

LUKE SOARES
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June 30, 2020

VIA ON-LINE FILING WITH LWDA AND CERTIFIED MAIL, RETURN RECEIPT
REQUESTED TO EMPLOYER

California Labor & Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
PAGA@dir.ca.gov

Re: *Soares v. KeHe Distributors, Inc.*

To Whom It May Concern:

This correspondence shall constitute written notice under Labor Code section 2699.3 of the claims asserted on behalf of myself and all similarly aggrieved employees against my former employer, KeHe Distributors, Inc. (the "Company"). Specifically, I allege that the Company:

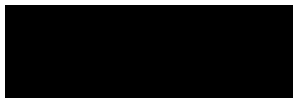
1. Violated Labor Code §§ 201-203 and 246 by failing to pay sick pay at the regular rate of pay. I and other employees routinely earned non-discretionary incentive wages such as job premium and shift differential wages, thus increasing our regular rate of pay. However, when sick pay was paid, it was paid at our base rate of pay rather than the regular rate of pay.

The address for the Company is:

Kehe Disributors, Inc.
1245 E. Diehl Road
Suite 200
Naperville, IL 60563

Please contact my attorneys at the address/telephone number listed above if you have any questions regarding this matter.

Sincerely,



Luke Soares

cc: KeHe Distributors, Inc. (by certified mail)