

REIMBURSEMENT REQUEST TIPS

Emergency Solutions Grant | ND Homeless Grant



Planning and Housing Development Division 2624 Vermont Ave | PO Box 1535 Bismarck, ND 58502-1535 800-292-8621 or 701-328-8080 800-435-8590 (Spanish) | 711 (TTY) www.ndhfa.org • hfainfo@nd.gov



Emergency Solutions Grant and ND Homeless Grant – Reimbursement Request Tips

This document was created to summarize the requirements for reimbursement requests. **This document is not designed to replace the ESG/NDHG Administration Manual.** Instead, it is designed to complement the manual by detailing the reimbursement expectations through examples.

Overview

- Payments are for reimbursement only.
- Recipients must submit reimbursement requests on a quarterly basis at minimum. Monthly reimbursement is accepted.
- Quarterly requests are due by the 7th business day of the month immediately following a quarter end (7th business day of October, January, April, July).
- Reimbursements will generally be processed by the 20th of the month so long as required documentation is provided.
- Requests should be organized in a way that an outside third party can review without any additional context or agency knowledge.

Reimbursement request requirements- Organized in the following order:

- 1. Request for Funds SFN 62333
 - The total of the request should match the total of the itemization in the reimbursement request summary. Funds requested must be made under approved components. Refer to the financial award and grant agreement documents executed.
- 2. Reimbursement Request Summary SFN 62333. Each expense reimbursement request should be itemized on this form.
- Required Source Documentation review this resource to find a detailed list of acceptable source
 documentation. The order of source documentation in your reimbursement request should match the
 order you listed the expenses on the reimbursement request summary.

Each expense reimbursed needs:

- Proof of Service/ Cost Incurred including an invoice, a bill, an itemized receipt, a timesheet that breaks
 out time by component activity. If the amount of the invoice is only partially paid for by the grant, the
 invoice should include a calculation of how it was determined what portion of the invoice is a grant
 cost.
 - a. Example: There is a \$400 invoice for Walmart. The invoice includes food and toiletries necessary for emergency shelter operations and food and toiletries for another facility not supported under the ESG or NDHG grant. The grant administrator should indicate how it was determined what expenses are for the grant funded shelter and how much for the other facility. ESG Shelter budget is 75% of the food toiletry cost and 25% to the other facility calculation based on the percentage of individuals served in each facility.
- 2. Proof of Payment: corresponding proof of payment includes a check, bank statement, payroll summary or paystub.

Pay request do's:

- Include an ESG ledger or pay request summary that lists every expense in the request.
- Charge expenses by component (e.g., Emergency Shelter) AND by activity within the component (e.g., Emergency Shelter Essential Services or Emergency Shelter Operations).

- Review your request to determine if the expenses you are requesting reimbursement for are an
 eligible activity under the component you received funding for. Review Section 3. Administrative
 Manual and ESG Program Component Quick Reference Guide.
- Include proof of service/cost incurred for every expense, including staff compensation.
- Include corresponding proof of payment for every expense, including staff compensation.
- Compile the request so that proof of service/cost incurred, and corresponding proof of payment can easily be cross-checked by the reviewer (e.g., place the expense's proof of service/cost incurred and proof of payment immediately next to one another).
- Ensure the requested amount matches back-up documentation (i.e., if a subrecipient submits a request for \$10,000, then the reviewer should see \$10,000 worth of expenses/payments).
- Include as few attachments as possible (subrecipients should strive to include just one or two clear and organized PDFs for the request).
- Show Your Work. Your calculations for staff compensation or cost allocation among multiple funding sources needs to be included with your request.
- Invoices for costs associated to a building or unit must include the address of the building.

Reimbursements for Staff Compensation

Source documentation required is the same as all other expenses. You will need to submit proof of payment. A combination of paystubs, payroll summaries, and/or checks are the most straightforward method.

Proof of service/costs incurred is through the use of the Timesheet Report SFN 62211. Staff are required to track their time billed under the ESG, NDHG and non-ESG/NDHG activities. The total hours tracked should match the total hours paid on the paystubs/payroll summaries. The amount of salary invoiced to either ESG or NDHG should match the number of hours worked on the time sheet.

