PM
15430	11/17/2015	12:26:11 AM	--	STITH, JORY	In	11:15:43 PM	7:33:34 AM
15431	11/17/2015	2:12:43 AM	106.53	STITH, JORY	In	11:15:43 PM	7:33:34 AM
15502	12/6/2015	12:34:16 AM	--	STITH, JORY	Out	7:31:00 AM	11:31:16 AM
15503	12/6/2015	2:42:51 AM	128.58	STITH, JORY	Out	7:31:00 AM	11:31:16 AM
15504	12/6/2015	2:49:58 AM	--	STITH, JORY	In	7:31:00 AM	11:31:16 AM
15505	12/6/2015	4:01:14 AM	71.27	STITH, JORY	In	7:31:00 AM	11:31:16 AM
15619	1/6/2016	5:17:04 AM	--	STITH, JORY	IN	11:07:53 PM	7:34:11 AM
15620	1/6/2016	7:25:26 AM	128.37	STITH, JORY	IN	11:07:53 PM	7:34:11 AM
15695	1/11/2016	10:06:33 PM	--	STITH, JORY	OUT	7:20:20 PM	11:30:00 PM
15696	1/11/2016	11:23:34 PM	77.02	STITH, JORY	IN	7:20:20 PM	11:30:00 PM
15704	1/12/2016	6:01:43 AM	--	STITH, JORY	IN	11:09:38 PM	7:30:00 AM
15705	1/12/2016	11:12:41 PM	1030.97	STITH, JORY	IN	11:09:38 PM	7:30:00 AM
15804	1/28/2016	5:19:58 AM	--	STITH, JORY	OUT	11:26:31 PM	7:30:44 AM
15805	1/28/2016	6:25:23 AM	65.42	STITH, JORY	IN	11:26:31 PM	7:30:44 AM
15806	1/28/2016	6:25:25 AM	--	STITH, JORY	IN	11:26:31 PM	7:30:44 AM
15807	1/28/2016	11:20:10 PM	1014.75	STITH, JORY	IN	11:26:31 PM	7:30:44 AM
15893	3/11/2016	3:41:15 AM	--	STITH, JORY	OUT	11:22:44 PM	7:30:34 AM
15894	3/11/2016	5:01:29 AM	80.23	STITH, JORY	IN	11:22:44 PM	7:30:34 AM
15996	4/21/2016	10:15:05 PM	--	STITH, JORY	OUT	7:20:00 PM	11:30:00 PM
15997	4/21/2016	11:26:47 PM	71.70	STITH, JORY	IN	7:20:00 PM	11:30:00 PM
16001	4/22/2016	1:29:25 AM	--	STITH, JORY	OUT	7:31:00 AM	11:30:23 AM
16002	4/22/2016	4:26:40 AM	177.25	STITH, JORY	IN	7:31:00 AM	11:30:23 AM
16028	5/3/2016	4:56:18 AM	--	STITH, JORY	IN	11:22:24 PM	7:42:55 AM
16029	5/3/2016	11:13:42 PM	1097.40	STITH, JORY	IN	11:22:24 PM	7:42:55 AM
16080	5/7/2016	12:53:17 PM	--	STITH, JORY	OUT	7:30:37 AM	3:30:57 PM
16081	5/7/2016	2:02:34 PM	69.28	STITH, JORY	IN	7:30:37 AM	3:30:57 PM
16171	5/14/2016	11:54:55 AM	--	STITH, JORY	OUT	6:49:29 AM	3:30:31 PM
16172	5/14/2016	2:14:16 PM	139.35	STITH, JORY	IN	6:49:29 AM	3:30:31 PM
16257	11/16/2015	8:16:15 PM	--	STOSIC, NINO	Out	12:00:02 PM	8:07:10 PM
