

May 21, 2020

Direct Dial: (818) 547-5178
E-Mail: aej@kpclegal.com

VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Department of Industrial Relations
1515 Clay Street, Suite 801
Oakland, CA 94612

Re: Our Client: Cherie Knudson
Our File No.: 90000-00007

Dear Sir or Madam:

Knapp, Petersen & Clarke represents Cherie Knudson. She was a long-time employee of Sprouts Farmers Market (hereinafter "Sprouts"), located at 7355 Day Creek Blvd., Rancho Cucamonga, CA 91739. Ms. Knudson worked at Sprouts as a cashier.

As a cashier, Ms. Knudson's duties, shared by other cashiers, include duties which are performed in one location for at least four hours at a time.

While performing these stationary duties as a cashier at Sprouts, Ms. Knudson was not provided with seating. The cashier area where she performed these duties was sufficiently large and there was no practical reason why a seat was not provided to Ms. Knudson and her fellow cashiers. Furthermore, seating was not made available at the front of the store for cashiers to use during lulls in business or break periods.

This letter is sent in conformance with the Labor Code Private Attorney General Act of 2004, Labor Code section 2698 et seq. Pursuant to Labor Code section 2699.3, notice of violation is given that the above-referenced circumstances are violative of Labor Code section 1198, which makes it illegal to employ an employee "under conditions prohibited by the Wage Order."

IWC Wage Order No. 7, applicable to retail employees provides as follows:

14. SEATS.

(A) All working employees shall be provided with suitable seats when the nature of the work reasonably permits the use of seats.

Department of Industrial Relations
May 21, 2020
Page 2

(B) When employees are not engaged in the active duties of their employment and the nature of the work requires standing, an adequate number of suitable seats shall be placed in reasonable proximity to the work area and employees shall be permitted to use such seats when it does not interfere with the performance of their duties.

There is no practical reason why Sprouts cannot provide seating to its cashiers.

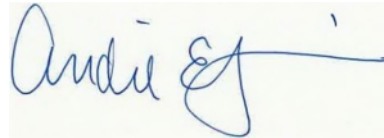
This action is brought on behalf of Ms. Knudson and all similarly situated Sprouts cashiers in California as a representative action.

This letter is sent to your office pursuant to Labor Code section 2699.3(a). A copy of this letter has been sent by certified mail to Sprouts' corporate office.

Please advise the undersigned of your intention.

Very truly yours,

KNAPP, PETERSEN & CLARKE



André E. Jardini
K.L. Myles
Michael D. Carr

AEJ:mc

cc: SF Markets, LLC (aka Sprouts Farmers Market)
5455 E. High Street, Suite 111
Phoenix, AZ 85054
(Via Certified Mail, Return Receipt Requested)

cc: California Labor and Workforce Development Agency
455 Golden Gate Avenue
9th Floor
San Francisco, CA 94012
(Via Certified Mail, Return Receipt Requested)