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FILED
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K. BIEKER CLERK OF THE COURT
SUPERIOR COURT OF CALIFORNIA
COUNTY OF CONTRA COSTA
By _____ B. Pool, Deputy Clerk

THIS CASE IS ASSIGNED
TO DEPT 39 FOR ALL
PURPOSES.

10 SUPERIOR COURT OF THE STATE OF CALIFORNIA

11 FOR THE COUNTY OF CONTRA COSTA

SUMMONS ISSUED

13 JOSS HARRIS, as an aggrieved employee
14 pursuant to the Private Attorneys General
Act ("PAGA"), on behalf of the State of
15 California and other aggrieved employees,

16 Plaintiff,

17 vs.

18 ISP2, INC., a California corporation; ISP2
SAN RAMON, INC., a California
19 corporation; IKE'S PLACE #4 LLC, a
California limited liability company; IKE'S
20 PLACE #7, LLC, a California limited
liability company; IKE'S PLACE #8, LLC,
21 a California limited liability company;
IKES PLACE #6, a California corporation;
22 IKES PLACE #1012, a California
corporation; ISP2 BAKERSFIELD, INC., a
23 California corporation; ISP2
BAKERSFIELD MARKETPLACE, INC., a
24 California corporation; ISP2
BURLINGAME, INC.; ISP2 CHINO, INC.,
25 a California corporation; ISP2 DANVILLE
INC., a California corporation; ISP2
26 DUBLIN, INC., a California corporation;
ISP2 EMERYVILLE, INC., a California
27 corporation; ISP2 FOUNTAIN VALLEY,
INC., a California corporation; ISP2
28 FRESNO, INC., a California corporation;
ISP2 FRESNO 2, INC., a California

Case No.: **C21-01157**

**COMPLAINT – PAGA ENFORCEMENT
ACTION**

- (1) Claim for Civil Penalties for Violations
of California Labor Code, Pursuant to
PAGA, §§ 2698, *et seq.*

Jury Trial Demanded

corporation; ISP2 HAYWARD, INC., a California corporation; ISP2 HILLSDALE, INC., a California corporation; ISP2 LONG BEACH, INC., a California corporation; ISP2 MODESTO, INC., a California corporation; ISP2 MONTEREY, INC., a California corporation; ISP2 MOUNTAIN VIEW, INC., a California corporation; ISP2 NEWPORT BEACH, INC., a California corporation; ISP2 NORTHRIDGE, INC., a California corporation; ISP2 OAKLAND, INC., a California corporation; ISP2 ROCKRIDGE, INC., a California corporation; ISP2 SACRAMENTO, INC., a California corporation; ISP2 SALINAS INC., a California corporation; ISP2 SAN DIEGO, INC., a California corporation; ISP2 SAN JOSE D/T INC., a California corporation; ISP2 SAN LUIS OBISPO, INC., a California corporation; ISP2 SANTA CLARA INC., a California corporation; ISP2 SANTA CRUZ, INC., a California corporation; ISP2 SANTANA ROW, INC., a California corporation; ISP2 SAP, INC., a California corporation; ISP2 SERRAMONTE, INC., a California corporation; ISP2 SHATTUCK, INC., a California corporation; ISP2 SKYPORT, INC., a California corporation; ISP2 STOCKTON, INC., a California corporation; ISP2 STONESTOWN, INC., a California corporation; ISP2 SUNNYVALE, INC., a California corporation; ISP2 THE PLANT, INC., a California corporation; ISP2 THE WILLOWS, INC., a California corporation; ISP2 TURLOCK, INC., a California corporation; ISP2 TUSTIN, INC., a California corporation; ISP2 VACAVILLE, INC., a California corporation; ISP2 VALLEJO, INC., a California corporation; ISP2 WALNUT CREEK, INC., a California corporation; ISP2 WESTGATE, INC., a California corporation; and DOES 1 through 10, inclusive,

Defendants.

1 Plaintiff Joss Harris, as an aggrieved employee and on behalf of the State of California
2 and all other aggrieved employees, alleges as follows:

3 JURISDICTION AND VENUE

4 1. This is an enforcement action under the Labor Code Private Attorneys General
5 Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”) to recover civil penalties
6 and any other available relief on behalf of Plaintiff, the State of California, and other current
7 and former employees who worked for Defendants in California as a non-exempt, hourly paid
8 employee and received at least one wage statement and against whom one or more violations
9 of any provision in Division 2 Part 2 Chapter 1 of the Labor Code or any provision regulating
10 hours and days of work in the applicable Industrial Welfare Commission (“IWC”) Wage
11 Order were committed, as set forth in this complaint, at any time between one year prior to the
12 filing of the pre-filing written notice to the Labor and Workforce Development Agency
13 (“LWDA”) in this case on April 9, 2021, until judgment (“non-party Aggrieved Employees”).
14 Plaintiff’s share of civil penalties sought in this action does not exceed \$75,000.

15 2. This Court has jurisdiction over this action pursuant to the California
16 Constitution, Article VI, section 10. The statute under which this action is brought does not
17 specify any other basis for jurisdiction.

18 3. This Court has jurisdiction over all Defendants because, on information and
19 belief, Defendants are either citizens of California, have sufficient minimum contacts in
20 California, or otherwise intentionally avail themselves of the California market so as to render
21 the exercise of jurisdiction over them by the California courts consistent with traditional
22 notions of fair play and substantial justice. There is no basis for federal diversity jurisdiction
23 in this action given that the State of California, as the real party in interest in this action, is not
24 a “citizen” for purposes of satisfying diversity jurisdiction. *Urbino v. Orkin Servs. of Cal.*,
25 726 F.3d 1118, 1123 (9th Cir. Cal. 2013). *Urbino* also holds that civil penalties cannot be
26 aggregated to satisfy the amount in controversy requirement for federal diversity jurisdiction
27 in this action, and that diversity jurisdiction cannot be established when Plaintiff’s share of the
28 civil penalties attributable to violations personally suffered are less than \$75,000. *Id.* at 1122.

4. Venue is proper in this Court because Defendants employ persons in this county, and employed Plaintiff in this county, and thus a substantial portion of the transactions, occurrences, and/or violations related to this action occurred in this county.

5. California Labor Code sections 2698, *et seq.*, the “Labor Code Private Attorneys General Act of 2004” (“PAGA”), authorize aggrieved employees to sue as private attorneys general their current or former employers for various civil penalties for violations of various provisions in the California Labor Code.

THE PARTIES

6. Plaintiff Joss Harris is a resident of Oakland, Alameda County, California. Defendants employed Plaintiff as an hourly paid, non-exempt Crew Member from approximately February 2018 to August 2020. Plaintiff worked for Defendants at their restaurant location in San Ramon, California. Plaintiff typically worked five (5) to six (6) hours or more per day, five (5) days per week. Plaintiff was compensated approximately \$15.00 per hour. His job duties included, without limitation, taking customer orders, processing transactions, preparing food, ordering inventory for food and supplies, and cleaning the premises.

7. On information and belief, Defendants required some employees, including Plaintiff, to execute a dispute resolution policy and/or arbitration agreement at the time of their hire or during their employment. On further information and belief, Defendants' dispute resolution policy and/or arbitration agreement was and is both procedurally and substantively unconscionable. Specifically, Defendants presented new hires with an "Arbitration Agreement" during the onboarding process, which had to be reviewed and signed immediately. In fact, upon information and belief, this Arbitration Agreement was one of several documents presented to new employees for signature during the orientation process, including the Company Property Policy, Conflict of Interest Policy, Employee Disciplinary Policy and Procedure, Employee Confidentiality and Non-Disclosure Agreement, Harassment, Discrimination and Retaliation Prevention Policy, Employee Safety Manual, Paid Sick Leave Policy, Smoke and Vape-Free Workplace Policy, Store Safety and Security Procedures, and

Technology and Electronic Devices Policy. Also, employees did not have a meaningful opportunity to negotiate the terms of the Arbitration Agreement. Rather, it was provided to Defendants' employees for them to sign on a take-it or leave-it basis at the time they were hired, along with all of the other on-boarding documents. Furthermore, Defendants did not set forth in the agreement or otherwise provide employees with the rules which will govern the arbitration, instead forcing employees to seek this information out on their own ("The arbitration shall be conducted in accordance with AAA's '**Employment Arbitration Rules and Mediation Procedures**,' a copy of which can be obtained from the AAA website at: www.adr.org.").

8. ISP2, INC. was and is, upon information and belief, a California corporation, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

9. ISP2 SAN RAMON, INC. was and is, upon information and belief, a California corporation, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

10. IKES PLACE #4 was and is, upon information and belief, a California corporation, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

11. IKES PLACE #6 was and is, upon information and belief, a California corporation, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

12. IKE'S PLACE #7, LLC was and is, upon information and belief, a California limited liability company, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

13. IKE'S PLACE #8, LLC was and is, upon information and belief, a California limited liability company, and at all times hereinafter mentioned, an employer whose employees are engaged throughout this county and the State of California.

14. IKES PLACE #1012 was and is, upon information and belief, a California

1 corporation, and at all times hereinafter mentioned, an employer whose employees are
2 engaged throughout this county and the State of California.

3 15. ISP2 BAKERSFIELD, INC. was and is, upon information and belief, a
4 California corporation, and at all times hereinafter mentioned, an employer whose employees
5 are engaged throughout this county and the State of California.

6 16. ISP2 BAKERSFIELD MARKETPLACE, INC. was and is, upon information and
7 belief, a California corporation, and at all times hereinafter mentioned, an employer whose
8 employees are engaged throughout this county and the State of California.

9 17. ISP2 BURLINGAME, INC. was and is, upon information and belief, a
10 California corporation, and at all times hereinafter mentioned, an employer whose employees
11 are engaged throughout this county and the State of California.

12 18. ISP2 CHINO, INC. was and is, upon information and belief, a California
13 corporation, and at all times hereinafter mentioned, an employer whose employees are
14 engaged throughout this county and the State of California.

15 19. ISP2 DANVILLE INC. was and is, upon information and belief, a California
16 corporation, and at all times hereinafter mentioned, an employer whose employees are
17 engaged throughout this county and the State of California.

18 20. ISP2 DUBLIN, INC. was and is, upon information and belief, a California
19 corporation, and at all times hereinafter mentioned, an employer whose employees are
20 engaged throughout this county and the State of California.

21 21. ISP2 EMERYVILLE, INC. was and is, upon information and belief, a California
22 corporation, and at all times hereinafter mentioned, an employer whose employees are
23 engaged throughout this county and the State of California.