16258	11/16/2015	11:08:15 PM	172.00	STOSIC, NINO	In	12:00:02 PM	8:07:10 PM
16303	12/11/2015	12:03:44 AM	--	STOSIC, NINO	Out	8:00:45 PM	7:02:15 AM
16304	12/11/2015	1:15:46 AM	72.03	STOSIC, NINO	In	8:00:45 PM	7:02:15 AM
16318	1/4/2016	7:32:15 AM	--	STOSIC, NINO	OUT	12:00:54 AM	7:04:52 AM
16319	1/4/2016	8:32:03 AM	59.80	STOSIC, NINO	OUT	12:00:54 AM	7:04:52 AM
16555	10/15/2015	8:09:46 AM	--	STRUSS, JOHN	In	3:15:50 AM	7:30:00 AM
16556	10/16/2015	3:19:31 AM	1149.75	STRUSS, JOHN	In	7:31:00 AM	3:30:23 PM
16559	10/17/2015	9:11:02 AM	--	STRUSS, JOHN	Out	3:14:29 AM	7:30:00 AM
16560	10/17/2015	10:12:10 AM	61.13	STRUSS, JOHN	In	3:14:29 AM	7:30:00 AM
16869	12/11/2015	4:28:23 AM	--	THURMOND, WALKER	Out	10:28:30 PM	7:30:03 AM
16870	12/11/2015	7:40:17 AM	191.90	THURMOND, WALKER	Out	10:28:30 PM	7:30:03 AM
16965	9/28/2015	3:09:37 PM	--	VLASHI, NAFIS	In	6:30:26 AM	10:30:33 PM
16966	9/28/2015	5:42:54 PM	153.28	VLASHI, NAFIS	In	6:30:26 AM	10:30:33 PM
16972	9/29/2015	9:50:55 AM	--	VLASHI, NAFIS	In	6:29:47 AM	10:31:52 PM
16973	9/29/2015	10:45:14 AM	54.32	VLASHI, NAFIS	In	6:29:47 AM	10:31:52 PM
16982	9/29/2015	7:40:40 PM	--	VLASHI, NAFIS	In	6:29:47 AM	10:31:52 PM
16983	9/29/2015	8:55:40 PM	75.00	VLASHI, NAFIS	In	6:29:47 AM	10:31:52 PM
16997	9/30/2015	8:12:02 PM	--	VLASHI, NAFIS	In	6:30:05 AM	10:30:10 PM
16998	9/30/2015	10:25:00 PM	132.97	VLASHI, NAFIS	In	6:30:05 AM	10:30:10 PM
17013	10/2/2015	6:33:38 AM	--	VLASHI, NAFIS	Out	6:25:50 AM	10:30:37 PM
17014	10/2/2015	7:43:15 AM	69.62	VLASHI, NAFIS	In	6:25:50 AM	10:30:37 PM
17027	10/3/2015	12:38:40 PM	--	VLASHI, NAFIS	In	6:25:20 AM	2:30:00 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
17028	10/3/2015	2:03:16 PM	84.60	VLASHI, NAFIS	In	6:25:20 AM	2:30:00 PM
17038	10/4/2015	10:13:41 AM	--	VLASHI, NAFIS	Out	6:27:01 AM	2:40:22 PM
17039	10/4/2015	11:28:43 AM	75.03	VLASHI, NAFIS	In	6:27:01 AM	2:40:22 PM
17041	10/4/2015	1:37:07 PM	--	VLASHI, NAFIS	In	6:27:01 AM	2:40:22 PM
17042	10/4/2015	2:41:55 PM	64.80	VLASHI, NAFIS	In	6:27:01 AM	2:40:22 PM
17046	10/5/2015	9:37:08 AM	--	VLASHI, NAFIS	In	6:27:18 AM	10:31:02 PM
17047	10/5/2015	11:29:58 AM	112.83	VLASHI, NAFIS	In	6:27:18 AM	10:31:02 PM