Reimbursement of vacation, sick leave, and fringe benefits should be proportional to the amount of time they spent working on the grant. Show your calculations.

Time Sheet Requirements:

- Pay Period Dates should match the pay stub.
- Signatures needed from both employee and supervisor.
- Hours should be broken out by ESG / NDHG components / activities.
- Include non-ESG / NDHG Hours.
- Use updated SFN 66221.



EMERGENCY SOLUTIONS GRANT (ESG) NORTH DAKOTA HOMELESS GRANT (NDHG) TIMESHEET REPORT

PLANNING AND HOUSING DEVELOPMENT DIVISION
SFN 62211(10/23)

			SUM	MARY OF HO	DURS						SIGNA	ATURES	;		
Instrument Number			ESG-23-####		Carrespunding Request for	1	Amount Requester	\$ 962.50			_	$\overline{}$			
Name of Employee			Sarah		Agency	ABC Provider		, , , , ,	Signat	ture				08/13/2023	
Pay Period Start Date	(MM/IND/YY	YY) (07/30/2023		Pay Period End		กลหวาวการว		Emplo	gee Sigr	ature		Dat		
_	(mmile Dirir	,					08/2023		Linpio	yee oigi	idtare		Date		
Hourly Rate How do you determine	WI- D D	- 	•		Month and Year	(M/TTTT)	08/2023								
formula you use)	: почију гау к	ate: (describe	or write out the	Total Pay / Total Hour	7				Signat	ure		<u> </u>		08/14/2023	
Entor bolow the total hours this	emplayeespent wa	rking øach day by c	ampanent type far ESG:	/NDHG time plur ather	non-ESG/NDHG activiti	os. Entor timo to thoso	cand decimal place anly.		Superu	visor Sig	inature			Date	
Day of the month		y Shelter ations		Emergency Shelter Essential Services		Jutreach	Homeless	Prevention	Rapi Hou	id Re- ising rices		AIS	Other Mon- ESG Activit ies	Daily Total	
	ESG	NDHG	ESG	NDHG	ESG	NDHG	ESG	NDHG	ESG	NDHG	ESG	NDHG			
1	4.00				2.00								2.00	8.00	
2					8.00								0.00	8.00	
3	4.00				2.00								2.00	8.00	
4														0.00	
5														0.00	
6	3.00				1.00								4.00	8.00	
7	8.00												0.00	8.00	
8					8.00								0.00	8.00	
9	2.00				2.00								4.00	8.00	
10	4.00				1.00								3.00	8.00	
11														0.00	
12														0.00	
13														0.00	
14												_		0.00	
15														0.00	
16 17									_	_				0.00	
18									_	_				0.00	
19										 				0.00	
20									_					0.00	
21														0.00	
22														0.00	
23														0.00	
24														0.00	
25														0.00	
26														0.00	
27														0.00	
28														0.00	
23														0.00	
30	4.00												4.00	8.00	
31					2.00								6.00	8.00	
Total <	29.00	0.00	0.00	0.00	26.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	80.00	
Cost of Services	\$ 507.50	\$ -		1	\$ 455.00				1	3 -	\$ -	\$ -	\$	962.50	

Example 1. Simple Calculation Hourly Employee

Sarah has submitted her timesheet for the two-week pay period of July 30 through August 12. 80 hours were worked.

ESG Emergency Shelter Operations29.00ESG Street Outreach26.00Other Non-ESG Activities25.00Total Hours80.00

Timesheet Example:



EMERGENCY SOLUTIONS GRANT (ESG) NORTH DAKOTA HOMELESS GRANT (NDHG) TIMESHEET REPORT

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62211 (10/23)

