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behalf of himself and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE

USA CORRALES-ROJAS, on behalf of
himself and all others similarly situated,

Plaintiffs,

v.

Q & B FOODS, INC., a California
corporation; ESG EMPLOYER RESOURCES
INC., an Indiana corporation; and DOES 1
through 100, inclusive,

Defendants.

CASE NO.: 20STCV40885

[Assigned for all purposed to the Hon. Elihu
M. Berle in Dept. 6]

FIRST AMENDED COMPLAINT FOR:

1. FAILURE TO PAY OVERTIME WAGES;
2. FAILURE TO PAY MINIMUM WAGES;
3. FAILURE TO PROVIDE MEAL PERIODS;
4. FAILURE TO PROVIDE REST PERIODS;
5. WAITING TIME PENALTIES;
6. WAGE STATEMENT VIOLATIONS;
7. FAILURE TO INDEMNIFY;
8. UNFAIR COMPETITION;
9. CIVIL PENALTIES UNDER LABOR CODE § 210;
10. CIVIL PENALTIES UNDER LABOR CODE § 226.3;
11. VIOLATION OF LABOR CODE § 558;
12. VIOLATION OF LABOR CODE § 1174.5;
13. VIOLATION OF LABOR CODE § 1197.1; and
14. CIVIL PENALTIES UNDER LABOR CODE § 2699.

DEMAND FOR JURY TRIAL

[Amount in Controversy Exceeds \$25,000.00]

COMES NOW plaintiff USA CORRALES-ROJAS ("Plaintiff"), on behalf of Plaintiff and all others similarly situated, and alleges as follows:

GENERAL ALLEGATIONS

INTRODUCTION

1. This is a Class Action, pursuant to Code of Civil Procedure section 382, against Q & B FOODS, INC., and any of its respective subsidiaries or affiliated companies within the State of California ("Q & B"), and ESG EMPLOYER RESOURCES INC. and any of its respective subsidiaries or affiliated companies within the State of California ("ESG" and, with Q & B as well as DOES 1 through 100, as further defined below, "Defendants") on behalf of Plaintiff and all other current and former non-exempt California employees employed by or formerly employed by Defendants ("Class Members").

PARTIES

A. Plaintiff

2. Plaintiff is a resident of the State of California. At all relevant times herein, Plaintiff is informed and believes, and based thereon alleges that Defendants employed Plaintiff as a non-exempt employee, with duties that included, but were not limited to, wrapping, stacking, and preparing pallets, as well as organizing boxes. Plaintiff is informed and believes that Plaintiff worked for Defendants from approximately March of 2019 and through approximately August of 2020.

B. Defendants

3. Plaintiff is informed and believes and based thereon alleges that defendant Q & B is, and at all times relevant hereto was, a corporation organized and existing under and by virtue of the laws of the State of California and doing business in the County of Los Angeles, State of California.

4. Plaintiff is informed and believes and based thereon alleges that defendant ESG is, and at all times relevant hereto was, a corporation organized and existing under and by virtue of the laws of the State of Indiana and doing business in the County of Los Angeles, State of California. Plaintiff is informed and believes, and based thereon alleges, that ESG is a labor contractor within the meaning of Labor Code section 2810.3 that provides outplacement staffing and payroll services

1 for various industries and professions, including for Q & B. At all relevant times herein, ESG
2 employed Plaintiff and similarly situated employees within the State of California.

3 5. The true names and capacities, whether individual, corporate, associate, or otherwise,
4 of defendants sued herein as DOES 1 through 100, inclusive, are currently unknown to Plaintiff,
5 who therefore sues defendants by such fictitious names under Code of Civil Procedure section 474.
6 Plaintiff is informed and believes and based thereon alleges that each of the defendants designated
7 herein as DOE is legally responsible in some manner for the unlawful acts referred to herein.
8 Plaintiff will seek leave of court to amend this First Amended Complaint to reflect the true names
9 and capacities of the defendants designated hereinafter as DOES when such identities become
10 known. Plaintiff is informed and believes, and based thereon alleges, that each defendant acted in
11 all respects pertinent to this action, as the agent of the other defendant(s), carried out a joint scheme,
12 business plan or policy in all respects pertinent hereto, and the acts of each defendant are legally
13 attributable to the other defendants. Whenever, heretofore or hereinafter, reference is made to
14 "Defendants," it shall include Q & B, ESG, and any of their parent, subsidiary, or affiliated
15 companies within the State of California, as well as DOES 1 through 100 identified herein.

16 **JOINT LIABILITY ALLEGATIONS**

17 6. Plaintiff is informed and believes and based thereon alleges that all the times
18 mentioned herein, each of the Defendants was the agent, principal, employee, employer,
19 representative, joint venture or co-conspirator of each of the other defendants, either actually or
20 ostensibly, and in doing the things alleged herein acted within the course and scope of such agency,
21 employment, joint venture, and conspiracy.

22 7. All of the acts and conduct described herein of each and every corporate defendant
23 was duly authorized, ordered, and directed by the respective and collective defendant corporate
24 employers, and the officers and management-level employees of said corporate employers. In
25 addition thereto, said corporate employers participated in the aforementioned acts and conduct of
26 their said employees, agents, and representatives, and each of them: and upon completion of the
27 aforesaid acts and conduct of said corporate employees, agents, and representatives, the defendant
28 corporation respectively and collectively ratified, accepted the benefits of, condoned, lauded,

1 acquiesced, authorized, and otherwise approved of each and all of the said acts and conduct of the
2 aforementioned corporate employees, agents and representatives.

3 8. As a result of the aforementioned facts, Plaintiff is informed and believes, and based
4 thereon alleges that Defendants, and each of them, are joint employers.

5 **JURISDICTION**

6 9. Jurisdiction exists in the Superior Court of the State of California pursuant to Code
7 of Civil Procedure section 410.10.

8 10. Venue is proper in Los Angeles County, California pursuant to Code of Civil
9 Procedure sections 392, et seq. because, among other things, Los Angeles County is where the
10 causes of action complained of herein arose; the county in which the employment relationship
11 began; the county in which performance of the employment contract, or part of it, between Plaintiff
12 and Defendants was due to be performed; the county in which the employment contract, or part of
13 it, between Plaintiff and Defendants was actually performed; and the county in which Defendants,
14 or some of them, reside. Moreover, the unlawful acts alleged herein have a direct effect on Plaintiff
15 and Class Members in Los Angeles County, and because Defendants employ numerous Class
16 Members in Los Angeles County.