24 22. ISP2 FOUNTAIN VALLEY, INC. was and is, upon information and belief, a
25 California corporation, and at all times hereinafter mentioned, an employer whose employees
26 are engaged throughout this county and the State of California.

27 23. ISP2 FRESNO, INC. was and is, upon information and belief, a California
28 corporation, and at all times hereinafter mentioned, an employer whose employees are

1 engaged throughout this county and the State of California.

2 24. ISP2 FRESNO 2, INC. was and is, upon information and belief, a California
3 corporation, and at all times hereinafter mentioned, an employer whose employees are
4 engaged throughout this county and the State of California.

5 25. ISP2 HAYWARD, INC. was and is, upon information and belief, a California
6 corporation, and at all times hereinafter mentioned, an employer whose employees are
7 engaged throughout this county and the State of California.

8 26. ISP2 HILLSDALE, INC. was and is, upon information and belief, a California
9 corporation, and at all times hereinafter mentioned, an employer whose employees are
10 engaged throughout this county and the State of California.

11 27. ISP2 LONG BEACH, INC. was and is, upon information and belief, a California
12 corporation, and at all times hereinafter mentioned, an employer whose employees are
13 engaged throughout this county and the State of California.

14 28. ISP2 MODESTO, INC. was and is, upon information and belief, a California
15 corporation, and at all times hereinafter mentioned, an employer whose employees are
16 engaged throughout this county and the State of California.

17 29. ISP2 SAP, INC. was and is, upon information and belief, a California
18 corporation, and at all times hereinafter mentioned, an employer whose employees are
19 engaged throughout this county and the State of California.

20 30. ISP2 SERRAMONTE, INC. was and is, upon information and belief, a
21 California corporation, and at all times hereinafter mentioned, an employer whose employees
22 are engaged throughout this county and the State of California.

23 31. ISP2 SHATTUCK, INC. was and is, upon information and belief, a California
24 corporation, and at all times hereinafter mentioned, an employer whose employees are
25 engaged throughout this county and the State of California.

26 32. ISP2 SKYPORT, INC. was and is, upon information and belief, a California
27 corporation, and at all times hereinafter mentioned, an employer whose employees are
28 engaged throughout this county and the State of California.

1 33. ISP2 STOCKTON, INC. was and is, upon information and belief, a California
2 corporation, and at all times hereinafter mentioned, an employer whose employees are
3 engaged throughout this county and the State of California.

4 34. ISP2 STONESTOWN, INC. was and is, upon information and belief, a
5 California corporation, and at all times hereinafter mentioned, an employer whose employees
6 are engaged throughout this county and the State of California.

7 35. ISP2 SUNNYVALE, INC. was and is, upon information and belief, a California
8 corporation, and at all times hereinafter mentioned, an employer whose employees are
9 engaged throughout this county and the State of California.

10 36. ISP2 THE PLANT, INC. was and is, upon information and belief, a California
11 corporation, and at all times hereinafter mentioned, an employer whose employees are
12 engaged throughout this county and the State of California.

13 37. ISP2 MONTEREY, INC. was and is, upon information and belief, a California
14 corporation, and at all times hereinafter mentioned, an employer whose employees are
15 engaged throughout this county and the State of California.

16 38. ISP2 MOUNTAIN VIEW, INC. was and is, upon information and belief, a
17 California corporation, and at all times hereinafter mentioned, an employer whose employees
18 are engaged throughout this county and the State of California.

19 39. ISP2 NEWPORT BEACH, INC. was and is, upon information and belief, a
20 California corporation, and at all times hereinafter mentioned, an employer whose employees
21 are engaged throughout this county and the State of California.

22 40. ISP2 NORTHRIDGE, INC. was and is, upon information and belief, a
23 California corporation, and at all times hereinafter mentioned, an employer whose employees
24 are engaged throughout this county and the State of California.

25 41. ISP2 OAKLAND, INC. was and is, upon information and belief, a California
26 corporation, and at all times hereinafter mentioned, an employer whose employees are
27 engaged throughout this county and the State of California.

28 42. ISP2 ROCKRIDGE, INC. was and is, upon information and belief, a California

1 corporation, and at all times hereinafter mentioned, an employer whose employees are
2 engaged throughout this county and the State of California.

3 43. ISP2 SACRAMENTO, INC. was and is, upon information and belief, a
4 California corporation, and at all times hereinafter mentioned, an employer whose employees
5 are engaged throughout this county and the State of California.

6 44. ISP2 SALINAS INC. was and is, upon information and belief, a California
7 corporation, and at all times hereinafter mentioned, an employer whose employees are
8 engaged throughout this county and the State of California.

9 45. ISP2 SAN DIEGO, INC. was and is, upon information and belief, a California
10 corporation, and at all times hereinafter mentioned, an employer whose employees are
11 engaged throughout this county and the State of California.

12 46. ISP2 SAN JOSE D/T INC. was and is, upon information and belief, a California
13 corporation, and at all times hereinafter mentioned, an employer whose employees are
14 engaged throughout this county and the State of California.

15 47. ISP2 SAN LUIS OBISPO, INC. was and is, upon information and belief, a
16 California corporation, and at all times hereinafter mentioned, an employer whose employees
17 are engaged throughout this county and the State of California.

18 48. ISP2 SANTA CLARA INC. was and is, upon information and belief, a
19 California corporation, and at all times hereinafter mentioned, an employer whose employees
20 are engaged throughout this county and the State of California.

21 49. ISP2 SANTA CRUZ, INC. was and is, upon information and belief, a California
22 corporation, and at all times hereinafter mentioned, an employer whose employees are
23 engaged throughout this county and the State of California.

24 50. ISP2 SANTANA ROW, INC. was and is, upon information and belief, a
25 California corporation, and at all times hereinafter mentioned, an employer whose employees
26 are engaged throughout this county and the State of California.

27 51. ISP2 THE WILLOWS, INC. was and is, upon information and belief, a
28 California corporation, and at all times hereinafter mentioned, an employer whose employees

1 are engaged throughout this county and the State of California.

2 52. ISP2 TURLOCK, INC. was and is, upon information and belief, a California
3 corporation, and at all times hereinafter mentioned, an employer whose employees are
4 engaged throughout this county and the State of California.

5 53. ISP2 TUSTIN, INC. was and is, upon information and belief, a California
6 corporation, and at all times hereinafter mentioned, an employer whose employees are
7 engaged throughout this county and the State of California.

8 54. ISP2 VACAVILLE, INC. was and is, upon information and belief, a California
9 corporation, and at all times hereinafter mentioned, an employer whose employees are
10 engaged throughout this county and the State of California.

11 55. ISP2 VALLEJO, INC. was and is, upon information and belief, a California
12 corporation, and at all times hereinafter mentioned, an employer whose employees are
13 engaged throughout this county and the State of California.

14 56. ISP2 WALNUT CREEK, INC. was and is, upon information and belief, a
15 California corporation, and at all times hereinafter mentioned, an employer whose employees
16 are engaged throughout this county and the State of California.

17 57. ISP2 WESTGATE, INC. was and is, upon information and belief, a California
18 corporation, and at all times hereinafter mentioned, an employer whose employees are
19 engaged throughout this county and the State of California.

20 58. Plaintiff is unaware of the true names or capacities of the Defendants sued
21 herein under the fictitious names DOES 1 through 10, but will seek leave of this Court to
22 amend the complaint and serve such fictitiously named Defendants once their names and
23 capacities become known.

24 59. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 10
25 were the partners, agents, owners, or managers of ISP2, INC.; ISP2 SAN RAMON, INC.;
26 IKE'S PLACE #4 LLC; IKE'S PLACE #7, LLC; IKE'S PLACE #8, LLC; IKES PLACE #6;
27 IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE,
28 INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2

DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; and/or ISP2 WESTGATE, INC. (collectively, “Defendants” or “IKES”) at all relevant times.

60. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts and omissions alleged herein was performed by, or is attributable to, ISP2, INC.; ISP2 SAN RAMON, INC.; IKE’S PLACE #4 LLC; IKE’S PLACE #7, LLC; IKE’S PLACE #8, LLC; IKES PLACE #6; IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE, INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE

1 WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.;
2 ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; ISP2 WESTGATE, INC.; and/or
3 DOES 1 through 10, each acting as the agent, employee, alter ego, and/or joint venturer of, or
4 working in concert with, each of the other co-Defendants and was acting within the course and
5 scope of such agency, employment, joint venture, or concerted activity with legal authority to
6 act on the others' behalf. The acts of any and all Defendants were in accordance with, and
7 represent, the official policy of Defendants.

8 61. At all relevant times, Defendants, and each of them, ratified each and every act
9 or omission complained of herein. At all relevant times, Defendants, and each of them, aided
10 and abetted the acts and omissions of each and all the other Defendants in proximately causing
11 the damages herein alleged.

12 62. Plaintiff is informed and believes, and thereon alleges, that each of said
13 Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts,
14 omissions, occurrences, and transactions alleged herein.

15 63. Under California law, Defendants are jointly and severally liable as employers
16 for the violations alleged herein because they have each exercised sufficient control over the
17 wages, hours, working conditions, and employment status of Plaintiff and other non-party
18 Aggrieved Employees. Each Defendant had the power to hire and fire Plaintiff and other non-
19 party Aggrieved Employees, supervised and controlled their work schedule and/or conditions
20 of employment, determined their rate of pay, and maintained their employment records.
21 Defendants suffered or permitted Plaintiff and other non-party Aggrieved Employees to work
22 and/or "engaged" Plaintiff and other non-party Aggrieved Employees so as to create a
23 common-law employment relationship. As joint employers of Plaintiff and other non-party
24 Aggrieved Employees, Defendants are jointly and severally liable for the civil penalties
25 available to Plaintiff and other non-party Aggrieved Employees under the law.

26 64. Plaintiff is informed and believes, and thereon alleges, that at all relevant times,
27 Defendants, and each of them, have acted as joint employers with respect to Plaintiff and other
28 non-party Aggrieved Employees because Defendants have:

- 1 (a) jointly exercised meaningful control over the work performed by
2 Plaintiff and other non-party Aggrieved Employees;
- 3 (b) jointly exercised meaningful control over Plaintiff's and other non-party
4 Aggrieved Employees' wages, hours, and working conditions, including
5 the quantity, quality standards, speed, scheduling, and operative details
6 of the tasks performed by Plaintiff and other non-party Aggrieved
7 Employees;
- 8 (c) jointly required that Plaintiff and other non-party Aggrieved Employees
9 perform work which is an integral part of Defendants' businesses; and
- 10 (d) jointly exercised control over Plaintiff and other non-party Aggrieved
11 Employees as a matter of economic reality in that Plaintiff and other
12 non-party Aggrieved Employees were dependent on Defendants, who
13 shared the power to set the wages of Plaintiff and other non-party
14 Aggrieved Employees and determined their working conditions, and
15 who jointly reaped the benefits from the underpayment of their wages
16 and noncompliance with other statutory provisions governing their
17 employment.