			SL	JMMARY OF HOU	RS						SIGNA	TURES		
Instrument Number			ESG-23-####		Corresponding Request for Funds #	1	Amount Requested	\$ 962.50	0.					
Name of Employee			Sarah		Agency	ABC Provider			Signature					08/13/2023
Pay Period Start Date (MM/	DD/YYYY)		07/30/2023		Pay Period End Da	te (MM/DD/YYYY)	08/12/2023		Employee Signature					Date
Hourly Rate			\$ 17.50		Month and Year (M.	/YYYY)	08/2023							
How do you determine Hourly Pay Rate? (describe or write out the formula you use) Total Pay / Total Hours								Signature				08/14/2023		
Enter below the total hours this	employee spent w	orking each day b	component type for ES	G/NDHG time plus oth	ner non-ESG/NDHG acti	ivities. Enter time to the	second decimal place	only.	Superviso	r Signature	2			Date
Day of the month	Day of the month Emergency Shelter Operations Emergency Shelter Essential Services Street Outreach Homeless Prevention						Prevention	Rapid Re-Housing Services		ng HMIS		Other Non-ESG Activities	Daily Total	
	ESG	NDHG	ESG	NDHG ESG NDHG ESG NDHG			ESG	NDHG	ESG	NDHG				
Total	29.00	0.00	0.00	0.00	26.00 0.00 0.00 0.00		0.00	0.00	0.00	0.00	25.00	80.00		
Cost of Services	\$ 507.50	\$ -	\$ -	\$ - \$ 455.00 \$ - \$ - \$			\$ -	\$ -	\$ -	\$ -	\$ -	\$	962.50	

11/02/23 5

Paystub Example:

-			
		ABC Provider	
		123 4th Ave; City, ST ####	
		(###) 111-1111	
		Salary Paystub	
Employee Name:	Sarah	Pay Period Begin Date:	07/30/2023
Employee Address:		Pay Period End Date:	08/12/2023
Employee ID:		Rate:	17.50
SSN:		Hours:	80.00
Earnings		Deductions	
Regular Earnings		1,400.00 Federal	168.00
Overtime		0.00 Social Security	86.80
		Medicare	20.30
		State Withholding	32.90
Total Earnings		1,400.00 Total Deduction	308.00
Current NET Salary		•	1,092.00
Payment Information			·
Payment Type	Direct D	Deposit Amount	1,092.00
Payment Date		08/18/2023	

Calculate the hourly rate and place the hourly rate in the Time Sheet Report to calculate the amount paid by component.

Calculate Hourly Rate:	
Total Earning	\$ 1,400.00
Total Hours	 80.00
Hourly Rate	\$ 17.50

The amounts calculated in the Time Sheet Report should be added to the Reimbursement Summary:



EMERGENCY SOLUTIONS GRANT (ESG)
NORTH DAKOTA HOMELESS GRANT (NDHG)
REIMBURSEMENT REQUEST SUMMARY

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62333 (10/23)

						Component Billable							
Payment Date	Vendor / Payee		Check number or ACH date	Total Payment		Shelter	Emergency Shelter Essential Services		Relocation and Stabilization	Prevention Rental	Stabilization	Rapid Rehousing Rental Assistance	HMIS
r ajmont bato	toniaor, rajoo	- aymont becompact											
08/18/2023	Sarah	Payroll	ach	1,400.00	962.50	507.50		455.00					
-													

Example 2. Simple Calculation Salaried Employee

Carl has submitted his timesheet for the bi-monthly pay period of August 1 through August 15. 88 hours were worked.

ESG Homeless Prevention	24.00
ESG Rapid Re-Housing Services	41.00
ESG HMIS	15.00
Other Non-ESG Activities	8.00
Total Hours	88.00

Timesheet Example:



EMERGENCY SOLUTIONS GRANT (ESG) NORTH DAKOTA HOMELESS GRANT (NDHG) TIMESHEET REPORT

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62211 (10/23)

