

# WAGE AND EMPLOYMENT RECORDS

## PACIFIC CONSTRUCTION COMPANY

789 Industrial Way  
Springfield, CA 90220  
Federal EIN: 95-1234567

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**EMPLOYEE:** John Smith  
**SSN:** XXX-XX-6789  
**EMPLOYEE ID:** PC-4789  
**POSITION:** Construction Supervisor  
**HIRE DATE:** January 8, 2018  
**REPORT PERIOD:** January 1, 2024 - June 30, 2024

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## EMPLOYMENT VERIFICATION LETTER

**Date:** July 5, 2024  
**To Whom It May Concern:**

This letter serves to verify the employment and wage loss of Mr. John Smith due to injuries sustained in a motor vehicle accident on March 15, 2024.

### Pre-Accident Employment Status:

- **Position:** Construction Supervisor
- **Regular Schedule:** Monday-Friday, 7:00 AM - 4:00 PM (40 hours/week)
- **Overtime:** Frequently available, typically 5-15 hours per week
- **Hourly Rate:** \$32.50 per hour (regular time)
- **Overtime Rate:** \$48.75 per hour (time and a half)

**Average Weekly Earnings (Jan 1 - Mar 15, 2024):** \$1,625.00 **Average Annual Earnings (based on 2023):** \$84,500

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## DETAILED PAYROLL RECORDS

### PRE-ACCIDENT PERIOD (January 1 - March 15, 2024)

**Pay Period:** January 1-15, 2024

- **Regular Hours:** 80.0 hours @ \$32.50 = \$2,600.00
- **Overtime Hours:** 12.0 hours @ \$48.75 = \$585.00
- **Gross Pay:** \$3,185.00
- **Net Pay:** \$2,388.75

**Pay Period: January 16-31, 2024**

- **Regular Hours:** 80.0 hours @ \$32.50 = \$2,600.00
- **Overtime Hours:** 8.0 hours @ \$48.75 = \$390.00
- **Gross Pay:** \$2,990.00
- **Net Pay:** \$2,242.50

**Pay Period: February 1-15, 2024**

- **Regular Hours:** 80.0 hours @ \$32.50 = \$2,600.00
- **Overtime Hours:** 16.0 hours @ \$48.75 = \$780.00
- **Gross Pay:** \$3,380.00
- **Net Pay:** \$2,535.00

**Pay Period: February 16-29, 2024**

- **Regular Hours:** 80.0 hours @ \$32.50 = \$2,600.00
- **Overtime Hours:** 10.0 hours @ \$48.75 = \$487.50
- **Gross Pay:** \$3,087.50
- **Net Pay:** \$2,315.63

**Pay Period: March 1-15, 2024 (Accident occurred March 15)**

- **Regular Hours:** 75.0 hours @ \$32.50 = \$2,437.50
- **Overtime Hours:** 5.0 hours @ \$48.75 = \$243.75
- **Gross Pay:** \$2,681.25
- **Net Pay:** \$2,010.94

**PRE-ACCIDENT TOTAL (10.6 weeks):**

- **Gross Earnings:** \$15,323.75
  - **Average Weekly Gross:** \$1,445.64
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## **POST-ACCIDENT PERIOD (March 16 - June 30, 2024)**

### **March 16-31, 2024 (Unable to work - Workers' Comp not applicable for MVA)**

- **Regular Hours:** 0.0 hours
- **Overtime Hours:** 0.0 hours
- **Gross Pay:** \$0.00
- **Sick Leave Used:** 40.0 hours @ \$32.50 = \$1,300.00

### **April 1-30, 2024 (Unable to work - Medical leave)**

- **Regular Hours:** 0.0 hours
- **Overtime Hours:** 0.0 hours
- **Gross Pay:** \$0.00
- **Vacation Time Used:** 80.0 hours @ \$32.50 = \$2,600.00

### **May 1-15, 2024 (Unable to work - Unpaid leave)**

- **Regular Hours:** 0.0 hours
- **Overtime Hours:** 0.0 hours
- **Gross Pay:** \$0.00
- **Lost Wages:** \$1,300.00 (40 hours @ \$32.50)

### **May 16-31, 2024 (Light duty return - Doctor's restrictions)**

- **Regular Hours:** 60.0 hours @ \$32.50 = \$1,950.00
- **Overtime Hours:** 0.0 hours (Medical restrictions - no overtime allowed)
- **Gross Pay:** \$1,950.00
- **Net Pay:** \$1,462.50
- **Lost Opportunity:** \$650.00 (Normal 20 hours overtime not worked)