17 11. Plaintiff also provided Defendants, and each of them, with notice under Labor Code
18 section 2810.3, subdivision (d) that Plaintiff would seek to hold them liable for each other's wage
19 and hour violations under Labor Code section 2810.3 on September 21, 2020 by certified mail with
20 return receipt requested.

21 12. Plaintiff is an "aggrieved employee" under PAGA, as Plaintiff was employed by
22 Defendants during the applicable statutory period and suffered one or more of the Labor Code
23 violations set forth herein. Accordingly, Plaintiff seeks to recover civil penalties, as the term "civil
24 penalty" is defined under *ZB N.A. v. Superior Court* (2019) 8 Cal.5th 175, under the Labor Code
25 Private Attorneys General Act of 2004, codified at Labor Code section 2698, et seq. ("PAGA") plus
26 reasonable attorneys' fees and costs, for Plaintiff and all other aggrieved current and former
27 employees of Defendants during the Civil Penalty Period.

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1 13. Specifically, Plaintiff seeks to recover PAGA civil penalties through a representative
2 action permitted by PAGA and the California Supreme Court in, among other authorities, *Arias v.*
3 *Superior Court* (2009) 46 Cal.4th 969. According to the same authorities, class certification of the
4 PAGA allegations described herein is not required.

5 14. During the period beginning one (1) year preceding the provision of notice to the
6 LWDA regarding the herein-described Labor Code violations (the "Civil Penalty Period"),
7 Defendants violated, *inter alia*, Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7,
8 227.3, 246, *et seq.*, 432, 510, 512, 558, 1174, 1174.5, 1194, 1197, 1197.1, 1198.5, 2699, 2802,
9 2810.3, and 2810.5, among others.

10 15. Labor Code section 2699, subdivisions (a) and (g), authorizes aggrieved employees
11 such as Plaintiff, on behalf of Plaintiff and all other aggrieved current and former employees within
12 the statutory period, to bring a civil action to recover civil penalties pursuant to the procedures
13 specified in Labor Code section 2699.3.

14 16. On or around September 16, 2020, Plaintiff provided written notice pursuant to Labor
15 Code section 2699.3 online and by certified mail, with return receipt requested, of Defendants'
16 violation of various, including the herein-described, provisions of the Labor Code, to the LWDA,
17 as well as by certified mail, with return receipt requested to Defendants, and each of them.

18 17. Plaintiff also provided Defendants, and each of them, with notice under Labor Code
19 section 2810.3, subdivision (d) that Plaintiff would seek to hold them liable for each other's wage
20 and hour violations under Labor Code section 2810.3 on September 21, 2020 by certified mail with
21 return receipt requested.

22 18. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), the LWDA did not
23 provide notice of its intention to investigate Defendants' alleged violations within sixty-five (65)
24 calendar days of the September 16, 2020 postmarked date of the herein-described notice sent by
25 Plaintiff to the LWDA and Defendants.

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FACTUAL BACKGROUND

19. For at least four (4) years prior to the filing of this action and continuing to the present, Defendants have, at times, failed to pay overtime wages to Plaintiff and Class Members, or some of them, in violation of California state wage and hour laws as a result of, without limitation, Plaintiff and Class Members working over eight (8) hours per day, forty (40) hours per week, and seven consecutive work days in a work week without being properly compensated for hours worked in excess of (8) hours per day in a work day, forty (40) hours per week in a work week, and/or hours worked on the seventh consecutive work day in a work week by. among other things, at times, failing to accurately track and/or pay for all hours actually worked at the proper overtime rate of pay to the detriment of Plaintiff and Class Members.

20. For at least four (4) years prior to the filing of this Action and continuing to the present, Defendants have, at times, failed to pay minimum wages to Plaintiff and Class Members, or some of them, in violation of California state wage and hour laws as a result of, among other things, at times, failing to accurately track and/or pay for all hours actually worked at their regular rate of pay that is above the minimum wage to the detriment of Plaintiff and Class Members.

21. For at least four (4) years prior to the filing of this Action and continuing to the present, Defendants have, at times, failed to provide Plaintiff and Class Members, or some of them, full, timely thirty (30) minute uninterrupted meal period for days on which they worked more than five (5) hours in a work day and a second thirty (30) minute uninterrupted meal period for days on which they worked in excess of ten (10) hours in a work day, and at times failing to provide compensation for such unprovided meal periods as required by California wage and hour laws.

22. For at least four (4) years prior to the filing of this action and continuing to the present, Defendants have, at times, failed to authorize and permit Plaintiff and Class Members, or some of them, to take rest periods of at least ten (10) minutes per four (4) hours worked or major fraction thereof and failed to provide compensation for such unprovided rest periods as required by California wage and hour laws.

23. For at least three (3) years prior to the filing of this action and continuing to the present, Defendants have, at times, failed to pay Plaintiff and Class Members. or some of them, the

1 full amount of their wages owed to them upon termination and/or resignation as required by Labor
2 Code sections 201 and 202.

3 24. For at least one (1) year prior to the filing of this Action and continuing to the present,
4 Defendants have, at times, failed to furnish Plaintiff and Class Members, or some of them, with
5 itemized wage statements that accurately reflect gross wages earned: total hours worked; net wages
6 earned; all applicable hourly rates in effect during the pay period and the corresponding number of
7 hours worked at each hourly rate; and other such information as required by Labor Code section
8 226, subdivision (a). As a result thereof, Defendants have further failed to furnish employees with
9 an accurate calculation of gross and gross wages earned, as well as gross and net wages paid.

10 25. For at least three (3) years prior to the filing of this action and continuing to the
11 present, Defendants have, at times, failed to indemnify Class Members, or some of them, for the
12 costs incurred in laundering mandatory work uniforms and purchasing work boots.