17077	10/7/2015	8:28:38 PM	--	VLASHI, NAFIS	In	6:19:46 AM	10:35:49 PM
17078	10/7/2015	10:20:58 PM	112.33	VLASHI, NAFIS	In	6:19:46 AM	10:35:49 PM
17086	10/8/2015	3:49:01 PM	--	VLASHI, NAFIS	In	6:29:21 AM	10:30:49 PM
17087	10/8/2015	7:39:07 PM	230.10	VLASHI, NAFIS	In	6:29:21 AM	10:30:49 PM
17102	10/9/2015	8:17:50 PM	--	VLASHI, NAFIS	In	6:28:35 AM	10:31:06 PM
17103	10/9/2015	9:07:01 PM	49.18	VLASHI, NAFIS	In	6:28:35 AM	10:31:06 PM
17110	10/10/2015	10:12:44 AM	--	VLASHI, NAFIS	In	6:30:28 AM	10:31:05 PM
17111	10/10/2015	11:08:07 AM	55.38	VLASHI, NAFIS	In	6:30:28 AM	10:31:05 PM
17119	10/10/2015	9:39:50 PM	--	VLASHI, NAFIS	In	6:30:28 AM	10:31:05 PM
17120	10/10/2015	10:37:35 PM	57.75	VLASHI, NAFIS	In	6:30:28 AM	10:31:05 PM
17123	10/11/2015	1:16:47 PM	--	VLASHI, NAFIS	Out	6:26:39 AM	2:30:25 PM
17124	10/11/2015	2:23:30 PM	66.72	VLASHI, NAFIS	In	6:26:39 AM	2:30:25 PM
17126	10/12/2015	6:33:23 AM	--	VLASHI, NAFIS	In	6:27:58 AM	10:31:24 PM
17127	10/12/2015	10:05:52 AM	212.48	VLASHI, NAFIS	In	6:27:58 AM	10:31:24 PM
17164	10/15/2015	10:38:29 PM	--	VLASHI, NAFIS	Out	6:30:00 AM	10:30:06 PM
17165	10/16/2015	10:47:24 AM	728.92	VLASHI, NAFIS	Out	6:30:00 AM	10:30:00 PM
17169	10/16/2015	6:57:55 PM	--	VLASHI, NAFIS	Out	6:30:00 AM	10:30:00 PM
17170	10/16/2015	8:10:01 PM	72.10	VLASHI, NAFIS	In	6:30:00 AM	10:30:00 PM
17176	11/8/2015	6:05:15 AM	--	VLASHI, NAFIS	In	6:00:12 AM	2:30:32 PM
17177	11/8/2015	7:45:41 AM	100.43	VLASHI, NAFIS	In	6:00:12 AM	2:30:32 PM
17184	11/9/2015	6:13:52 AM	--	VLASHI, NAFIS	In	6:09:08 AM	2:30:00 PM
17185	11/9/2015	7:47:35 AM	93.72	VLASHI, NAFIS	In	6:09:08 AM	2:30:00 PM
17211	11/11/2015	9:51:41 PM	--	VLASHI, NAFIS	In	6:30:00 AM	2:30:00 PM
17212	11/12/2015	7:44:51 AM	593.17	VLASHI, NAFIS	In	6:30:00 AM	2:30:00 PM
17228	11/13/2015	8:23:29 PM	--	VLASHI, NAFIS	Out	6:30:00 AM	2:30:00 PM
17229	11/13/2015	9:46:03 PM	82.57	VLASHI, NAFIS	In	6:30:00 AM	2:30:00 PM
17231	11/13/2015	10:33:23 PM	--	VLASHI, NAFIS	In	6:30:00 AM	2:30:00 PM
17232	11/14/2015	7:33:28 AM	540.08	VLASHI, NAFIS	In	6:31:00 AM	2:30:00 PM