### **June 1-15, 2024 (Modified duty - Lifting restrictions)**

- **Regular Hours:** 70.0 hours @ \$32.50 = \$2,275.00
- **Overtime Hours:** 2.0 hours @ \$48.75 = \$97.50
- **Gross Pay:** \$2,372.50
- **Net Pay:** \$1,779.38
- **Lost Opportunity:** \$487.50 (Normal 12 hours overtime not worked)

## June 16-30, 2024 (Modified duty continues)

- **Regular Hours:** 75.0 hours @ \$32.50 = \$2,437.50
  - **Overtime Hours:** 3.0 hours @ \$48.75 = \$146.25
  - **Gross Pay:** \$2,583.75
  - **Net Pay:** \$1,937.81
  - **Lost Opportunity:** \$390.00 (Normal 10 hours overtime not worked)
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## WAGE LOSS SUMMARY

**Total Time Off Work: 10.5 weeks (March 16 - May 15, 2024)**

### Direct Wage Loss:

- **March 16-31, 2024:** \$1,625.00 (2 weeks normal wages)
- **April 1-30, 2024:** \$3,250.00 (4 weeks normal wages)
- **May 1-15, 2024:** \$1,625.00 (2 weeks normal wages)
- **Sick/Vacation Pay Used:** \$3,900.00 (exhausted all available)
- **Net Lost Wages (unpaid):** \$2,600.00

### Reduced Earning Capacity (May 16 - June 30, 2024):

- **Overtime Restrictions:** \$1,527.50
- **Reduced Hours:** \$812.50
- **Total Reduced Capacity Loss:** \$2,340.00

**TOTAL WAGE LOSS:** \$4,940.00

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## FUTURE WAGE IMPACT ANALYSIS

### Ongoing Work Restrictions (per Dr. Jones):

- No lifting over 50 lbs (previous capacity: 100+ lbs)
- Cannot perform certain supervisory duties requiring heavy lifting
- Reduced overtime opportunities due to physical limitations
- Estimated future wage loss: \$200-400 per month

**Career Impact:** Prior to accident, Mr. Smith was being considered for promotion to Project Manager (salary: \$95,000 annually). Due to physical restrictions, this promotion has been delayed indefinitely.

## Annual Earning Capacity:

- **Pre-accident (2023):** \$84,500
  - **Post-accident (projected 2024):** \$78,000-80,000
  - **Annual Loss:** \$4,500-6,500
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## BENEFITS IMPACT

### Health Insurance:

- Continued coverage during leave (company absorbed employee portion)
- Additional cost to company: \$1,240 for 4 months
- Employee responsible for increased medical copays due to accident

### Retirement Contributions:

- **401(k) Match Lost:** \$650 (company match on lost wages)
- **Pension Accrual Reduced:** Based on lower annual earnings

### Other Benefits Lost:

- Performance bonus eligibility reduced due to time off
  - Safety bonus forfeited (\$500 quarterly) due to accident involvement
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## EMPLOYER STATEMENT

Mr. Smith has been a valued employee for over 6 years with an excellent work record. Prior to the accident, he had:

- Perfect attendance for 2023
- Safety record with no workplace injuries
- Consistently high performance reviews
- Leadership responsibilities over 8-person crew

The accident has significantly impacted his ability to perform his job duties. While we have accommodated his medical restrictions, his reduced capacity has affected project timelines and required hiring temporary additional supervision.

**Return to Full Duty:** Based on medical clearance, Mr. Smith returned to full duty on July 1, 2024, but with permanent lifting restrictions that limit his promotional opportunities and overtime earning potential.

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## SUPPORTING DOCUMENTATION

### Attached Records:

1. Payroll records (January - June 2024)
2. Timecard records showing pre/post accident hours
3. Medical leave documentation
4. Doctor's work restriction letters
5. Performance evaluations (2022-2023)
6. Job description for Construction Supervisor position

**Verification:** This wage loss verification has been prepared by Pacific Construction Company's Human Resources Department and reviewed by our certified payroll administrator.

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### PREPARED BY:

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Pacific Construction Company  
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### REVIEWED BY:

Michael Thompson  
Chief Financial Officer  
Pacific Construction Company

**Date Prepared:** July 5, 2024

**Purpose:** Motor Vehicle Accident Claim - Case #2024-PI-001

*This wage verification is accurate to the best of our knowledge and is prepared for legal proceedings related to Mr. Smith's motor vehicle accident of March 15, 2024.*