13 26. Plaintiff, on Plaintiff's own behalf and on behalf of Class Members, brings this action
14 pursuant to, including but not limited to, Labor Code sections 200, 201, 202, 203, 226, 226.7, 510,
15 512, 1194, 1194.2, 1197, 2802, 2810.3, and California Code of Regulations, Title 8, section 11040,
16 seeking overtime wages, minimum wages, payment of premium wages for missed meal and rest
17 periods, waiting time penalties, wage statement penalties, failure to indemnify work-related
18 expenses, other such provisions of California law, and reasonable attorneys' fees and costs.

19 27. Plaintiff, on Plaintiff's own behalf and on behalf of Class Members, pursuant to
20 Business and Professions Code sections 17200 through 17208, also seeks (an) injunction(s)
21 prohibiting Defendants from further violating the Labor Code and requiring the establishment of
22 appropriate and effective means to prevent further violations, as well as all monies owed but
23 withheld and retained by Defendants to which Plaintiff and Class Members are entitled, as well as
24 restitution of amounts owed.

25 **CLASS ACTION ALLEGATIONS**

26 28. Plaintiff brings this action on behalf of Plaintiff and Class Members as a class action
27 pursuant to Code of Civil Procedure section 382. Plaintiff seeks to represent a class of all current
28 and former non-exempt employees of Defendants within the State of California at any time

1 commencing four (4) years preceding the filing of Plaintiff's complaint up until the time that notice
2 of the class action is provided to the class (collectively referred to as "Class Members").

3 29. Plaintiff reserves the right under California Rule of Court rule 3.765, subdivision (b)
4 to amend or modify the class description with greater specificity, further divide the defined class
5 into subclasses, and to further specify or limit the issues for which certification is sought.

6 30. This action has been brought and may properly be maintained as a class action under
7 the provisions of Code of Civil Procedure section 382 because there is a well-defined community
8 of interest in the litigation and the proposed Class is easily ascertainable.

9 **A. Numerosity**

10 31. The potential Class Members as defined are so numerous that joinder of all the
11 members of the Class is impracticable. While the precise number of Class Members has not been
12 determined yet, Plaintiff is informed and believes that there are over seventy (70) Class Members
13 employed by Defendants within the State of California.

14 32. Accounting for employee turnover during the relevant periods necessarily increases
15 this number. Plaintiff alleges Defendants' employment records would provide information as to the
16 number and location of all Class Members. Joinder of all members of the proposed Class is not
17 practicable.

18 **B. Commonality**

19 33. There are questions of law and fact common to Class Members. These common
20 questions include, but are not limited to:

- 21 A. Did Defendants violate Labor Code sections 510 and 1194 by failing to pay all hours
22 worked at a proper overtime rate of pay?
- 23 B. Did Defendants violate Labor Code sections 510, 1194 and 1197 by failing to pay
24 for all other time worked at the employee's regular rate of pay and a rate of pay that
25 is greater than the applicable minimum wage?
- 26 C. Did Defendants violate Labor Code section 512 by not authorizing or permitting
27 Class Members to take compliant meal periods?

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- 1 D. Did Defendants violate Labor Code section 226.7 by not providing Class Members
2 with additional wages for missed or interrupted meal periods?
- 3 E. Did Defendants violate applicable Wage Orders by not authorizing or permitting
4 Class Members to take compliant rest periods?
- 5 F. Did Defendants violate Labor Code section 226.7 by not providing Class Members
6 with additional wages for missed rest periods?
- 7 G. Did Defendants violate Labor Code sections 201 and 202 by failing to pay Class
8 Members upon termination or resignation all wages earned?
- 9 H. Are Defendants liable to Class Members for waiting time penalties under Labor Code
10 section 203?
- 11 I. Did Defendants violate Labor Code section 226, subdivision (a) by not furnishing
12 Class Members with accurate wage statements?
- 13 J. Did Defendants fail to indemnify Class Members for all necessary expenditures or
14 losses incurred in direct consequence of the discharge of their duties or by obedience
15 to the directions of Defendants as required under Labor Code section 2802?
- 16 K. Did Defendants violate the Unfair Competition Law, Business and Professions Code
17 section 17200, *et seq.*, by their unlawful practices as alleged herein?
- 18 L. Are Class Members entitled to restitution of wages under Business and Professions
19 Code section 17203?
- 20 M. Are Class Members entitled to costs and attorneys' fees?
- 21 N. Are Class Members entitled to interest?

22 C. **Typicality**

23 34. The claims of Plaintiff herein alleged are typical of those claims which could be
24 alleged by any Class Members, and the relief sought is typical of the relief which would be sought
25 by each Class Member in separate actions. Plaintiff and Class Members sustained injuries and
26 damages arising out of and caused by Defendants' common course of conduct in violation of laws
27 and regulations that have the force and effect of law and statutes as alleged herein.

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41. At all times relevant to this First Amended Complaint, Labor Code section 510 further provided that “[a]ny work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee. In addition, any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay.”

42. Four (4) years prior to the filing of the Complaint in this Action through the present, Plaintiff and Class Members, at times, worked for Defendants during shifts that consisted of more than eight (8) hours in a workday and/or more than forty hours in a workweek, and/or seven (7) consecutive workdays in a workweek, without being paid overtime wages for all hours worked as a result of, including but not limited to, Defendants occasionally failing to accurately track and/or pay for all hours actually worked at the proper overtime rate of pay to the detriment of Plaintiff and Class Members.

43. Accordingly, by requiring Plaintiff and Class Members to, at times, work greater than eight (8) hours per workday, forty (40) hours per workweek, and/or seven (7) straight workdays without properly compensating overtime wages at the proper overtime rate of pay, Defendants, on occasion, willfully violated the provisions of the Labor Code, among others, sections 510, 1194, and applicable IWC Wage Orders, and California law.

44. As a result of the unlawful acts of Defendants, Plaintiff and Class Members have been deprived of overtime wages in amounts to be determined at trial, and are entitled to recovery, plus interest and penalties thereon, attorneys' fees and costs, pursuant to Labor Code section 1194 and 1199, Code of Civil Procedure section 1021.5 and 1032, and Civil Code section 3287.

SECOND CAUSE OF ACTION

(Failure to Pay Minimum Wages – Against All Defendants)

45. Plaintiff realleges and incorporates by reference all of the allegations contained in the preceding paragraphs as though fully set forth hereat.