17239	11/14/2015	2:14:38 PM	--	VLASHI, NAFIS	In	6:31:00 AM	2:30:00 PM
17240	11/14/2015	4:19:14 PM	124.60	VLASHI, NAFIS	In	6:31:00 AM	2:30:00 PM
17271	11/16/2015	10:29:57 PM	--	VLASHI, NAFIS	In	7:30:00 AM	3:30:00 PM
17272	11/17/2015	7:30:47 AM	540.83	VLASHI, NAFIS	In	2:31:00 PM	10:30:00 PM
17273	11/17/2015	10:49:31 AM	--	VLASHI, NAFIS	Out	2:31:00 PM	10:30:00 PM
17274	11/17/2015	11:54:13 AM	64.70	VLASHI, NAFIS	In	2:31:00 PM	10:30:00 PM
17284	11/18/2015	11:52:13 AM	--	VLASHI, NAFIS	In	2:31:00 PM	10:30:00 PM
17285	11/18/2015	12:47:38 PM	55.42	VLASHI, NAFIS	In	2:31:00 PM	10:30:00 PM
17306	11/21/2015	1:43:04 PM	--	VLASHI, NAFIS	Out	6:30:00 AM	6:30:00 PM
17307	11/21/2015	3:47:27 PM	124.38	VLASHI, NAFIS	In	6:30:00 AM	6:30:00 PM
17336	12/9/2015	2:29:34 PM	--	VLASHI, NAFIS	In	7:32:47 AM	3:30:00 PM
17337	12/9/2015	3:36:46 PM	67.20	VLASHI, NAFIS	In	7:32:47 AM	3:30:00 PM
17344	12/10/2015	2:26:58 PM	--	VLASHI, NAFIS	Out	7:24:24 AM	3:30:00 PM
17345	12/10/2015	4:11:22 PM	104.40	VLASHI, NAFIS	In	7:24:24 AM	3:30:00 PM
17347	12/10/2015	6:13:46 PM	--	VLASHI, NAFIS	In	7:24:24 AM	3:30:00 PM
17348	12/10/2015	8:39:52 PM	146.10	VLASHI, NAFIS	In	7:24:24 AM	3:30:00 PM
17359	1/4/2016	10:13:41 AM	--	VLASHI, NAFIS	OUT	7:23:26 AM	3:30:12 PM
17360	1/4/2016	11:25:38 AM	71.95	VLASHI, NAFIS	IN	7:23:26 AM	3:30:12 PM
17405	1/16/2016	9:57:57 AM	--	VLASHI, NAFIS	IN	7:29:57 AM	3:30:04 PM
17406	1/16/2016	11:13:26 AM	75.48	VLASHI, NAFIS	IN	7:29:57 AM	3:30:04 PM
17428	1/26/2016	4:15:21 PM	--	VLASHI, NAFIS	OUT	7:30:08 AM	3:30:00 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
17429	1/26/2016	5:28:30 PM	73.15	VLASHI, NAFIS	IN	7:30:08 AM	3:30:00 PM
17433	1/26/2016	10:11:05 PM	--	VLASHI, NAFIS	IN	7:30:08 AM	3:30:00 PM
17434	1/26/2016	11:26:52 PM	75.78	VLASHI, NAFIS	IN	7:30:08 AM	3:30:00 PM
17443	1/28/2016	1:57:08 PM	--	VLASHI, NAFIS	IN	7:29:13 AM	3:31:30 PM
17444	1/29/2016	7:43:29 AM	1066.35	VLASHI, NAFIS	IN	7:18:57 AM	3:30:00 PM
17449	1/29/2016	6:37:58 PM	--	VLASHI, NAFIS	OUT	7:18:57 AM	3:30:00 PM
17450	1/29/2016	8:01:40 PM	83.70	VLASHI, NAFIS	IN	7:18:57 AM	3:30:00 PM