18 65. Plaintiff is informed and believe, and thereon allege, that at all relevant times
19 there has existed a unity of interest and ownership between Defendants such that any
20 individuality and separateness between the entities has ceased.

21 66. ISP2, INC.; ISP2 SAN RAMON, INC.; IKE'S PLACE #4 LLC; IKE'S PLACE
22 #7, LLC; IKE'S PLACE #8, LLC; IKES PLACE #6; IKES PLACE #1012; ISP2
23 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE, INC.; ISP2
24 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.;
25 ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2
26 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH,
27 INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.;
28 ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2

1 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO,
2 INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA
3 INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2
4 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON,
5 INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.;
6 ISP2 THE WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2
7 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; ISP2
8 WESTGATE, INC.; and DOES 1 through 10 are therefore alter egos of each other.

9 67. Adherence to the fiction of the separate existence of Defendants would permit
10 an abuse of the corporate privilege, and would promote injustice by protecting Defendants
11 from liability for the wrongful acts committed by them under the name IKES.

12 68. Plaintiff further alleges, upon information and belief, that Defendants ISP2,
13 INC.; ISP2 SAN RAMON, INC.; IKE'S PLACE #4 LLC; IKE'S PLACE #7, LLC; IKE'S
14 PLACE #8, LLC; IKES PLACE #6; IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2
15 BAKERSFIELD MARKETPLACE, INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.;
16 ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN
17 VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.;
18 ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2
19 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2
20 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2
21 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE
22 D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA
23 CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.;
24 ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2
25 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE
26 WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.;
27 ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; and ISP2 WESTGATE, INC. are alter
28 egos of each other for the following reasons:

1 (a) On the California Secretary of State's website
2 (<https://businesssearch.sos.ca.gov/>), ISP2, INC.; ISP2 SAN RAMON,
3 INC.; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD
4 MARKETPLACE, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.;
5 ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.;
6 ISP2 HILLSDALE, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY,
7 INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NORTHRIDGE, INC.;
8 ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2
9 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO,
10 INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.;
11 ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2
12 SERRAMONTE, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON,
13 INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2
14 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK,
15 INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2
16 WALNUT CREEK, INC.; and ISP2 WESTGATE, INC. share the same
17 agent for service of process, Michael Goldberg, and one or more
18 officers, including, but not limited to:

19 i. Michael Goldberg as Chief Executive Officer and/or
20 Director;

21 ii. Christopher Bright as Secretary; and

22 iii. Steve Jennings as Chief Financial Officer;

23 (b) According to the California Secretary of State's website
24 (<https://businesssearch.sos.ca.gov/>), ISP2 BAKERSFIELD, INC.; ISP2
25 BAKERSFIELD MARKETPLACE, INC.; ISP2 CHINO, INC.; ISP2
26 DANVILLE INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2
27 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 MODESTO, INC.;
28 ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2

1 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE,
2 INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN
3 DIEGO, INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA
4 INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2
5 SERRAMONTE, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON,
6 INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2
7 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK,
8 INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; and ISP2
9 WESTGATE, INC. share the same entity address “1950 E 220TH ST
10 SUITE 301, CARSON, CA 90810”;

11 (c) On the California Secretary of State’s website, ISP2 BURLINGAME,
12 INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2
13 FOUNTAIN VALLEY, INC.; ISP2 LONG BEACH, INC.; ISP2
14 NEWPORT BEACH, INC.; ISP2 SAN JOSE D/T INC.; ISP2
15 SHATTUCK, INC.; and ISP2 TUSTIN, INC. share the same agent for
16 service of process, Steve Button, and one or more officers, including,
17 but not limited to:

18 i. Steve Button as Secretary; and

19 ii. Chris Bright as Chief Financial Officer and/or Director;

20 (d) On the California Secretary of State’s website, IKE’S PLACE #4 LLC’s
21 address for the agent for service of process and IKE’S PLACE #7,
22 LLC’s entity mailing address are both “2555 WOODLAND PLACE
23 EMERALD HILLS CA 94062;”

24 (e) According to the California Secretary of State’s website, IKE’S PLACE
25 #7, LLC; IKE’S PLACE #8, LLC; IKES PLACE #6; and IKES PLACE
26 #1012 share the same Chief Executive Officer, Ike Shehadeh, who also
27 serves as Secretary of ISP2 SAP, INC.;

28 (f) On the California Secretary of State’s website, IKES PLACE #6 and

IKES PLACE #1012 are listed as sharing the same entity address, “1010 UNIVERSITY AVENUE SUITE C101 SAN DIEGO CA 92103;”

(g) According to the California Secretary of State’s website, IKE’S PLACE #7, LLC; IKE’S PLACE #8, LLC; and IKES PLACE #1012 share the same agent for service of process, LEGALZOOM.COM, INC. (C2967349);

(h) On information and belief, ISP2, INC.; ISP2 SAN RAMON, INC.; IKE’S PLACE #4 LLC; IKE’S PLACE #7, LLC; IKE’S PLACE #8, LLC; IKES PLACE #6; IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE, INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; and ISP2 WESTGATE, INC. utilize the same standardized employment forms and issue the same employment policies.

1 **PAGA REPRESENTATIVE ALLEGATIONS**

2 69. Defendants own, operate, and franchise Ike's Love & Sandwich restaurants
3 throughout the United States with at least 46 restaurant locations in California. Upon
4 information and belief, Defendants maintain a centralized Human Resources ("HR")
5 department at their corporate headquarters in San Jose or Carson, California, which is
6 responsible for the recruiting and hiring of new employees, and communicating and
7 implementing Defendants' company-wide policies, including timekeeping policies and meal
8 and rest period policies, to employees throughout California.

9 70. In particular, Plaintiff and other non-party Aggrieved Employees, on
10 information and belief, received the same standardized documents and/or written policies.
11 Upon information and belief, the usage of standardized documents and/or written policies,
12 including new-hire documents, indicate that Defendants dictated policies at the corporate level
13 and implemented them company-wide, regardless of their employees' assigned locations or
14 positions. Upon information and belief, Defendants set forth uniform policies and procedures
15 in several documents provided at an employee's time of hire.

16 71. Upon information and belief, Defendants maintain a centralized Payroll
17 department at their corporate headquarters in San Jose or Carson, California, which processes
18 payroll for all non-exempt, hourly paid employees working for Defendants at their various
19 locations and jobsites in California, including Plaintiff and other non-party Aggrieved
20 Employees. Based upon information and belief, Defendants issue the same formatted wage
21 statements to all non-exempt, hourly paid employees in California, irrespective of their work
22 locations. Upon information and belief, Defendants process payroll for departing employees
23 in the same manner throughout the State of California, regardless of the manner in which each
24 employee's employment ends.

25 72. Defendants continue to employ non-exempt or hourly paid employees in
26 California.

27 73. Plaintiff is informed and believes, and thereon alleges, that at all times herein
28 mentioned, Defendants were advised by skilled lawyers and other professionals, employees

1 and advisors knowledgeable about California labor and wage law, employment and personnel
2 practices, and about the requirements of California law.

3 74. Plaintiff is informed and believes, and thereon alleges, that Plaintiff and other
4 non-party Aggrieved Employees were not paid for all hours worked because all hours worked
5 were not recorded.

6 75. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
7 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
8 meal periods in accordance with the Labor Code or payment of one (1) additional hour of pay
9 at their regular rates of pay when they were not provided with timely, uninterrupted, thirty
10 (30) minute meal periods and that Plaintiff and other non-party Aggrieved Employees were
11 not provided with all meal periods or payment of one (1) additional hour of pay at their
12 regular rates of pay when they did not receive a timely, uninterrupted, thirty (30) minute meal
13 period.

14 76. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
15 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
16 rest periods in accordance with the Labor Code and applicable IWC Wage Order or payment
17 of one (1) additional hour of pay at their regular rates of pay when they were not authorized
18 and permitted to take a compliant rest period. In violation of the California Labor Code,
19 Plaintiff and other non-party Aggrieved Employees were not authorized and permitted to take
20 compliant rest periods, nor did Defendants provide Plaintiff and other non-party Aggrieved
21 Employees with payment of one (1) additional hour of pay at their regular rates of pay when
22 they were not authorized and permitted to take a compliant rest period.

23 77. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
24 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
25 receive certain wages for overtime compensation and that they were not receiving certain
26 wages for overtime compensation.

27 78. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
28 should have known that other non-party Aggrieved Employees were entitled to be paid at a

1 regular rate of pay, and corresponding overtime rates of pay, that included as eligible income
2 all income derived from incentive pay, nondiscretionary bonuses, and/or other forms of
3 compensation.

4 79. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
5 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
6 receive at least minimum wages for compensation and that they were not receiving at least
7 minimum wages for work that was required to be done off-the-clock. In violation of the
8 California Labor Code, Plaintiff and other non-party Aggrieved Employees were not paid at
9 least minimum wages for work done off-the-clock.

10 80. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
11 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
12 receive complete and accurate wage statements in accordance with California law. In
13 violation of the California Labor Code, Plaintiff and other non-party Aggrieved Employees
14 were not provided complete and accurate wage statements.

15 81. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
16 should have known that they had a duty to maintain accurate and complete payroll records in
17 accordance with the Labor Code and applicable IWC Wage Order, but willfully, knowingly,
18 and intentionally failed to do so.

19 82. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
20 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
21 timely payment of wages during their employment. In violation of the California Labor Code,
22 Plaintiff and other non-party Aggrieved Employees did not receive payment of all wages,
23 including, but not limited to, overtime wages, minimum wages, meal and rest period
24 premiums, and/or reporting time pay within permissible time periods.

25 83. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
26 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
27 timely payment of all wages earned upon termination of employment. In violation of the
28 California Labor Code, Plaintiff and other non-party Aggrieved Employees did not receive

1 payment of all wages due, including, but not limited to, overtime wages, minimum wages,
2 meal and rest period premiums, and/or reporting time pay within permissible time periods.