46. At all relevant times, Plaintiff and Class Members were employees or former employees of Defendants covered by Labor Code sections 1197, 1199 and applicable Wage Orders.

47. Pursuant to Labor Code section 1197 and applicable Wage Orders, Plaintiff and

1 Class Members were entitled to receive minimum wages for all hours worked or otherwise under
2 Defendants' control.

3 48. For four (4) years prior to the filing of the Complaint in this Action through the
4 present, Defendants failed, at times, to accurately track and/or pay for all hours actually worked at
5 their regular rate of pay that is above the minimum wage to the detriment of Plaintiff and Class
6 Members.

7 49. As a result of Defendants' unlawful conduct, Plaintiff and Class Members have
8 suffered damages in an amount, subject to proof, to the extent they were not paid minimum wages
9 for all hours worked or otherwise due.

10 50. Pursuant to Labor Code sections 218.6, 1194, 1194.2, Code of Civil Procedure
11 sections 1021.5 and 1032, and Civil Code section 3287, Plaintiff and Class Members are entitled to
12 recover the full amount of unpaid minimum wages, interest and penalties thereon, liquidated
13 damages, reasonable attorneys' fees and costs of suit.

14 **THIRD CAUSE OF ACTION**

15 **(Failure to Provide Meal Periods – Against All Defendants)**

16 51. Plaintiff realleges and incorporates by reference all of the allegations contained in
17 the preceding paragraphs as though fully set forth hereat.

18 52. At all relevant times, Plaintiff and Class Members were employees or former
19 employees of Defendants covered by Labor Code section 512 and applicable Wage Orders.

20 53. Pursuant to Labor Code section 512 and applicable Wage Orders, no employer shall
21 employ an employee for a work period of more than five (5) hours without a timely meal break of
22 not less than thirty (30) minutes in which the employee is relieved of all of his or her duties.
23 Furthermore, no employer shall employ an employee for a work period of more than ten (10) hours
24 per day without providing the employee with a second timely meal period of not less than thirty (30)
25 minutes in which the employee is relieved of all of his or her duties.

26 54. Pursuant to Labor Code section 226.7, if an employer fails to provide an employee
27 with a meal period as provided in the applicable Wage Order of the Industrial Welfare Commission,
28 the employer shall pay the employee one (1) additional hour of pay at the employee's regular rate

1 of compensation for each workday that the meal period is not provided.

2 55. For four (4) years prior to the filing of the Complaint in this Action through the
3 present, Plaintiff and Class Members were, at times, not provided complete, timely 30-minute, duty-
4 free uninterrupted meal periods every five hours of work without waiving the right to take them, as
5 permitted. Moreover, at times, Defendants failed to provide one (1) additional hour of pay at the
6 Class Member's regular rate of compensation on the occasions that Class Members were not
7 provided compliant meal periods.

8 56. By their failure to provide Plaintiff and Class Members compliant meal periods as
9 contemplated by Labor Code section 512, among other California authorities. and failing, at times,
10 to provide compensation for such unprovided meal periods, as alleged above. Defendants willfully
11 violated the provisions of Labor Code section 512 and applicable Wage Orders.

12 57. As a result of Defendants' unlawful conduct, Plaintiff and Class Members have
13 suffered damages in an amount, subject to proof, to the extent they were not paid additional pay
14 owed for missed, untimely, interrupted, incomplete and/or on-duty meal periods.

15 58. Plaintiff and Class Members are entitled to recover the full amount of their unpaid
16 additional pay for unprovided compliant meal periods, in amounts to be determined at trial, plus
17 interest and penalties thereon, attorneys' fees, and costs, under Labor Code sections 226 and 226.7,
18 Code of Civil Procedure sections 1021.5 and 1032, and Civil Code section 3287.

19 **FOURTH CAUSE OF ACTION**

20 **(Failure to Provide Rest Periods – Against All Defendants)**

21 59. Plaintiff realleges and incorporates by reference all of the allegations contained in
22 the preceding paragraphs as though fully set forth hereat.

23 60. At all relevant times, Plaintiff and Class Members were employees or former
24 employees of Defendants covered by applicable Wage Orders.

25 61. California law and applicable Wage Orders require that employers "authorize and
26 permit" employees to take ten (10) minute rest periods in about the middle of each four (4) hour
27 work period "or major fraction thereof." Accordingly, employees who work shifts of three and-a-
28 half (3 ½) to six (6) hours must be provided ten (10) minutes of paid rest period, employees who

1 work shifts of more than six (6) and up to ten (10) hours must be provided with twenty (20) minutes
2 of paid rest period, and employees who work shifts of more than ten (10) hours must be provided
3 thirty (30) minutes of paid rest period.

4 62. Pursuant to Labor Code section 226.7, if an employer fails to provide an employee
5 with a meal period or rest period as provided in the applicable Wage Order of the Industrial Welfare
6 Commission, the employer shall pay the employee one (1) additional hour of pay at the employee's
7 regular rate of compensation for each work day that the rest period is not provided.

8 63. For four (4) years prior to the filing of the Complaint in this Action through the
9 present, Plaintiff and Class Members were, at times, not authorized or permitted to take complete,
10 timely 30-minute, duty-free uninterrupted rest periods every four (4) hours of work or major fraction
11 thereof. Moreover, at times, Defendants failed to provide one (1) additional hour of pay at the Class
12 Member's regular rate of compensation on the occasions that Class Members were not authorized
13 or permitted to take compliant rest periods.

14 64. By their failure, at times, to authorize and permit Plaintiff and Class Members to take
15 rest periods contemplated by California law, and one (1) additional hour of pay at the employee's
16 regular rate of compensation for such unprovided rest periods, as alleged above, Defendants
17 willfully violated the provisions of Labor Code section 226.7 and applicable Wage Orders.

18 65. As a result of Defendants' occasional unlawful conduct, Plaintiff and Class Members
19 have suffered damages in an amount, subject to proof, to the extent they were not paid additional
20 pay owed for rest periods that they were not authorized or permitted to take.

21 66. Plaintiff and Class Members are entitled to recover the full amount of their unpaid
22 additional pay for unprovided compliant meal periods, in amounts to be determined at trial, plus
23 interest and penalties thereon, attorneys' fees, and costs, under Labor Code sections 226 and 226.7,
24 Code of Civil Procedure sections 1021.5 and 1032, and Civil Code section 3287.

