Employee: John Doe, Month: January, Hours Worked: 160, Gross Pay: \$4,000

Employee: Jane Smith, Month: February, Hours Worked: 160, Gross Pay: \$5,000

Employee: John Doe, Month: March, Hours Worked: 160, Gross Pay: \$4,500

Employee: Jane Smith, Month: April, Hours Worked: 160, Gross Pay: \$5,500