3 84. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
4 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to be
5 paid reporting time pay when they reported to work for their scheduled shift but were put to
6 work for less than half of the regular schedule. In violation of the California Labor Code,
7 Defendants did not pay Plaintiff and other non-party Aggrieved Employees all reporting time
8 pay due.

9 85. Plaintiff is informed and believe, and thereon allege, that Defendants knew or
10 should have known that other non-party Aggrieved Employees were entitled to be paid split
11 shift premiums when they returned to work for an additional shift in the same day, after
12 having been clocked out for more than an hour. In violation of the California Labor Code,
13 Defendants did not pay other non-party Aggrieved Employees all split shift premiums due.

14 86. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
15 should have known that Plaintiff and other non-party Aggrieved Employees were entitled to
16 receive reimbursement for all business-related expenses and costs they incurred during the
17 course and scope of their employment and that they did not receive reimbursement of
18 applicable business-related expenses and costs incurred.

19 87. Plaintiff is informed and believes, and thereon alleges, that at all times herein
20 mentioned, Defendants knew or should have known that they had a duty to compensate
21 Plaintiff and other non-party Aggrieved Employees for all hours worked, and that Defendants
22 had the financial ability to pay such compensation, but willfully, knowingly, and intentionally
23 failed to do so, and falsely represented to Plaintiff and other non-party Aggrieved Employees
24 that they were properly denied wages, all in order to increase Defendants' profits.

25 88. At all times herein set forth, PAGA provides that any provision of law under
26 the Labor Code and applicable IWC Wage Order that provides for a civil penalty to be
27 assessed and collected by the LWDA for violations of the California Labor Code and
28 applicable IWC Wage Order may, as an alternative, be recovered by aggrieved employees in a

1 civil action brought on behalf of themselves and other current or former employees pursuant
2 to procedures outlined in California Labor Code section 2699.3.

3 89. PAGA defines an “aggrieved employee” in Labor Code section 2699(c) as “any
4 person who was employed by the alleged violator and against whom one or more of the
5 alleged violations was committed.”

6 90. Plaintiff and other current and former employees of Defendants are “aggrieved
7 employees” as defined by Labor Code section 2699(c) in that they are all Defendants’ current
8 or former employees and one or more of the alleged violations were committed against them.

9 91. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved
10 employee, including Plaintiff, may pursue a civil action arising under PAGA after the
11 following requirements have been met:

- 12 (a) The aggrieved employee shall give written notice by online filing
13 (hereinafter “Employee’s Notice”) to the LWDA and by certified mail
14 to the employer of the specific provisions of the California Labor Code
15 alleged to have been violated, including the facts and theories to support
16 the alleged violations.
- 17 (b) An aggrieved employee’s notice filed with the LWDA pursuant to
18 2699.3(a) and any employer response to that notice shall be
19 accompanied by a filing fee of seventy-five dollars (\$75).
- 20 (c) The LWDA shall provide notice (hereinafter “LWDA Notice”) to the
21 employer and the aggrieved employee by certified mail that it does not
22 intend to investigate the alleged violation within sixty (60) calendar
23 days of the postmark date of the Employee’s Notice. Upon receipt of
24 the LWDA Notice, or if the LWDA Notice is not provided within sixty-
25 five (65) calendar days of the postmark date of the Employee’s Notice,
26 the aggrieved employee may commence a civil action pursuant to
27 California Labor Code section 2699 to recover civil penalties in addition
28 to any other penalties to which the employee may be entitled.

1 92. Pursuant to California Labor Code sections 2699.3(c), aggrieved employees,
2 through Plaintiff, may pursue a civil action arising under PAGA for violations of any
3 provision other than those listed in Section 2699.5 after the following requirements have been
4 met:

- 5 (a) The aggrieved employee or representative shall give written notice by
6 online filing to the LWDA and by certified mail to the employer of the
7 specific provisions of the California Labor Code alleged to have been
8 violated (other than those listed in Section 2699.5), including the facts
9 and theories to support the alleged violation.
- 10 (b) An aggrieved employee's notice filed with the LWDA pursuant to
11 2699.3(c) and any employer response to that notice shall be
12 accompanied by a filing fee of seventy-five dollars (\$75).
- 13 (c) The employer may cure the alleged violation within thirty-three (33)
14 calendar days of the postmark date of the notice. The employer shall
15 give written notice by certified mail within that period of time to the
16 aggrieved employee or representative and the agency if the alleged
17 violation is cured, including a description of actions taken, and no civil
18 action pursuant to Section 2699 may commence. If the alleged violation
19 is not cured within the 33-day period, the employee may commence a
20 civil action pursuant to Section 2699.

21 93. On April 9, 2021, Plaintiff provided written notice by online filing to the
22 LWDA and by certified mail to Defendants of the specific provisions of the California Labor
23 Code alleged to have been violated, including facts and theories to support the alleged
24 violations, in accordance with California Labor Code section 2699.3. Plaintiff's written
25 notice was accompanied with the applicable filing fee of seventy-five dollars (\$75). The
26 LWDA PAGA Administrator has confirmed receipt of Plaintiff's written notice and assigned
27 Plaintiff PAGA Case Number LWDA-CM-828928-1. A true and correct copy of Plaintiff's
28 written notice to the LWDA and Defendants dated April 9, 2021, is attached hereto as

1 “Exhibit 1.”

2 94. As of the filing date of this complaint, over 65 days have passed since Plaintiff
3 sent the LWDA Notice described above, and the LWDA has not responded that it intends to
4 investigate Plaintiff’s claims, and Defendants have not cured the violations.

5 95. Thus, Plaintiff has satisfied the administrative prerequisites under California
6 Labor Code sections 2699.3(a) and 2699.3(c) to recover civil penalties against Defendants for
7 violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
8 516, 1174(d), 1182.12, 1194, 1197, 1198, and 2802.

9 96. Labor Code section 558(a) provides “[a]ny employer or other person acting on
10 behalf of an employer who violates, or causes to be violated, a section of this chapter or any
11 provision regulating hours and days of work in any order of the Industrial Welfare
12 Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty
13 dollars (\$50) for each underpaid employee for each pay period for which the employee was
14 underpaid (2) For each subsequent violation, one hundred dollars (\$100) for each
15 underpaid employee for each pay period for which the employee was underpaid” Labor
16 Code section 558(c) provides “[t]he civil penalties provided for in this section are in addition
17 to any other civil or criminal penalty provided by law.” Plaintiff, acting in the public interest
18 as a private attorney general, seeks assessment and collection of civil penalties under Labor
19 Code section 558 for himself, all other non-party Aggrieved Employees, and the State of
20 California against Defendants for violations of Labor Code sections 510, 512(a), 516, 1198,
21 and the applicable IWC Wage Order. Plaintiff, acting in the public interest as a private
22 attorney general, does not seek the recovery of unpaid wages under Labor Code section 558
23 from Defendants for violations of Labor Code sections 510, 512(a), 516, 1198, and the
24 applicable IWC Wage Order.

25 97. Defendants, at all times relevant to this complaint, were employers or persons
26 acting on behalf of an employer(s) who violated Plaintiff’s and other non-party Aggrieved
27 Employees’ rights by violating various sections of the California Labor Code as set forth
28 above.

98. As set forth below, Defendants have violated numerous provisions of both the Labor Code sections regulating hours and days of work as well as the applicable IWC Wage Order.

99. Pursuant to PAGA, and in particular, California Labor Code sections 2699(a), 2699.3(a), 2699.3(c), 2699.5, and section 558, Plaintiff, acting in the public interest as a private attorney general, seeks assessment and collection of civil penalties for himself, all other non-party Aggrieved Employees, and the State of California against Defendants for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1198, and 2802.

FIRST CAUSE OF ACTION

For Civil Penalties, Pursuant to California Labor Code §§ 2698, *et seq.*

(Against all Defendants)

100. Plaintiff incorporates by reference and re-alleges as if fully stated herein each and every allegation set forth above.

101. California Labor Code §§ 2698, *et seq.* (“PAGA”) permits Plaintiff to recover civil penalties for the violation(s) of the Labor Code sections enumerated in Labor Code section 2699.5. Section 2699.5 enumerates Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1194, 1197, 1198, and 2802. Labor Code section 2699.3(c) permits aggrieved employees, including Plaintiff, to recover civil penalties for violations of those Labor Code sections not found in section 2699.5, including sections 516 and 1182.12.

102. Defendants' conduct, as alleged herein, violates numerous sections of the California Labor Code, including, but not limited to, the following:

- (a) Violation of Labor Code sections 226.7, 512(a), 516, and 1198, and the applicable IWC Wage Order for Defendants' failure to provide Plaintiff and other non-party Aggrieved Employees with meal periods, as set forth below;
- (b) Violation of Labor Code sections 226.7, 516, and 1198, and the applicable IWC Wage Order for Defendants' failure to authorize and

1 permit Plaintiff and other non-party Aggrieved Employees to take rest
2 periods, as set forth below;

3 (c) Violation of Labor Code sections 510 and 1198, and the applicable IWC
4 Wage Order for Defendants' failure to compensate Plaintiff and other
5 non-party Aggrieved Employees with all required overtime pay and
6 failure to properly calculate the overtime rates paid to other non-party
7 Aggrieved Employees, as set forth below;

8 (d) Violation of Labor Code sections 1182.12, 1194, 1197, and 1198, and
9 the applicable IWC Wage Order for Defendants' failure to compensate
10 Plaintiff and other non-party Aggrieved Employees with at least
11 minimum wages for all hours worked as set forth below;

12 (e) Violation of Labor Code sections 226(a) and 1198, and the applicable
13 IWC Wage Order for failure to provide accurate and complete wage
14 statements to Plaintiff and other non-party Aggrieved Employees, as set
15 forth below;

16 (f) Violation of Labor Code sections 1174(d) and 1198, and the applicable
17 IWC wage order for failure to maintain payroll records as set forth
18 below;

19 (g) Violation of Labor Code section 204 for failure to pay all earned wages
20 during employment as set forth below;

21 (h) Violation of Labor Code sections 201, 202, and 203 for failure to pay all
22 earned wages upon termination as set forth below;

23 (i) Violation of Labor Code section 1198 and the applicable IWC Wage
24 Order for failure to pay reporting time pay when Plaintiff and other non-
25 party Aggrieved Employees were put to work for less than half of their
26 regular scheduled shifts, as set forth below;

27 (j) Violation of Labor Code section 1198 and the applicable IWC Wage
28 Order for failure to pay split-shift premiums when other non-party

Aggrieved Employees returned to work for an additional shift in the same day, after having been clocked out for more than an hour, as set forth below; and

- (k) Violation of Labor Code section 2802 for failure to reimburse Plaintiff and other non-party Aggrieved Employees for all business expenses necessarily incurred, as set forth below.