25 **FIFTH CAUSE OF ACTION**

26 **(Failure to Pay All Wages Due Upon Termination – Against All Defendants)**

27 67. Plaintiff realleges and incorporates by reference all of the allegations contained in
28 the preceding paragraphs as though fully set forth hereat.

1 68. At all relevant times, Plaintiff and Class Members were employees or former
2 employees of Defendants covered by Labor Code sections 201, 202 and 203, as well as applicable
3 Wage Orders.

4 69. Pursuant to Labor Code sections 201 and 202, Plaintiff and Class Members were
5 entitled upon termination to timely payment of all wages earned and unpaid prior to termination.
6 Discharged Class Members were entitled to payment of all wages earned and unpaid prior to
7 discharge immediately upon termination. Class Members who resigned were entitled to payment
8 of all wages earned and unpaid prior to resignation within 72 hours after giving notice of resignation
9 or, if they gave 72 hours previous notice, they were entitled to payment of all wages earned and
10 unpaid at the time of resignation.

11 70. Plaintiff is informed and believes, and based thereon alleges, that in the three (3)
12 years before the filing of the Complaint in this Action through the present, Defendants, due to the
13 failure, at times, to provide overtime wages mentioned above, failed to pay Plaintiff and Class
14 Members all wages earned prior to resignation or termination in accordance with Labor Code
15 sections 201 or 202.

16 71. Plaintiff is informed and believes Defendants' failure, at times, to pay Plaintiff and
17 Class Members all wages earned prior to termination or resignation in accordance with Labor Code
18 sections 201 and 202 was willful. Defendants had the ability to pay all wages earned by Plaintiff
19 and Class Members at the time of termination in accordance with Labor Code sections 201 and 202,
20 but intentionally adopted policies or practices incompatible with the requirements of Labor Code
21 sections 201 and 202 resulting in the failure, at times, to pay all wages earned prior to termination
22 or resignation.

23 72. Pursuant to Labor Code section 203, Plaintiff and Class Members are entitled to
24 waiting time penalties from the date their earned and unpaid wages were due, upon termination or
25 resignation, until paid, up to a maximum of thirty (30) days.

26 73. As a result of Defendants' occasional unlawful conduct, Plaintiff and Class Members
27 have suffered damages in an amount subject to proof, to the extent they were not paid for all wages
28 earned prior to termination or resignation.

1 74. Pursuant to Labor Code section 203 and 218.6, Code of Civil Procedure sections
2 1021.5 and 1032, and Civil Code section 3287, Plaintiff and Class Members are entitled to recover
3 waiting time penalties, interest, and their costs of suit, as well.

4 **SIXTH CAUSE OF ACTION**

5 **(Failure to Provide Accurate Wage Statements – Against All Defendants)**

6 75. Plaintiff realleges and incorporates by reference all of the allegations contained in
7 the preceding paragraphs as though fully set forth hereat.

8 76. At all relevant times, Plaintiff and Class Members were employees or former
9 employees of Defendants covered by Labor Code section 226, as well as applicable Wage Orders.

10 77. Pursuant to Labor Code section 226, subdivision (a). Plaintiff and Class Members
11 were entitled to receive, semi-monthly or at the time of each payment of wages. an accurate itemized
12 statement that accurately reflects, among other things, gross wages earned; total hours worked; net
13 wages earned; and all applicable hourly rates in effect during the pay period and the corresponding
14 number of hours worked at each hourly rate, among other things.

15 78. Plaintiff is informed and believes, and based thereon alleges, that in the one (1) year
16 before the filing of the Complaint in this Action through the present. Defendants failed to comply
17 with Labor Code section 226, subdivision (a) by adopting policies and practices that resulted in their
18 failure, at times, to furnish Plaintiff and Class Members with accurate itemized statements that
19 accurately reflect, among other things, gross wages earned; total hours worked; net wages earned;
20 and all applicable hourly rates in effect during the pay period and the corresponding number of hours
21 worked at each hourly rate, among other things.

22 79. Defendants' failure to, at times, provide Plaintiff and Class Members with accurate
23 wage statements was knowing, intentional, and willful. Defendants had the ability to provide
24 Plaintiff and the other Class Members with accurate wage statements, but, at times, willfully
25 provided wage statements that Defendants knew were not accurate.

26 80. As a result of Defendants' unlawful conduct, Plaintiff and Class Members have
27 suffered injury. The absence of accurate information on Class Members' wage statements at times
28 has delayed timely challenge to Defendants' unlawful pay practices; requires discovery and

1 mathematical computations to determine the amount of wages owed; causes difficulty and expense
2 in attempting to reconstruct time and pay records; and led to submission of inaccurate information
3 about wages and amounts deducted from wages to state and federal governmental agencies, among
4 other things.

5 81. Pursuant to Labor Code section 226, subdivision (e). Plaintiff and Class Members
6 are entitled to recover \$50 for the initial pay period during the period in which violation of Labor
7 Code section 226 occurred and \$100 for each violation of Labor Code section 226 in a subsequent
8 pay period, not to exceed an aggregate \$4,000.00 per employee.

9 82. Pursuant to Labor Code sections 226, subdivisions (e) and (g), Code of Civil
10 Procedure section 1032, Civil Code section 3287, Plaintiff and Class Members are entitled to
11 recover the full amount of penalties due under Labor Code section 226, subdivision (e), reasonable
12 attorneys' fees, and costs of suit.

13 **SEVENTH CAUSE OF ACTION**

14 **(Violation of Labor Code § 2802 – Against All Defendants)**

15 83. Plaintiff realleges and incorporates by reference all of the allegations contained in
16 the preceding paragraphs as though fully set forth hereat.

17 84. At all relevant times, Plaintiff and Class Members were employees or former
18 employees of Defendants covered by Labor Code section 2802 and applicable Wage Orders.

19 85. Labor Code section 2802, subdivision (a) provides that “an employer shall indemnify
20 his or her employee for all necessary expenditures or losses incurred by the employee in direct
21 consequence of the discharge of his or her duties . . .”