17452	1/29/2016	10:06:22 PM	--	VLASHI, NAFIS	IN	7:18:57 AM	3:30:00 PM
17453	1/30/2016	7:39:21 AM	572.98	VLASHI, NAFIS	IN	6:19:17 AM	3:30:06 PM
17461	3/8/2016	7:26:21 AM	--	VLASHI, NAFIS	IN	7:27:12 AM	11:30:06 PM
17462	3/8/2016	9:57:39 AM	151.30	VLASHI, NAFIS	IN	7:27:12 AM	11:30:06 PM
17476	3/9/2016	10:02:17 PM	--	VLASHI, NAFIS	IN	7:29:30 AM	3:30:00 PM
17477	3/9/2016	11:45:10 PM	102.88	VLASHI, NAFIS	IN	7:29:30 AM	3:30:00 PM
17489	3/12/2016	7:26:25 AM	--	VLASHI, NAFIS	IN	7:27:22 AM	3:30:22 PM
17490	3/12/2016	2:15:55 PM	409.50	VLASHI, NAFIS	IN	7:27:22 AM	3:30:22 PM
17519	3/30/2016	9:32:22 PM	--	VLASHI, NAFIS	OUT	7:30:23 AM	3:30:00 PM
17520	3/30/2016	11:34:29 PM	122.12	VLASHI, NAFIS	OUT	7:30:23 AM	3:30:00 PM
17524	3/31/2016	3:37:47 PM	--	VLASHI, NAFIS	OUT	7:29:28 AM	3:30:00 PM
17525	3/31/2016	7:36:02 PM	238.25	VLASHI, NAFIS	OUT	7:29:28 AM	3:30:00 PM
17534	4/10/2016	6:55:47 AM	--	VLASHI, NAFIS	IN	6:57:10 AM	3:01:36 PM
17535	4/10/2016	1:33:20 PM	397.55	VLASHI, NAFIS	IN	6:57:10 AM	3:01:36 PM
17545	4/13/2016	11:34:44 AM	--	VLASHI, NAFIS	IN	3:31:00 PM	11:40:26 PM
17546	4/13/2016	7:09:16 PM	454.53	VLASHI, NAFIS	IN	3:31:00 PM	11:40:26 PM
17548	4/14/2016	7:26:43 AM	--	VLASHI, NAFIS	IN	3:31:00 PM	11:33:35 PM
17549	4/14/2016	1:55:20 PM	388.62	VLASHI, NAFIS	IN	3:31:00 PM	11:33:35 PM
17561	4/16/2016	12:37:25 PM	--	VLASHI, NAFIS	IN	6:27:33 AM	2:30:06 PM
17562	4/16/2016	1:53:47 PM	76.37	VLASHI, NAFIS	IN	6:27:33 AM	2:30:06 PM
17563	4/17/2016	6:28:38 AM	994.85	VLASHI, NAFIS	IN	6:29:35 AM	2:30:02 PM
17565	4/17/2016	9:50:12 AM	--	VLASHI, NAFIS	IN	6:29:35 AM	2:30:02 PM
17566	4/18/2016	7:27:44 AM	1297.53	VLASHI, NAFIS	IN	7:28:39 AM	3:30:14 PM
17579	4/20/2016	1:01:28 PM	--	VLASHI, NAFIS	OUT	7:28:02 AM	3:30:00 PM
17580	4/20/2016	6:05:06 PM	303.63	VLASHI, NAFIS	OUT	7:28:02 AM	3:30:00 PM
17581	4/20/2016	7:26:46 PM	81.67	VLASHI, NAFIS	IN	7:28:02 AM	3:30:00 PM
17587	4/21/2016	9:28:37 AM	--	VLASHI, NAFIS	IN	7:27:27 AM	3:30:00 PM
17588	4/21/2016	5:09:35 PM	460.97	VLASHI, NAFIS	IN	7:27:27 AM	3:30:00 PM
17589	4/21/2016	8:25:35 PM	--	VLASHI, NAFIS	OUT	7:27:27 AM	3:30:00 PM