FAILURE TO PROVIDE AND RECORD MEAL PERIODS
VIOLATION OF LABOR CODE SECTIONS 226.7, 512(a), 516, AND 1198

103. At all relevant times herein set forth, the applicable IWC Wage Order(s) and California Labor Code sections 226.7, 512(a), 516, and 1198 were applicable to Plaintiff's and other non-party Aggrieved Employees' employment by Defendants.

104. At all relevant times herein set forth, California Labor Code section 512(a) provides that an employer may not require, cause, or permit an employee to work for a period of more than five (5) hours per day without providing the employee with a meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is not more than six (6) hours, the meal period may be waived by mutual consent of both the employer and the employee. Under California law, first meal periods must start after no more than five hours. *Brinker Rest. Corp. v. Superior Court*, 53 Cal. 4th 1004, 1041-1042 (2012).

105. At all relevant times herein set forth, California Labor Code sections 226.7, 512(a), 516, and 1198 provide that no employer shall require an employee to work during any meal period mandated by an applicable order of the IWC.

106. At all relevant times herein set forth, Labor Code sections 226.7, 512(a), and 1198, and the applicable IWC Wage Order also require employers to provide a second meal period of not less than thirty (30) minutes if an employee works over ten (10) hours per day or to pay an employee one (1) additional hour of pay at the employee's regular rate, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

1 107. First, during the relevant time period, Defendants had, and continue to have, a
2 company-wide policy of strictly staffing their locations based on the labor hours allocated by
3 each location's labor or payroll budget set by corporate. This practice of labor budgeting,
4 combined with the assignment of heavy workloads, has resulted in, and continues to result in,
5 chronic understaffing and a lack of adequate meal period coverage, because there were too
6 few employees on duty to handle the workload. Thus, Plaintiff and other non-party Aggrieved
7 Employees were prevented from taking all timely, uninterrupted meal periods to which they
8 were entitled.

9 108. Second, during the relevant time period, Defendants implemented a
10 timekeeping system that locked out Plaintiff and other non-party Aggrieved Employees and
11 prevented them from clocking in early before the end of their 30-minute meal period. As a
12 result of Defendants' timekeeping system, Plaintiff and other non-party Aggrieved Employees
13 were prevented from accurately recording when they had to return early from a meal period so
14 that they could be compensated for that time.

15 109. Third, on information and belief, because Defendants frowned upon employees
16 accruing meal period penalties, Defendants' management would adjust Plaintiff's and other
17 non-party Aggrieved Employees' time records to reflect compliant meal periods, regardless of
18 whether they had received a compliant meal period or not, in order to strictly limit meal
19 penalties that would need to be paid by Defendants.

20 110. As a result of Defendants' policies and/or practices, Plaintiff and other non-
21 party Aggrieved Employees were forced to work in excess of five (5) hours before taking a
22 meal period, and, at times, had their meal periods interrupted and/or had to forgo their meal
23 periods altogether. For example, Plaintiff missed meal periods up to three (3) times per week,
24 and his meal periods were interrupted twice per week, due to the workload, customer demand,
25 and lack of coverage. Additionally, approximately 2-3 times per month, Plaintiff would be
26 unable to take his meal period until more than five (5) hours into his shift because the
27 restaurant was busy and he did not have coverage. These policies and practices discouraged
28 and impeded Plaintiff and other non-party Aggrieved Employees from taking compliant meal

1 periods.

2 111. Moreover, Defendants did not provide other non-party Aggrieved Employees
3 with second 30-minute meal periods on days that they worked in excess of ten (10) hours in
4 one day. Plaintiff and other non-party Aggrieved Employees did not sign valid meal period
5 waivers on days that they were entitled to meal periods and were not relieved of all duties.

6 112. Furthermore, Defendants had a company-wide policy of requiring all newly
7 hired employees to sign blanket meal period waivers at or near their time of hire. Defendants
8 took the position that non-exempt, hourly paid employees had waived their rights to first and
9 second meal periods for the entirety of their employment and, on that basis, did not provide
10 them with all meal periods to which they were entitled. Specifically, Defendants' "Meal
11 Period Waiver Form" provides that the waiver remains in effect until the employee provides
12 Defendants with written notice of his or her decision to revoke. Defendants' company-wide
13 use of blanket meal period waivers signed at or near the time of hire and imposition on
14 employees to revoke the waivers in writing, discouraged and impeded Plaintiff and other non-
15 party Aggrieved Employees from taking all meal periods to which they were entitled. And,
16 Defendants' presumption that second meal periods would not be provided for shifts in excess
17 of ten (10) hours but less than twelve (12) hours due to blanket meal period waivers
18 discouraged other non-party Aggrieved Employees from taking second meal periods.

19 113. Defendants knew or should have known that as a result of their company-wide
20 policies and/or practices, Plaintiff and other non-party Aggrieved Employees were not
21 actually relieved of all duties to take timely, uninterrupted meal periods. Defendants further
22 knew or should have known that they did not pay Plaintiff and other non-party Aggrieved
23 Employees meal period premiums when they were missed, late, short, and/or interrupted.

24 114. Furthermore, Defendants engaged in a company-wide practice and/or policy of
25 not paying meal period premiums owed when compliant meal periods were not provided.
26 Because of this practice and/or policy, Plaintiff and other non-party Aggrieved Employees
27 have not received premium pay for missed, late, and interrupted meal periods. Alternatively,
28 to the extent that Defendants did pay meal period premium pay for missed, late, and

1 interrupted meal periods, Defendants did not pay other non-party Aggrieved Employees at the
2 correct rate of pay for premiums because Defendants systematically failed to include all forms
3 of compensation, such as, incentive pay, nondiscretionary bonuses, and/or other forms of
4 remuneration, into the calculation of the regular rate of pay.

5 115. Thus, Defendants failed to provide Plaintiff and other non-party Aggrieved
6 Employees compliant meal periods and failed to pay the full meal period premiums due.
7 Defendants' conduct violates the applicable IWC Wage Order, and California Labor Code
8 sections 226.7, 512(a), 516, and 1198. Plaintiff and other non-party Aggrieved Employees are
9 entitled to recover civil penalties pursuant to Labor Code sections 558 and/or 2699(a), (f), and
10 (g).

11 **FAILURE TO AUTHORIZE AND PERMIT REST PERIODS**
12 **VIOLATION OF LABOR CODE SECTIONS 226.7, 516, AND 1198**

13 116. At all relevant times herein set forth, the applicable IWC Wage Order and
14 California Labor Code sections 226.7, 516, and 1198 were applicable to Plaintiff and other
15 non-party Aggrieved Employees' employment by Defendants.

16 117. At all relevant times, the applicable IWC Wage Order provides that "[e]very
17 employer shall authorize and permit all employees to take rest periods, which insofar as
18 practicable shall be in the middle of each work period" and that the "rest period time shall be
19 based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4)
20 hours or major fraction thereof" unless the total daily work time is less than three and one-half
21 (3½) hours.

22 118. At all relevant times, California Labor Code section 226.7 provides that no
23 employer shall require an employee to work during any rest period mandated by an applicable
24 order of the California IWC. To comply with its obligation to authorize and permit rest
25 periods under California Labor Code section 226.7 and the applicable IWC Wage Order, an
26 employer must "relinquish any control over how employees spend their break time, and
27 relieve their employees of all duties—including the obligation that an employee remain on
28 call. A rest period, in short, must be a period of rest." *Augustus v. ABM Security Services*,

1 *Inc.*, 2 Cal. 5th 257, 269-270 (2016).

2 119. Pursuant to the applicable IWC Wage Order and California Labor Code section
3 226.7, Plaintiff and other non-party Aggrieved Employees are entitled to recover from
4 Defendants one (1) additional hour of pay at their regular rates of pay for each work day that a
5 required rest period was not authorized and permitted.

6 120. During the relevant time period, Defendants regularly failed to authorize and
7 permit Plaintiff and other non-party Aggrieved Employees to take a ten (10) minute rest
8 period per each four (4) hour period worked or major fraction thereof. As with meal periods,
9 Defendants' policies and/or practice of understaffing and assigning heavy workloads
10 prevented Plaintiff and other non-party Aggrieved Employees from being relieved of all duty
11 in order to take compliant rest periods. Defendants also failed to schedule rest periods, which,
12 coupled with Defendants' failure to provide adequate rest period coverage, further led to
13 Plaintiff and other non-party Aggrieved Employees not being authorized and permitted to take
14 rest periods.

15 121. Additionally, on information and belief, during the relevant time period,
16 Defendants maintained and implemented a company-wide practice and/or policy requiring that
17 Plaintiff and/or other non-party Aggrieved Employees remain on the work premises during
18 their rest periods. Because Plaintiff and/or other non-party Aggrieved Employees were
19 restricted from leaving the premises during rest periods, they were denied the ability to use
20 their rest periods freely for their own purposes, such as running personal errands. Thus,
21 Defendants effectively maintained control over Plaintiff and/or other non-party Aggrieved
22 Employees during rest periods, and, as a result of this rest period policy, Defendants did not
23 relinquish control over Plaintiff and/or other non-party Aggrieved Employees during rest
24 periods.

25 122. As a result of Defendants' practices and policies, Plaintiff and other non-party
26 Aggrieved Employees would work shifts in excess of 3.5 hours, in excess of 6 hours, and/or in
27 excess of 10 hours without receiving all uninterrupted 10-minute rest periods to which they
28 were entitled. For example, during his employment, Plaintiff missed at least two (2) rest

1 periods per week due to the heavy workload and lack of coverage. In addition, during his
2 employment, his rest periods were sometimes cut short by supervisors and co-workers asking
3 for his assistance with work-related matters, such as attending to customers.

4 123. Defendants also have engaged in a company-wide practice and/or policy of not
5 paying all rest period premiums owed when compliant rest periods are not authorized or
6 permitted. Because of this practice and/or policy, Plaintiff and other non-party Aggrieved
7 Employees have not received premium pay for all missed rest periods. Alternatively, to the
8 extent that Defendants did pay other non-party Aggrieved Employees one (1) additional hour
9 of premium pay for missed rest periods, Defendants did not pay other non-party Aggrieved
10 Employees at the correct rate of pay for premiums because Defendants failed to include all
11 forms of compensation, such as incentive pay, nondiscretionary bonuses, and/or other forms
12 of remuneration, in the regular rate of pay.