22 86. For three (3) years prior to the filing of the Complaint in this Action through the
23 present, Defendants required Plaintiff and Class Members, or some of them, to incur, at times,
24 necessary expenditures or losses in direct consequence of the discharge of their duties or at the
25 obedience to the directions of Defendants that included, without limitation: laundering mandatory
26 work uniforms and purchasing work boots.

27 87. During that time period, Plaintiff is informed and believes, and based thereon alleges
28 that Defendants failed and refused, and still fail and refuse, at times, to reimburse Plaintiff and Class

1 Members for those losses and/or expenditures.

2 88. As a result of Defendants' unlawful conduct, Plaintiff and Class Members have
3 suffered damages in an amount subject to proof, to the extent they were not reimbursed for the
4 herein-described losses and/or expenditures.

5 89. Pursuant to Labor Code section 2802, Code of Civil Procedure sections 1021.5 and
6 1032, and Civil Code section 3287, Plaintiff and Class Members are entitled to recover
7 reimbursement for their herein-described losses and/or expenditures, reasonable attorneys' fees and
8 costs of suit.

9 **EIGHTH CAUSE OF ACTION**

10 **(Unfair Competition – Against All Defendants)**

11 90. Plaintiff realleges and incorporates by reference all of the allegations contained in
12 the preceding paragraphs as though fully set forth hereat.

13 91. Plaintiff is informed and believes, and based thereon alleges that the unlawful
14 conduct of Defendants alleged herein constitutes unfair competition within the meaning of Business
15 and Professions Code section 17200. Due to their unlawful business practices in violation of the
16 Labor Code, Defendants have gained a competitive advantage over other comparable companies
17 doing business in the State of California that comply with their obligations to compensate employees
18 in accordance with the Labor Code.

19 92. As a result of Defendants' unfair competition as alleged herein, Plaintiff and Class
20 Members have suffered injury in fact and lost money or property.

21 93. Pursuant to Business and Professions Code section 17203, Plaintiff and Class
22 Members are entitled to (an) injunction(s) prohibiting Defendants from further violating the Labor
23 Code and requiring the establishment of appropriate and effective means to prevent further
24 violations, as well as restitution of all wages and other monies owed to them under the Labor Code,
25 including interest thereon, in which they had a property interest and which Defendants nevertheless
26 failed to pay them and instead withheld and retained for themselves. Restitution of the money owed
27 to Plaintiff and Class Members is necessary to prevent Defendants from becoming unjustly enriched
28 by their failure to comply with the Labor Code.

1 94. Plaintiff and Class Members are entitled to costs of suit under Code of Civil
2 Procedure section 1032 and interest under Civil Code section 3287.

3 **NINTH CAUSE OF ACTION**

4 **(Civil Penalties Under Labor Code § 210 – Against All Defendants)**

5 95. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs
6 and incorporates each by reference as though fully set forth hereat.

7 96. At all relevant times herein, Labor Code section 204, requires and required that:
8 “[l]abor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for
9 between the 16th and 26th day of the month during which the labor was performed, and labor
10 performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for
11 between the 1st and 10th day of the following month.”

12 97. At all relevant times herein, Labor Code section 210, subdivision (a) states and stated
13 that “[i]n addition to, and entirely independent and apart from, any other penalty provided in this
14 article, every person who fails to pay the wages of each employee as provided in Sections 201.3,
15 204, 204b, 204.1, 205, 205.5, and 1197.5, shall be subject to a civil penalty as follows: (1) For any
16 initial violation, one hundred dollars (\$100) for each failure to pay each employee” and “(2) For
17 each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for
18 each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.”

19 98. At all relevant times herein, Defendants have had a consistent policy or practice of
20 failing to pay Plaintiff and/or Aggrieved Employees during their employment on a timely basis as
21 per Labor Code section 204. Thus, pursuant to Labor Code section 210, Plaintiff and other
22 Aggrieved Employees are entitled to recover civil penalties for Defendants’ violations of Labor
23 Code section 204, in the amount of one hundred dollars (\$100) for each Aggrieved Employee for
24 each initial violation per employee, and two hundred dollars (\$200) for each Aggrieved Employee
25 for each subsequent violation in connection with each payment that was made in violation of Labor
26 Code section 204.

27 / / /

28 / / /

1 **TENTH CAUSE OF ACTION**

2 **(Civil Penalties Under Labor Code § 226.3 – Against All Defendants)**

3 99. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs
4 and incorporates each by reference as though fully set forth hereat.

5 100. Defendants had and have a policy or practice of failing to comply with Labor Code
6 section 226, subdivision (a) by intentionally failing to furnish Plaintiff and Aggrieved Employees
7 with itemized wage statements that accurately reflect gross wages earned; total hours worked; net
8 wages earned; the name and address of each employer with whom they have been placed to work;
9 all applicable hourly rates in effect during the pay period and the corresponding number of hours
10 worked at each hourly rate; and other such information as required by Labor Code section 226,
11 subdivision (a).

12 101. Labor Code section 226.3 states that “[a]ny employer who violates subdivision (a)
13 of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250)
14 per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for
15 each violation in a subsequent citation, for which the employer fails to provide the employee a wage
16 deduction statement or fails to keep the records required in subdivision (a) of Section 226.”

17 102. Labor Code section 226.3 further provides that “[t]he civil penalties provided for in
18 this section are in addition to any other penalty provided by law.”

19 103. Plaintiff is informed and believes, and based thereon alleges, that Defendants had
20 and have a policy or practice of failing to furnish non-exempt employees, including, without
21 limitation, Plaintiff, with itemized wage statements that accurately reflect gross wages earned; total
22 hours worked; net wages earned; all deductions; all applicable hourly rates in effect and the
23 corresponding number of hours worked at each hourly rate in effect during the pay period; and other
24 such information as required by Labor Code section 226, subdivision (a).

25 104. Pursuant to Labor Code section 226.3, Plaintiff and other Aggrieved Employees are
26 entitled to recover civil penalties for Defendants’ violation of Labor Code section 226, subdivision
27 (a) in the amount of two hundred fifty dollars (\$250) for each Aggrieved Employee per pay period
28 for the initial violation, and one thousand dollars (\$1,000) for each Aggrieved Employee per pay

1 period for each subsequent violation.