			SL	JMMARY OF HOU	RS				SIGNATURES					
Instrument Number			ESG-23-####		Corresponding Request for Funds #	1	Amount Requested	\$ 1,818.40	0.	,				
Name of Employee			Carl		Agency	ABC Provider			Signat	are				08/16/2023
Pay Period Start Date (MM/	DD/YYYY)		07/30/2023		Pay Period End Da	te (MM/DD/YYYY)	08/12/2023	8/12/2023 Employee Sign:		Employee Signature				Date
Hourly Rate			\$ 22.73		Month and Year (M.	YYYY)	08/2023							
How do you determine Hourly Pay Rate? (describe or write out the formula you use) Total Pay / Total Hours							Signature				08/17/2023			
Enter below the total hours this	employee spent w	orking each day by	component type for ES	G/NDHG time plus oth	er non-ESG/NDHG acti	vities. Enter time to the	second decimal place	only.	Supervisor Signature					Date
Day of the month Emergency Shelter Operations Emergency Shelter Essential Services Street Outreach Homeless Prevention							Prevention		-Housing vices	HIV	11S	Other Non-ESG Activities	Daily Total	
	ESG	NDHG	ESG	NDHG	NDHG ESG NDHG ESG NDHG			ESG	NDHG	ESG	NDHG			
Total	0.00	0.00	0.00	0.00	0.00 0.00 0.00 24.00 0.00		41.00	0.00	15.00	0.00	8.00	88.00		
Cost of Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 545.52	\$ -	\$ 931.93	\$ -	\$ 340.95	\$ -	\$	1,818.40

Paystub Example:

		ABC Provider	
		123 4th Ave; City, ST ####	
		(###) 111-1111	
		Salary Paystub	
Employee Name:	Carl	Pay Period Begin Date:	08/01/2023
Employee Address:	08/15/2023		
Employee ID:		Bi-Monthly Rate	2,000.00
SSN:			
Earnings		Deductions	
Regular Earnings		2,000.00 Federal	240.00
Overtime		0.00 Social Security	124.00
		Medicare	29.00
		State Withholding	47.00
Total Earnings		2,000.00 Total Deduction	- 440.00
Current NET Salary			1,560.00
Payment Information			·
Payment Type	Direc	ct Deposit Amount	1,560.00
Payment Date		08/18/2023	

Calculate the hourly rate and place the hourly rate in the Time Sheet Report to calculate the amount paid by component.

Calculate Hourly Rate:	
Total Earning	\$ 2,000.00
Total Hours	 88.00
Hourly Rate	\$ 22.73

The amounts calculated in the Time Sheet Report should be added to the Reimbursement Summary:



EMERGENCY SOLUTIONS GRANT (ESG)
NORTH DAKOTA HOMELESS GRANT (NDHG)
REIMBURSEMENT REQUEST SUMMARY

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62333 (10/23)

						Component Billable								
Payment Date	Vendor / Payee	Payment Description	Check number or ACH date	Total Payment		Shelter	Emergency Shelter Essential Services		Relocation and Stabilization	Prevention Rental	Stabilization	Rapid Rehousing Rental Assistance	HMIS	
08/18/2023	Carl	Payroll	ach	2,000.00	1,818.40				545.52		931.93		340.95	

Example 3. Salaried Employee Including Benefits

Sandra has submitted her timesheet for the monthly pay period of August 1 through August 31. 168 hours were worked.

ESG Emergency Shelter Operations 136.00
ESG Emergency Shelter Essential Services 16.00
Other Non-ESG Activities 16.00
Total Hours 168.00

Option A: Include benefits in hourly salary calculation.

Timesheet Example:



EMERGENCY SOLUTIONS GRANT (ESG)
NORTH DAKOTA HOMELESS GRANT (NDHG)
TIMESHEET REPORT

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62211 (10/23)

			SU	IMMARY OF HOU	RS				SIGNATURES					
Instrument Number			ESG-23-####		Corresponding Request for Funds #	1	Amount Requested	\$ 1,818.40	1,818.40					
Name of Employee			Sandra		Agency	ABC Provider			Signature					09/01/2023
Pay Period Start Date (MM/	DD/YYYY)		08/01/2023		Pay Period End Da	te (MM/DD/YYYY)	08/31/2023		Employee Signature					Date
Hourly Rate			\$ 32.29		Month and Year (M	/YYYY)	08/2023							
How do you determine Houuse)	How do you determine Hourly Pay Rate? (describe or write out the formula you use) Total Pay / Total Hours							Signature				09/05/2023		
Enter below the total hours this	employee spent w	orking each day b	component type for ES	G/NDHG time plus oth	er non-ESG/NDHG acti	ivities. Enter time to the	second decimal place	only.	Supervisor Signature					Date
Day of the month	f the month Emergency Shelter Operations Essential Services Street Outreach Homeless Prevention						Rapid Re-Housing Services		g HMIS		Other Non-ESG Activities	Daily Total		
	ESG	NDHG	ESG	NDHG ESG NDHG ESG		ESG	NDHG	ESG	NDHG	ESG	NDHG			
Total	136.00	0.00	16.00	0.00 0.00 0.00 0.00		0.00	0.00	0.00	0.00	16.00	168.00			
Cost of Services	\$ 4,391.06	\$ -	\$ 516.60	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	4,907.65