13 124. Defendants' conduct violates the applicable IWC Wage Order and California
14 Labor Code sections 226.7, 516, and 1198. Plaintiff and other non-party Aggrieved
15 Employees are therefore entitled to recover civil penalties pursuant to Labor Code sections
16 558 and/or 2699(a), (f), and (g).

17 **FAILURE TO PAY OVERTIME**

18 **VIOLATION OF LABOR CODE SECTIONS 510 AND 1198**

19 125. Labor Code section 1198 makes it illegal to employ an employee under
20 conditions of labor that are prohibited by the applicable wage order. California Labor Code
21 section 1198 requires that ". . . the standard conditions of labor fixed by the commission shall
22 be the . . . standard conditions of labor for employees. The employment of any employee . . .
23 under conditions of labor prohibited by the order is unlawful."

24 126. California Labor Code section 1198 and the applicable IWC Wage Order
25 provide that it is unlawful to employ persons without compensating them at a rate of pay
26 either time-and-one-half or two-times that person's regular rate of pay, depending on the
27 number of hours worked by the person on a daily or weekly basis.

28 127. Specifically, the applicable IWC Wage Order provides that Defendants are and

1 were required to pay Plaintiff and other non-party Aggrieved Employees working more than
2 eight (8) hours in a day or more than forty (40) hours in a workweek, at the rate of time and
3 one-half (1½) for all hours worked in excess of eight (8) hours in a day or more than forty (40)
4 hours in a workweek.

5 128. The applicable IWC Wage Order further provides that Defendants are and were
6 required to pay Plaintiff and other non-party Aggrieved Employees working more than twelve
7 (12) hours in a day, overtime compensation at a rate of two (2) times their regular rate of pay.
8 An employee's regular rate of pay includes all remuneration for employment paid to, or on
9 behalf of, the employee, including nondiscretionary bonuses and incentive pay.

10 129. California Labor Code section 510 codifies the right to overtime compensation
11 at one and one-half (1 ½) times the regular rate of pay for hours worked in excess of eight (8)
12 hours in a day or forty (40) hours in a week or for the first eight (8) hours worked on the
13 seventh (7th) day of work, and to overtime compensation at twice the employee's regular rate
14 of pay for hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours
15 in a day on the seventh (7th) day of work.

16 130. Defendants willfully failed to pay all overtime wages owed to Plaintiff and
17 other non-party Aggrieved Employees. During the relevant time period, Plaintiff and other
18 non-party Aggrieved Employees were not paid overtime premiums for all of the hours they
19 worked in excess of eight (8) hours in a day, in excess of twelve (12) hours in a day, and/or in
20 excess of forty (40) hours in a week, because all hours that they worked were not recorded.

21 131. First, during the relevant period, Defendants had, and continue to have, a
22 company-wide policy of understaffing their locations due to labor budgeting, which,
23 combined with the assignment of heavy workloads and their failure to schedule meal periods,
24 has resulted in, and continues to result in, a lack of adequate meal period coverage, because
25 there were too few employees on duty to handle the workload. As a result, Plaintiff and other
26 non-party Aggrieved Employees were not always afforded uninterrupted 30-minute meal
27 periods during shifts when they were entitled to receive a meal period. For example, Plaintiff
28 missed meal periods up to three (3) times per week, and his meal periods were interrupted

1 twice per week, due to the workload, customer demand, and lack of coverage.

2 132. In addition, as stated, Defendants' company-wide timekeeping system further
3 prevented Plaintiff and other non-party Aggrieved Employees from recording all hours
4 worked when their meal periods were shortened or interrupted, because the system locked out
5 Plaintiff and other non-party Aggrieved Employees once they clocked out for a meal period
6 and would not permit them to clock back in from a meal period before 30 minutes had
7 elapsed. Further, as stated, on information and belief, because Defendants frowned upon
8 employees accruing meal period penalties, Defendants' management would adjust Plaintiff's
9 and other non-party Aggrieved Employees' time records to reflect compliant meal periods,
10 regardless of whether they had actually received a compliant meal period, in order to strictly
11 limit meal penalties that Defendants would otherwise owe. Consequently, Plaintiff and other
12 non-party Aggrieved Employees performed work during meal periods for which they were not
13 paid.

14 133. Second, during the relevant period, Defendants had, and continue to have, a
15 company-wide policy and/or practice of requiring employees to complete work-related tasks
16 while off-the-clock. For example, at least once per week, for up to 30 minutes per instance,
17 Plaintiff was required to continue performing work duties after he clocked out, because the
18 restaurant was busy and short-staffed. Additionally, Defendants required employees with
19 food handling duties to obtain California Food Handler Cards, which led to employees
20 completing online food safety training and testing from home, on their off-days, or during
21 their unpaid meal periods, but did not compensate them for this time. For example, Plaintiff
22 and/or other non-party Aggrieved Employees spent up to two (2) hours completing mandatory
23 food safety training, but were not paid by Defendants for this time.

24 134. Third, Defendants had a company-wide security policy requiring employees to
25 leave the restaurant premises in pairs. On information and belief, after clocking out at the end
26 of their shifts, other non-party Aggrieved Employees were required to wait for each other
27 before they could leave Defendants' premises together. As a result of these security policies
28 and/or practices, other non-party Aggrieved Employees were subject to Defendants' control

1 after they had clocked out for their shifts, but were not compensated for this time.

2 135. Defendants knew or should have known that, as a result of these company-wide
3 practices and/or policies, Plaintiff and/or other non-party Aggrieved Employees were
4 performing their assigned duties off-the-clock and during their meal periods, and were
5 suffered or permitted to perform work for which they were not paid. Because Plaintiff and/or
6 other non-party Aggrieved Employees worked shifts of eight (8) hours a day or more or forty
7 (40) hours a week or more, some of this off-the-clock work qualified for overtime premium
8 pay. Therefore, Plaintiff and/or other non-party Aggrieved Employees were not paid overtime
9 wages for all of the overtime hours they actually worked.

10 136. Furthermore, Defendants did not pay other non-party Aggrieved Employees the
11 correct overtime rate for the recorded overtime hours that they generated. In addition to an
12 hourly wage, Defendants paid other non-party Aggrieved Employees incentive pay,
13 nondiscretionary bonuses, and/or other forms of remuneration. However, in violation of the
14 California Labor Code, Defendants failed to incorporate all compensation, including but not
15 limited to, all incentive pay, nondiscretionary bonuses, and/or other forms of remuneration,
16 into the calculation of the regular rate of pay for purposes of calculating the overtime wage
17 rate. Therefore, during times when other non-party Aggrieved Employees worked overtime
18 and received these other forms of pay, Defendants failed to pay all overtime wages by paying
19 a lower overtime rate than required. Defendants' failure to properly calculate the overtime
20 rates of pay based on all remuneration paid has resulted in an underpayment of overtime
21 wages to other non-party Aggrieved Employees on a company-wide basis.

22 137. Defendants' failure to pay Plaintiff and other non-party Aggrieved Employees
23 the balance of overtime compensation as required by California law, violates the provisions of
24 California Labor Code sections 510 and 1198. Plaintiff and other non-party Aggrieved
25 Employees are entitled to recover civil penalties pursuant to Labor Code sections 558 and/or
26 2699(a), (f), and (g).

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1 **FAILURE TO PAY MINIMUM WAGES**

2 **VIOLATION OF LABOR CODE SECTIONS 1182.12, 1194, 1197, AND 1198**

3 138. At all relevant times, California Labor Code sections 1182.12, 1194, 1197, and
4 1198 provide that the minimum wage for employees fixed by the IWC is the minimum wage
5 to be paid to employees, and the payment of a wage less than the minimum so fixed is
6 unlawful. Compensable work time is defined in IWC Wage Order No. 5-2001 as “the time
7 during which an employee is subject to the control of an employer, and includes all the time
8 the employee is suffered or permitted to work, whether or not required to do so.” Cal. Code.
9 Regs. tit. 8, § 11050(2)(K) (defining “Hours Worked”).

10 139. As stated, due to Defendants’ company-wide practice of utilizing labor budgets,
11 assignment of heavy workloads, subsequent lack of meal period coverage, and failure to
12 schedule meal periods, Plaintiff and other non-party Aggrieved Employees were impeded
13 from taking all uninterrupted meal periods to which they were entitled and were required to
14 work off-the-clock. Moreover, as described above, Defendants’ timekeeping system did not
15 permit Plaintiff and other non-party Aggrieved Employees to clock back in early when their
16 meal periods were interrupted or cut short. In addition, as set forth above, in order to prevent
17 employees from accruing meal period penalties, upon information and belief, Defendants’
18 management adjusted employee time records to reflect compliant meal periods, but required
19 them to continue working, time for which they were not paid. Thus, Defendants
20 systematically failed to pay Plaintiff and other non-party Aggrieved Employees for actual
21 hours worked during unpaid meal periods because these hours were not always correctly
22 recorded. As also stated, Defendants required Plaintiff and other non-party Aggrieved
23 Employees to perform work off-the-clock, including performing post-shift duties, completing
24 required online trainings, and waiting for other employees to complete closing duties to leave
25 the restaurant premises in pairs.

26 140. Thus, Defendants did not pay minimum wages for all hours worked by Plaintiff
27 and other non-party Aggrieved Employees. To the extent that these off-the-clock hours did
28 not qualify for overtime premium payment, Defendants did not pay at least minimum wages

1 for those hours worked off-the-clock in violation of California Labor Code sections 1182.12,
2 1194, 1197, and 1198.

3 141. Defendants' failure to pay Plaintiff and other non-party Aggrieved Employees
4 minimum wages violates California Labor Code sections 1182.12, 1194, 1197, and 1198.
5 Plaintiff and other non-party Aggrieved Employees are therefore entitled to recover civil
6 penalties pursuant to Labor Code sections 2699(a), (f), and (g).

7 **FAILURE TO PROVIDE AND MAINTAIN COMPLIANT WAGE STATEMENTS**
8 **VIOLATION OF LABOR CODE SECTIONS 226(a), 1174(d), AND 1198**

9 142. At all relevant times herein, California Labor Code section 226(a) provides that
10 every employer shall furnish each of his or her employees an accurate and complete itemized
11 wage statement in writing, including, but not limited to, the name and address of the legal
12 entity that is the employer, the inclusive dates of the pay period, total hours worked, and all
13 applicable rates of pay.