2 **ELEVENTH CAUSE OF ACTION**

3 **(Violation of Labor Code § 558 – Against All Defendants)**

4 105. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs
5 and incorporates each by reference as though fully set forth hereat.

6 106. Pursuant to Labor Code section 558, subdivision (a): “Any employer or other person
7 acting on behalf of an employer who violates, or causes to be violated . . . any provision regulating
8 hours and days of work in any of the Industrial Welfare Commission” shall be subject to a civil
9 penalty as follows:

10 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee and for each
11 pay period for which the employee was underpaid in addition to an amount sufficient
12 to recover underpaid wages;

13 (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid
14 employee for each pay period for which the employee was underpaid in addition to
15 an amount sufficient to recover underpaid wages;

16 (3) Wages recovered pursuant to this section shall be paid to the affected employee.”

17 107. Plaintiff is informed and believes, and based thereon allege, that Defendants, and
18 each of them, violated, or caused to be violated, the Labor Code sections described herein, including
19 causing Plaintiff and other Aggrieved Employees not to: be paid overtime wages and minimum
20 wages; receive meal and rest periods or compensation in lieu thereof; be paid timely wages during
21 their employment and after their employment separation; receive accurate, itemized wage
22 statements; be provided with the opportunity to inspect employment records; be provided with
23 notice as required under Labor Code section 2810.5; be provided with the proper accrual and use of
24 paid sick leave; and/or be paid out all paid time off and/or vacation wages owed at the proper rate
25 of pay.

26 108. As a direct and proximate result of the herein-described Labor Code violations,
27 pursuant to Labor Code section 558, Plaintiff and other Aggrieved Employees are entitled to recover
28 civil penalties for Defendants’ herein-described Labor Code violations in the amount fifty dollars

1 (\$50) for each Aggrieved Employee per pay period for the initial violation, and one hundred dollars
2 (\$100) for each Aggrieved Employee per pay period for each subsequent violation.

3 **TWELFTH CAUSE OF ACTION**

4 **(Violation of Labor Code § 1174.5 – Against All Defendants)**

5 109. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs
6 and incorporates each by reference as though fully set forth hereat.

7 110. At all times mentioned herein, Labor Code section 1174, subdivision (b) has required
8 every person employing labor in California to “[a]llow any member of the commission or the
9 employees of the Division of Labor Standards Enforcement free access to the place of business or
10 employment of the person to secure any information or make any investigation that they are
11 authorized by this chapter to ascertain or make. The commission may inspect or make excerpts,
12 relating to the employment of employees, from the books, reports, contracts, payrolls, documents,
13 or papers of the person.”

14 111. At all times mentioned herein, Labor Code section 1174, subdivision (c) has required
15 every person employing labor in California to “[k]eep a record showing the names and addresses of
16 all employees employed and the ages of all minors.”

17 112. At all times mentioned herein, Labor Code section 1174, subdivision (d) has required
18 every person employing labor in California to “[k]eep, at a central location in the state or at the
19 plants or establishments at which employees are employed, payroll records showing the hours
20 worked daily by and the wages paid to, and the number of piece-rate units earned by and applicable
21 piece rate paid to, employees employed at the respective plants or establishments. These records
22 shall be kept in accordance with rules established for this purpose by the commission, but in any
23 case, shall be kept on file for not less than three years. An employer shall not prohibit an employee
24 from maintaining a personal record of hours worked, or, if paid on a piece-rate basis, piece-rate units
25 earned.”

26 113. Pursuant to Labor Code section 1174.5, “[a]ny person employing labor who willfully
27 fails to maintain the records required by subdivision (c) of [Labor Code] Section 1174 or accurate
28 and complete records required by subdivision (d) of [Labor Code] Section 1174, or to allow any

1 member of the commission or employees of the division to inspect records pursuant to subdivision
2 (b) of [Labor Code] Section 1174, shall be subject to a civil penalty of five hundred dollars (\$500).

3 114. Plaintiff is informed and believes, and based thereon alleges, that Defendants have
4 willfully failed to maintain the records required by Labor Code subdivision (c), failed to maintain
5 accurate and complete records required by Labor Code subdivision (d), and/or failed to allow
6 inspection of records as required by Labor Code subdivision (b).

7 115. As a direct and proximate result of the herein-described Labor Code violations,
8 pursuant to Labor Code section 1174.5, Plaintiff and other Aggrieved Employees are entitled to
9 recover civil penalties for Defendants' herein-described Labor Code violations in the amount of five
10 hundred dollars (\$500) per violation per Aggrieved Employee.

11 **THIRTEENTH CAUSE OF ACTION**

12 **(Violation of Labor Code § 1197.1 – Against All Defendants)**

13 116. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs
14 and incorporates each by reference as though fully set forth hereat.

15 117. Pursuant to Labor Code section 1197.1, subdivision (a): "Any employer or other
16 person acting either individually or as an officer, agent, or employee of another person, who pays
17 or causes to be paid to any employee a wage less than the minimum fixed by an applicable state or
18 local law, or by an order of the commission shall be subject to a civil penalty. restitution of wages,
19 liquidated damages payable to the employee, and any applicable penalties imposed pursuant to
20 Section 203 as follows:

21 (1) For any initial violation that is intentionally committed. one hundred dollars
22 (\$100) for each underpaid employee for each pay period for which the
23 employee is underpaid. This amount shall be in addition to an amount
24 sufficient to recover underpaid wages, liquidated damages pursuant to Section
25 1194.2, and any applicable penalties imposed pursuant to Section 203.

26 (2) For each subsequent violation for the same specific offense, two hundred fifty
27 dollars (\$250) for each underpaid employee for each pay period for which the
28 employee is underpaid regardless of whether the initial violation is

intentionally committed. This amount shall be in addition to an amount sufficient to recover underpaid wages, liquidated damages pursuant to Section 1194.2, and any applicable penalties imposed pursuant to Section 203.

(3) Wages, liquidated damages, and any applicable penalties imposed pursuant to Section 203, recovered pursuant to this section shall be paid to the affected employee.”