Paystub Example:

	AI	BC Provider						
	123 4th A	ve; City, ST ####						
	(##	#) 111-1111						
	Sal	ary Paystub						
Employee Name:	Sandra	Pay Period Begin Date:	08/01/2023					
Employee Address:		Pay Period End Date:	08/31/2023					
Employee ID:		Monthly Rate	4,500.00					
SSN:								
Earnings		Deductions						
Regular Earnings	4,500	0.00 Federal	540.00					
Overtime	(0.00 Social Security	279.00					
		Medicare	65.25					
Total Earnings	4,500	0.00 State Withholding	105.75					
Health Premium	400.	00 Health Insurance	200.00					
401K Contribution	180.	00 401K Contribution	180.00					
Total Employer Benefits	580	0.00 Total Deduction	1,370.00					
Total Compensation	5,080	0.00 Net Pay	3,130.00					
Payment Information								
Payment Type	Direct Deposit	Deposit Amount	3,130.00					
Payment Date	Payment Date 09/05/2023							

Calculate the hourly rate and place the hourly rate in the Time Sheet Report to calculate the amount paid by component.

Calculate Hourly Rate:	
Total Salary	\$ 4,500.00
Employer Paid Expenses:	
Social Security / Medicare	344.25
Health Insurance	400.00
401K Contribution	180.00
Total Salary and Benefits Paid	 5,424.25
Total Hours	168.00
Hourly Rate	\$ 32.29

The amounts calculated in the Time Sheet Report should be added to the Reimbursement Summary:



EMERGENCY SOLUTIONS GRANT (ESG)
NORTH DAKOTA HOMELESS GRANT (NDHG)
REIMBURSEMENT REQUEST SUMMARY

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62333 (10/23)

					Component Billable								
Payment Date	Vendor / Payee	Payment Description		Total Payment		Shelter	Emergency Shelter Essential Services		Relocation and Stabilization	Prevention Rental	Stabilization	Rapid Rehousing Rental	HMIS
	·												
09/04/2023	Sandra	Payroll and Employer Paid Benefits	ach	5,424.25	4,907.65	4,391.06	516.60						

Option B: Benefits as a percentage of time charged.

Timesheet Example:



EMERGENCY SOLUTIONS GRANT (ESG) NORTH DAKOTA HOMELESS GRANT (NDHG) TIME SHEET PEPOPT

TIME SHEET REPORT
PLANNING AND HOUSING DEVELOPMENT DIVISION
SFN 62211 (10/23)

	SUMMARY OF HOURS											SIGNATURES						
Instrument Number ESG-23-####			ESG-23-####	G-23-#### Corresponding Request for Funds # 1 Amount Requested \$ 1,818.40				0.										
Name of Employee			Sandra		Agency	ABC Provider			Signature Signature					09/01/2023				
Pay Period Start Date (MM	/DD/YYYY)		08/01/2023	Pay Period End Date (MM/DD/YYYY) 08/31/2023 Emplo		ay Period End Date (MM/DD/YYYY) 08/31/2023 Employee Signature		Pay Period End Date (MM/DD/YYYY) 08/31/2023 E		Y) 08/31/2023 Employee Signature		Employee Signature			Employee Signature			Date
Hourly Rate	\$ 26.79 Month and Year (M/YYYY) 08/2023																	
How do you determine House)	w do you determine Hourly Pay Rate? (describe or write out the formula you Total Pay / Total Hours Signature							09/05/2023										
Enter below the total hours this	employee spent w	orking each day by	y component type fo	ESG/NDHG time plus ot	her non-ESG/NDHG act	tivities. Enter time to the	e second decimal place	only.	Superviso	or Signature	<u>.</u>			Date				
Day of the month	Emergend Opera			ency Shelter ial Services	Street (Outreach	Homeless Prevention		Rapid Re-Housing Services		HMIS		Other Non-ESG Activities	Daily Total				
	ESG	NDHG	ESG	NDHG	ESG NDHG		ESG	NDHG	ESG	NDHG	ESG	NDHG						
Total	136.00	0.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	168.00				
Cost of Services	\$ 3,642,86	\$ -	\$ 428.	7 \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	4.071.43				