14 143. During the relevant time period, Defendants have knowingly and intentionally
15 provided Plaintiff and other non-party Aggrieved Employees with uniform, incomplete, and
16 inaccurate wage statements. For example, Defendants issued uniform wage statements to
17 Plaintiff and other non-party Aggrieved Employees that fail to correctly list: gross wages
18 earned; total hours worked; net wages earned; the address of the legal entity that is the
19 employer; and all applicable hourly rates in effect during the pay period, including overtime
20 rates of pay, and the corresponding number of hours worked at each hourly rate. Specifically,
21 Defendants violated sections 226(a)(1), 226(a)(2), 226(a)(5), 226(a)(8), and 226(a)(9).

22 144. First, because Defendants did not record the time Plaintiff and other non-party
23 Aggrieved Employees spent working off-the-clock and deducted time from their records for
24 meal periods that were interrupted or missed (and therefore time for which they should have
25 been paid), Defendants did not list the correct amount of gross wages and net wages earned by
26 Plaintiff and other non-party Aggrieved Employees, in compliance with section 226(a)(1) and
27 226(a)(5). For the same reason, Defendants failed to accurately list the total number of hours
28 worked by Plaintiff and other non-party Aggrieved Employees in violation of section

1 226(a)(2), and failed to list the applicable hourly rates of pay in effect during the pay period
2 and the corresponding accurate number of hours worked at each hourly rate, in violation of
3 section 226(a)(9).

4 145. Second, because Defendants did not calculate other non-party Aggrieved
5 Employees' regular rate of pay correctly for purposes of paying overtime wages, Defendants
6 did not list the correct amount of gross wages earned by other non-party Aggrieved
7 Employees in compliance with section 226(a)(1) and did not list the correct amount of net
8 wages earned by other non-party Aggrieved Employees in violation of section 226(a)(5).
9 Defendants also failed to correctly list all applicable hourly rates in effect during the pay
10 period, namely, correct overtime rates of pay, in violation of section 226(a)(9).

11 146. Third, and separate from these violations, Defendants issued uniform wage
12 statements to Plaintiff and other non-party Aggrieved Employees that failed to correctly list
13 the address of the legal entity of the actual employer in violation of section 226(a)(8). The
14 purpose of section 226(a)(8) is to provide California employees with transparency as to the
15 true identity of their employer, to allow the employee to contact their employer during
16 employment in the future for various reasons, including filing an administrative claim, judicial
17 claim, or other action to seek relief against their employer, to obtain unemployment benefits,
18 etc. For example, Plaintiff's wage statements incorrectly list the entity "ISP2 SAN RAMON,
19 INC." at the address "1769 HILLSDALE AVE STE 24069, SAN JOSE, CA 95154," but,
20 according to the California Secretary of State's website, there is no such entity by that name at
21 that address. Instead, the entity "ISP2 SAN RAMON, INC." is listed on the California
22 Secretary of State's website with a different address, 3101 CROW CANYON PLACE, SAN
23 RAMON CA 94583.

24 147. The wage statement deficiencies also include, without limitation, failing to list
25 the number of piece-rate units earned and any applicable piece rate if the employee is paid on
26 a piece-rate basis; failing to list all deductions; failing to list the name of the employee and
27 only the last four digits of his or her social security number or an employee identification
28 number other than a social security number; failing to list the name of the legal entity that is

1 the employer; failing to list the inclusive dates of the period for which aggrieved employees
2 were paid; and/or failing to state all hours worked as a result of not recording or stating hours
3 worked off-the-clock.

4 148. California Labor Code section 1198 provides that the maximum hours of work
5 and the standard conditions of labor shall be those fixed by the Labor Commissioner and as
6 set forth in the applicable IWC Wage Orders. Section 1198 further provides that “[t]he
7 employment of any employees for longer hours than those fixed by the order or under
8 conditions of labor prohibited by the order is unlawful.” Pursuant to the applicable IWC
9 Wage Order, employers are required to keep accurate time records showing when the
10 employee begins and ends each work period and meal period. During the relevant time
11 period, Defendants engaged in company-wide practices and/or policies of falsifying time
12 records by recording that compliant meal periods were taken regardless of if or when meal
13 periods were actually taken, and thereby failed to keep accurate records of meal period start
14 and end times for Plaintiff and other non-party Aggrieved Employees in violation of section
15 1198. Furthermore, in light of Defendants’ failure to provide other non-party Aggrieved
16 Employees with second 30-minute meal periods to which they were entitled, Defendants kept
17 no records of meal start and end times for second meal periods.

18 149. California Labor Code section 1174(d) provides that “[e]very person employing
19 labor in this state shall . . . [k]eep a record showing the names and addresses of all employees
20 employed and the ages of all minors” and “[k]eep, at a central location in the state or at the
21 plants or establishments at which employees are employed, payroll records showing the hours
22 worked daily by and the wages paid to, and the number of piece-rate units earned by and any
23 applicable piece rate paid to, employees employed at the respective plants or establishments
24 . . .” At all relevant times, and in violation of Labor Code section 1174(d), Defendants
25 willfully failed to maintain accurate payroll records for Plaintiff and other non-party
26 Aggrieved Employees showing the daily hours they worked and the wages paid thereto as a
27 result of failing to record the off-the-clock hours that they worked.

28 150. Because Defendants failed to provide the correct net and gross wages earned,

1 applicable rates of pay, and number of total hours worked on wage statements, Plaintiff and
2 other non-party Aggrieved Employees have been prevented from verifying, solely from
3 information on the wage statements themselves, that they were paid correctly and in full.
4 Instead, Plaintiff and other non-party Aggrieved Employees have had to look to sources
5 outside of the wage statements themselves and reconstruct time records to determine whether
6 in fact they were paid correctly and the extent of underpayment, thereby causing them injury.

7 151. Defendants' violations of 226(a) and 1174(d), as aforesaid, entitles Plaintiff and
8 other non-party Aggrieved Employees to recover civil penalties pursuant to Labor Code
9 sections 226.3, 1174.5, and/or 2699(a), (f), and (g).

10 **FAILURE TO PAY WAGES DURING EMPLOYMENT**

11 **VIOLATION OF LABOR CODE SECTION 204**

12 152. At all relevant times herein set forth, California Labor Code section 204
13 requires that all wages earned by any person in any employment between the 1st and the 15th
14 days, inclusive, of any calendar month, other than those wages due upon termination of an
15 employee, are due and payable between the 16th and the 26th day of the month during which
16 the labor was performed. Labor Code section 204 further provides that all wages earned by
17 any person in any employment between the 16th and the last day, inclusive, of any calendar
18 month, other than those wages due upon termination of an employee, are due and payable
19 between the 1st and the 10th day of the following month.

20 153. At all relevant times herein, California Labor Code section 204 also requires
21 that all wages earned for labor in excess of the normal work period shall be paid no later than
22 the payday for the next regular payroll period. Alternatively, at all relevant times herein,
23 Labor Code section 204 provides that the requirements of this section are deemed satisfied by
24 the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not
25 more than seven (7) calendar days following the close of the payroll period.

26 154. During the relevant time period, Defendants willfully failed to pay Plaintiff and
27 other non-party Aggrieved Employees all wages due to them within any time period specified
28 by California Labor Code section 204 including, but not limited to, overtime wages, minimum

1 wages, meal and rest period premiums, and/or reporting time pay.

2 155. Plaintiff and other non-party Aggrieved Employees are therefore entitled to
3 recover civil penalties pursuant to Labor Code sections 210 and/or 2699(a), (f), and (g).

4 **FAILURE TO PAY WAGES UPON TERMINATION**

5 **VIOLATION OF LABOR CODE SECTIONS 201, 202, AND 203**

6 156. At all times relevant herein set forth, Labor Code sections 201 and 202 provide
7 that if an employer discharges an employee, the wages earned and unpaid at the time of
8 discharge are due and payable immediately, and that if an employee voluntarily leaves his or
9 her employment, his or her wages shall become due and payable not later than seventy-two
10 (72) hours thereafter, unless the employee has given seventy-two (72) hours previous notice of
11 his or her intention to quit, in which case the employee is entitled to his or her wages at the
12 time of quitting.

13 157. Defendants willfully failed to pay Plaintiff and other non-party Aggrieved
14 Employees who are no longer employed by Defendants the earned and unpaid wages set forth
15 above, including but not limited to, overtime wages, minimum wages, meal and rest period
16 premiums, and/or reporting time pay, either at the time of discharge, or within seventy-two
17 (72) hours of their leaving Defendants' employ.

18 158. Defendants' failure to pay Plaintiff and those non-party Aggrieved Employees
19 who are no longer employed by Defendants their wages earned and unpaid at the time of
20 discharge, or within seventy-two (72) hours of their leaving Defendants' employ, violates
21 Labor Code sections 201 and 202. Plaintiff and other non-party Aggrieved Employees are
22 therefore entitled to recover civil penalties pursuant to Labor Code sections 256 and/or
23 2699(a), (f), and (g).

24 **FAILURE TO PAY REPORTING TIME PAY**

25 **VIOLATION OF LABOR CODE SECTION 1198**

26 159. California Labor Code section 1198 makes it illegal to employ an employee
27 under conditions of labor that are prohibited by the applicable wage order. California Labor
28 Code section 1198 requires that “. . . the standard conditions of labor fixed by the commission

1 shall be the . . . standard conditions of labor for employees. The employment of any employee
2 . . . under conditions of labor prohibited by the order is unlawful.”

3 160. California Code of Regulations, Title 8, section 11050(5)(A) provides that
4 “[e]ach workday an employee is required to report for work and does report, but is not put to
5 work or is furnished less than half said employee’s usual or scheduled day’s work, the
6 employee shall be paid for half the usual or scheduled day’s work, but in no event for less
7 than two (2) hours nor more than four (4) hours, at the employee’s regular rate of pay, which
8 shall not be less than the minimum wage.” The “primary purpose of the reporting time
9 regulation” is “to guarantee at least partial compensation for employees who report to work
10 expecting to work a specified number of hours, and who are deprived of that amount because
11 of inadequate scheduling or lack of proper notice by the employer.” *Aleman v. AirTouch*
12 *Cellular*, 209 Cal. App. 4th 556 (2012).

13 161. Upon information and belief, Defendants violated California Labor Code
14 section 1198 and California Code of Regulations, Title 8, section 11050(5), because
15 Defendants failed to pay Plaintiff and other non-party Aggrieved Employees reporting time
16 pay when they reported to work for their scheduled shift but were put to work for less than
17 half of the regular schedule.