17590	4/21/2016	11:32:05 PM	186.50	VLASHI, NAFIS	OUT	7:27:27 AM	3:30:00 PM
17594	4/22/2016	3:32:56 PM	--	VLASHI, NAFIS	OUT	7:29:27 AM	3:30:00 PM
17595	4/22/2016	8:04:19 PM	271.38	VLASHI, NAFIS	OUT	7:29:27 AM	3:30:00 PM
17596	4/22/2016	9:17:34 PM	73.25	VLASHI, NAFIS	IN	7:29:27 AM	3:30:00 PM
17602	5/2/2016	11:37:51 AM	--	VLASHI, NAFIS	IN	7:28:12 AM	3:30:52 PM
17603	5/2/2016	2:53:14 PM	195.38	VLASHI, NAFIS	IN	7:28:12 AM	3:30:52 PM
17619	5/5/2016	12:52:05 PM	--	VLASHI, NAFIS	IN	7:30:40 AM	3:30:00 PM
17620	5/5/2016	7:45:48 PM	413.72	VLASHI, NAFIS	IN	7:30:40 AM	3:30:00 PM
17629	5/6/2016	10:04:52 PM	--	VLASHI, NAFIS	OUT	7:31:33 AM	3:31:58 PM
17630	5/6/2016	11:17:33 PM	72.68	VLASHI, NAFIS	IN	7:31:33 AM	3:31:58 PM
17635	5/7/2016	6:49:31 PM	--	VLASHI, NAFIS	OUT	7:26:00 AM	3:30:00 PM
17636	5/7/2016	8:02:45 PM	73.23	VLASHI, NAFIS	IN	7:26:00 AM	3:30:00 PM
17651	5/11/2016	6:32:20 PM	--	VLASHI, NAFIS	OUT	7:25:05 AM	3:30:00 PM
17652	5/11/2016	7:55:57 PM	83.62	VLASHI, NAFIS	IN	7:25:05 AM	3:30:00 PM
17654	5/12/2016	7:24:24 AM	--	VLASHI, NAFIS	IN	7:27:18 AM	3:30:34 PM
17655	5/12/2016	11:21:21 AM	236.95	VLASHI, NAFIS	IN	7:27:18 AM	3:30:34 PM
17658	5/12/2016	3:30:43 PM	--	VLASHI, NAFIS	OUT	7:27:18 AM	3:30:34 PM
17659	5/12/2016	6:21:03 PM	170.33	VLASHI, NAFIS	IN	7:27:18 AM	3:30:34 PM
17668	5/13/2016	2:53:37 PM	--	VLASHI, NAFIS	OUT	7:29:39 AM	3:30:00 PM
17669	5/13/2016	6:04:38 PM	191.02	VLASHI, NAFIS	OUT	7:29:39 AM	3:30:00 PM

	B	E	F	P	T	Z	AA
2	Date	Time	Time Diff.	Cardholder Name	IN OUT	LIS IN	LIS OUT
17673	5/14/2016	10:53:25 AM	--	VLASHI, NAFIS	OUT	6:27:52 AM	10:30:04 PM
17674	5/14/2016	1:11:09 PM	137.73	VLASHI, NAFIS	IN	6:27:52 AM	10:30:04 PM
17675	5/14/2016	8:29:56 PM	--	VLASHI, NAFIS	OUT	6:27:52 AM	10:30:04 PM
17676	5/14/2016	9:42:35 PM	72.65	VLASHI, NAFIS	IN	6:27:52 AM	10:30:04 PM
17697	10/4/2015	3:24:25 PM	--	WANNAMAHER, JOSEPH	Out	6:50:56 AM	3:00:00 PM
17698	10/4/2015	11:08:46 PM	464.35	WANNAMAHER, JOSEPH	Out	6:50:56 AM	3:00:00 PM
17830	3/12/2016	12:51:41 PM	--	WANNAMAHER, JOSEPH	OUT	6:50:52 AM	3:00:00 PM
17831	3/12/2016	2:00:16 PM	68.58	WANNAMAHER, JOSEPH	IN	6:50:52 AM	3:00:00 PM