118. Plaintiff is informed and believes, and based thereon alleges, that Defendants caused Plaintiff and Aggrieved Employees not to be paid minimum wages as a result of Defendants, without limitation, routinely failing to pay Plaintiff or other Aggrieved Employees’ wages for all hours worked or otherwise under Defendants’ control due to, without limitation, routinely failing to accurately track and/or pay for all hours actually worked; detrimental rounding or manipulation of time entries; paying straight pay instead of overtime or otherwise failing to pay overtime hours at the proper overtime rate of pay; engaging, suffering, or permitting employees to work off the clock.

119. As a direct and proximate result of the herein-described Labor Code violations, pursuant to Labor Code section 1197.1, Plaintiff and other Aggrieved Employees are entitled to recover civil penalties for Defendants’ herein-described Labor Code violations in the amount one hundred dollars (\$100) for each Aggrieved Employee per pay period for the initial violation, and two hundred and fifty dollars (\$250) for each Aggrieved Employee per pay period for each subsequent violation.

FOURTEENTH CAUSE OF ACTION

(Civil Penalties Under Labor Code § 2699 – Against All Defendants)

120. Plaintiff re-alleges each and every allegation set forth in the preceding paragraphs and incorporates each by reference as though fully set forth hereat.

121. Pursuant to Labor Code section 2699, subdivision (a), notwithstanding any other provision of law, any provision of the Labor Code that provides for a civil penalty to be assessed and collected by the LWDA or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself and other current or former

1 employees pursuant to the procedures specified in Labor Code section 2699.3.

2 122. Pursuant to Labor Code section 2699, subdivision (f). for all provisions of the Labor
3 Code except those for which a civil penalty is specifically provided, the established civil penalty for
4 a violation of those provisions is as follows: if, at the time of the alleged violation, the person
5 employs one or more employees, the civil penalty is one hundred dollars (\$100) for each aggrieved
6 employee per pay period for the initial violation and two hundred dollars (\$200) for each aggrieved
7 employee per pay period for each subsequent violation.

8 123. Plaintiff is informed and believes and based thereon alleges that Defendants, and
9 each of them, violated the Labor Code sections described herein, including, without limitation, for
10 the failure to: pay overtime wages and minimum wages; provide meal and rest periods or
11 compensation in lieu thereof; provide accurate, itemized wage statements; pay timely wages during
12 employment and after employment separation; provide employees the opportunity to inspect
13 employment records; reimburse Aggrieved Employees for costs incurred in furtherance of their
14 work duties; provide notice as required under Labor Code section 2810.5; provide the proper accrual
15 and use of paid sick leave; and paying employees all owed paid time off and vacation time owed by
16 separation at the proper rate of pay, entitling Plaintiff and other Aggrieved Employees to civil
17 penalties for each of these Labor Code violations in the amounts set forth in Labor Code section
18 2699, subdivision (f).

19 124. Moreover, Plaintiff and other Aggrieved Employees within the State of California
20 whom he seeks to represent are entitled to an award of reasonable attorneys' fees and costs in
21 connection with their herein-described claims for civil penalties.

22 **DEMAND FOR JURY TRIAL**

23 125. Plaintiff demands a trial by jury on all causes of action contained herein.

24 **PRAYER**

25 WHEREFORE, on behalf of Plaintiff and Class Members and other aggrieved employees,
26 Plaintiff prays for judgment against Defendants as follows:

27 A. An order certifying this case as a Class Action;

28 B. An Order appointing Plaintiff as Class representative and appointing Plaintiff's

- 1 counsel as class counsel;
- 2 C. Damages for all wages earned and owed, including minimum and overtime wages
- 3 under Labor Code sections 510, 1194, 1197 and 1199:
- 4 D. Liquidated damages pursuant to Labor Code section 1194.2;
- 5 E. Damages for unpaid premium wages from missed meal and rest periods under,
- 6 among other Labor Code sections, 512 and 226.7;
- 7 F. Penalties for inaccurate wage statements under Labor Code section 226,
- 8 subdivision (e);
- 9 G. Waiting time penalties under Labor Code section 203:
- 10 H. Damages under Labor Code sections 2802;
- 11 I. Preliminary and permanent injunctions prohibiting Defendants from further
- 12 violating the California Labor Code and requiring the establishment of appropriate
- 13 and effective means to prevent future violations;
- 14 J. Restitution of wages and benefits due which were acquired by means of any unfair
- 15 business practice, according to proof;
- 16 K. An award of civil penalties pursuant to Labor Code sections 210, 226.3, 558,
- 17 1174.5, 1197.1, and 2699;
- 18 L. An award of reasonable attorneys' fees and costs pursuant to Labor Code sections
- 19 210, 226.3, 558, 1174.5, 1197.1, and 2699;
- 20 M. Prejudgment and post-judgment interest at the maximum rate allowed by law;
- 21 N. For attorneys' fees in prosecuting this action;
- 22 O. For costs of suit incurred herein; and
- 23 / / /
- 24 / / /
- 25 / / /
- 26 / / /
- 27 / / /
- 28 / / /

1 P. For such other and further relief as the Court deems just and proper.

2 Dated: January 26, 2021

BIBIYAN LAW GROUP, P.C.

3

4

BY: 

5

SARA EHSANI-NIA

6

DAVID D. BIBIYAN

7

Attorneys for Plaintiff, USA CORRALES-
ROJAS, on behalf of himself and all others
similarly situated

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1 **PROOF OF SERVICE**

2 **STATE OF CALIFORNIA, COUNTY OF LOS ANGELES**

3 I am employed in the County of Los Angeles, State of California. I am over the age of
4 eighteen years and not a party to the within action; my mailing address is 8484 Wilshire Boulevard,
Suite 500, Beverly Hills, California 90211.

5 On January 26, 2021, and pursuant to the California Code of Civil Procedure section 1010.6,
6 I caused a true and correct copy of the foregoing document(s) described as **FIRST AMENDED**
COMPLAINT to be served by electronic transmission to the below referenced electronic e-mail
addresses as follows:

7
8 Kimberly Y. Higgins
Thomas T. Liu
Stacie Yee
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13
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17 **Counsel for Defendant ESG Employer Resources, Inc.**

18
19 I declare under penalty of perjury under the laws of the State of California that the foregoing
is true and correct.

20 Executed on January 26, 2021 at Beverly Hills, California.

21
22 
23 Rosemary Martir