Paystub Example:

	AE	3C Provider					
	123 4th A	ve; City, ST ####					
	(##	#) 111-1111					
	Sal	ary Paystub					
Employee Name:	Sandra	Pay Period Begin Date:	08/01/2023				
Employee Address:		Pay Period End Date:	08/31/2023				
Employee ID:		Monthly Rate	4,500.00				
SSN:							
Earnings		Deductions					
Regular Earnings	4,500	.00 Federal	540.00				
Overtime	0	.00 Social Security	279.00				
		Medicare	65.25				
Total Earnings	4,500	.00 State Withholding	105.75				
Health Premium	400.	00 Health Insurance	200.00				
401K Contribution	180.	00 401K Contribution	180.00				
Total Employer Benefits	580	.00 Total Deduction	1,370.00				
Total Compensation	5,080	.00 Net Pay	3,130.00				
Payment Information							
Payment Type	Direct Deposit	Deposit Amount	3,130.00				
Payment Date	09/05/20	023					

Calculate the hourly salary rate and place the hourly rate in the Time Sheet Report to calculate the amount paid by component.

Calculate Hourly Rate:	
Total Salary	\$ 4,500.00
Total Hours	168.00
Hourly Rate	\$ 26.79

Calculate the employer paid benefits total:

Employer Paid Benefits:	
Social Security / Medicare	344.25
Health Insurance	400.00
401K Contribution	180.00
Total Employer Paid	924.25

Employer paid benefits should be prorate to each applicable component / activity.

		<u> </u> E	mployer Benefits Po	ployer Benefits Portion			
Components / Activities Charged	Hours	Descentage of Total	Social Security / Medicare	Health	401K Contribution		
Components / Activities Charged	Hours	Percentage of Total	Medicare	insurance	Contribution		
ESG Emergency Shelter Operations	136	80.96%	278.70	323.84	145.72		
ESG Emergency Shelter Essential Services	16	9.52%	32.77	38.08	17.14		
Other Non-ESG Activities	16	9.52%	32.77	38.08	17.14		
	168	100.00%	344.24	400.00	180.00		

Add amounts calculated in the Time Sheet Report and employer paid benefits calculation to the Reimbursement Summary:



EMERGENCY SOLUTIONS GRANT (ESG) NORTH DAKOTA HOMELESS GRANT (NDHG) REIMBURSEMENT REQUEST SUMMARY

PLANNING AND HOUSING DEVELOPMENT DIVISION SFN 62333 (10/23)

						Component Billable							
Payment Date	Vendor / Payee			Total Payment			Emergency Shelter Essential Services	Street Outreach	Homeless Prevention Relocation and Stabilization Services	Prevention Rental	Stabilization	Rapid Rehousing Rental Assistance	HMIS
	-												
09/04/2023	Sandra	Payroll	ach	4,500.00	4,071.43	3,642.86	428.57						
09/04/2023	EFTPS	Sandra - Employer Portion SS & Medicare	ach	8,545.45	311.47	278.70	32.77						
09/04/2023	Health Insurance Provider	Sandra -Employer portion health insurance	ach	15,201.00	361.92	323.84	38.08						
09/04/2023	401K Provider	Sandra - 401K employer contribution	ach	5,200.00	162.86	145.72	17.14						
Total				\$33,446.45	\$4,907.68	\$4,391.12	\$516.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Supporting Documentation and calculations:

In all the examples listed above, supporting documentation must be included including calculations and documentation of the allocation method used.

You will need to submit proof of payment. A combination of paystubs, payroll summaries, and/or checks are the most straightforward method.