18 162. During the relevant period, Defendants had a company-wide practice of
19 sending Plaintiff and other non-party Aggrieved Employees home early from their shifts,
20 including before they had worked at least half of their regular shift, but would not pay
21 Plaintiff and other non-party Aggrieved Employees for half of their scheduled shift. Although
22 Plaintiff and other non-party Aggrieved Employees would report to work based on the
23 schedule that Defendants provided to them, Defendants would send them home before they
24 had worked at least half of their scheduled shifts without giving them reporting time pay. For
25 example, Plaintiff would report to work and, 1-2 times per month, would be told to go home
26 after she had worked only two (2) hours because business was slow, yet was not paid for half
27 of her scheduled shift.

28 163. Accordingly, Plaintiff and other non-party Aggrieved Employees were not

1 properly compensated with reporting time pay in violation of California Labor Code section
2 1198. Plaintiff and other non-party Aggrieved Employees are therefore entitled to recover
3 civil penalties pursuant to Labor Code sections 2699(a), (f), and (g).

4 **FAILURE TO PAY SPLIT-SHIFT PAY**

5 **VIOLATION OF LABOR CODE SECTION 1198**

6 164. California Labor Code section 1198 provides that no employer may employ an
7 employee under conditions of labor that are prohibited by the applicable IWC wage order.
8 California Labor Code section 1198 further requires that “. . . the standard conditions of labor
9 fixed by the commission shall be the . . . standard conditions of labor for employees. The
10 employment of any employee . . . under conditions of labor prohibited by the order is
11 unlawful.”

12 165. California Code of Regulations, Title 8, section 11050(4)(C) provides that,
13 “When an employee works a split shift, one (1) hour’s pay at the minimum wage shall be paid
14 in addition to the minimum wage for that workday, except when the employee resides at the
15 place of employment.” California Code of Regulations, Title 8, defines a split shift as “a
16 work schedule, which is interrupted by non-paid non-working periods established by the
17 employer, other than bona fide rest or meal periods.”

18 166. Defendants willfully violated California Labor Code section 1198 and
19 California Code of Regulations, Title 8, section 11050(4)(C), because Defendants failed to
20 pay other non-party Aggrieved Employees a split-shift premium when they returned to work
21 for an additional shift in the same day, after having been clocked out for more than an hour.
22 Accordingly, Defendants required other non-party Aggrieved Employees to work split shifts
23 but failed to pay them an additional hour at minimum wage, in violation of California Labor
24 Code section 1198.

25 167. Defendants’ failure to provide other non-party Aggrieved Employees with split-
26 shift pay when they returned to work for an additional shift in the same day, after having been
27 clocked out for more than an hour, violates California Labor Code section 1198 and California
28 Code of Regulations Title 8, Section 11050(4)(C). Other non-party Aggrieved Employees are

1 therefore entitled to recover civil penalties pursuant to Labor Code sections 2699(a), (f), and
2 (g).

3 **FAILURE TO REIMBURSE NECESSARY BUSINESS EXPENSES**

4 **VIOLATION OF LABOR CODE SECTION 2802**

5 168. At all times herein set forth, California Labor Code section 2802 provides that
6 an employer must reimburse employees for all necessary expenditures and losses incurred by
7 the employee in the performance of his or her job. The purpose of Labor Code section 2802 is
8 to prevent employers from passing off their cost of doing business and operating expenses on
9 to their employees. *Cochran v. Schwan's Home Service, Inc.*, 228 Cal. App. 4th 1137, 1144
10 (2014). The applicable wage order, IWC Wage Order No. 5-2001, provides that: "[w]hen the
11 employer requires the use of tools or equipment or they are necessary to the performance of a
12 job, such tools and equipment shall be provided and maintained by the employer, except that
13 an employee whose wages are at least two (2) times the minimum wage may provide and
14 maintain hand tools and equipment customarily required by the particular trade or craft."

15 169. First, during the relevant time period, Defendants, on a company-wide basis,
16 required that Plaintiff and other non-party Aggrieved Employees use their own personal
17 cellular phones and/or cellular data to carry out their job duties, but failed to reimburse them
18 for the costs of their work-related cellular phone expenses. For example, Plaintiff and other
19 non-party Aggrieved Employees were required to communicate with management regarding
20 work-related matters on their personal cellular phones, such as documenting restaurant
21 inventory. Although Defendants required Plaintiff and other non-party Aggrieved Employees
22 to utilize their personal cellular phones and/or cellular data to carry out their work-related
23 responsibilities, Defendants failed to fully reimburse them for this cost.

24 170. Second, Defendants had a company-wide policy of requiring Plaintiff and other
25 non-party Aggrieved Employees to utilize their own personal vehicles for work purposes, but
26 failed to reimburse them for all costs of travel, including mileage. For example, Plaintiff and
27 other non-party Aggrieved Employees were sometimes required to pick up supplies and
28 ingredients from other restaurant locations and/or make bank drops using their personal

1 vehicles. Although Defendants required Plaintiff and other non-party Aggrieved Employees
2 to use their own vehicles to carry out their work-related responsibilities, Defendants never
3 reimbursed them for their travel expenses.

4 171. Third, Defendants, on a company-wide basis, required Plaintiff and other non-
5 party Aggrieved Employees to report to work wearing clean and presentable uniforms, which
6 forced Plaintiff and other non-party Aggrieved Employees to clean their uniforms frequently
7 and incur expenses for doing so. In addition, Defendants failed to provide Plaintiff and other
8 non-party Aggrieved Employees with an adequate number of uniforms, which further caused
9 employees to incur regular laundering expenses. For example, Plaintiff was given only four
10 (4) uniform shirts when scheduled to work five (5) or more days per week, and was therefore
11 required to wash these uniforms more regularly than his other clothing to ensure that they
12 were clean prior to each shift.

13 172. Fourth, Defendants, on a company-wide basis, required Plaintiff and/or other
14 non-party Aggrieved Employees to obtain and pay for certain licenses, such as food handler's
15 permits, that were required for their employment, as well as associated costs such as training
16 and/or examination fees. For example, employees with food handling duties were required to
17 obtain a California Food Handler Card, but, on information and belief, Defendants did not
18 reimburse them for the costs of obtaining the certification or license. Thus, Defendants failed
19 to reimburse Plaintiff and/or other non-party Aggrieved Employees for all of the costs of
20 obtaining these certifications or licenses, including any training and/or examination fees.

21 173. Defendants could have provided Plaintiff and other non-party Aggrieved
22 Employees with the actual tools for use on the job, such as company phones or company
23 vehicles to be used for fulfilling work-related tasks, and an adequate number of uniforms
24 and/or access to laundering services. Or, Defendants could have reimbursed employees for
25 the costs of their cellular phone usage expenses, mileage, travel expenses, laundering costs,
26 and certification or licensing fees. Instead, Defendants passed these operating costs off onto
27 Plaintiff and other non-party Aggrieved Employees. At all relevant times, Plaintiff did not
28 earn at least two (2) times the minimum wage.

174. Defendants' company-wide policy and/or practice of passing on their operating costs to Plaintiff and other non-party Aggrieved Employees violates California Labor Code section 2802. Plaintiff and other non-party Aggrieved Employees are therefore entitled to recover civil penalties pursuant to Labor Code sections 2699(a), (f), and (g).

REQUEST FOR JURY TRIAL

Plaintiff requests a trial by jury.

PRAYER FOR RELIEF

Plaintiff, on behalf of all other non-party Aggrieved Employees, prays for relief and judgment against Defendants, jointly and severally, as follows:

1. For civil penalties and attorneys' fees in excess of twenty-five thousand dollars (\$25,000). Plaintiff reserves the right to amend his prayer for relief to seek a different amount.

As to the First Cause of Action

2. That the Court declare, adjudge and decree that Defendants violated the following California Labor Code provisions as to Plaintiff and/or other non-party Aggrieved Employees: 226.7, 512(a), 516, and 1198 (by failing to provide all meal periods); 226.7, 516, and 1198 (by failing to authorize and permit all rest periods); 510 and 1198 (by failing to pay all overtime compensation); 1182.12, 1194, 1197, and 1198 (by failing to pay at least minimum wages for all hours worked); 226(a), 1174(d), and 1198 (by failing to provide accurate wage statements and maintain accurate payroll records); 201, 202, and 203 (by failing to timely pay all earned wages upon termination); 204 (by failing to timely pay all earned wages during employment); 1198 and the applicable IWC Wage Order (by failing to provide reporting time pay); 1198 and the applicable IWC Wage Order (by failing to pay split-shift premiums); and 2802 (by failing to reimburse business expenses).

3. For civil penalties, pursuant to California Labor Code sections 210, 226.3, 256, 558, 1174.5, 2699(a), (f), and (g), for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1198, and 2802;

4. For attorneys' fees and costs pursuant to California Labor Code section 2699(g)(1), and any and all other relevant statutes, for Defendants' violations of California

1 Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12,
2 1194, 1197, 1198, and 2802;

3 5. For pre-judgment and post-judgment interest as provided by law; and

4 6. For such other and further relief as the Court may deem equitable and
5 appropriate.

6 Dated: June 14, 2021

Respectfully submitted,

7 Capstone Law APC

8
9 By: 

Bevin Allen Pike

Orlando Villalba

Helga Hakimi

Roxanna Tabatabaeepour

Attorneys for Plaintiff Joss Harris

EXHIBIT “1”



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April 9, 2021

VIA ONLINE SUBMISSION

California Labor & Workforce Development Agency
ATTN: PAGA Administrator
(<https://dir.tfaforms.net/308>)

Subject: *Joss Harris v. ISP2, Inc., et al.*

Dear PAGA Administrator:

This office represents Joss Harris in connection with his claims under the California Labor Code. Mr. Harris was an employee of ISP2, INC.; ISP2 SAN RAMON, INC.; IKE'S PLACE #4 LLC; IKE'S PLACE #7, LLC; IKE'S PLACE #8, LLC; IKES PLACE #6; IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE, INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; and/or ISP2 WESTGATE, INC. For the purpose of this letter, Mr. Harris collectively refers to these entities as "IKES."

The employers may be contacted directly at the addresses below:

ISP2, INC.
1210 BASCOM AVE
SAN JOSE CA 95128

ISP2 SAN RAMON, INC.
3101 CROW CANYON PLACE
SAN RAMON CA 94583

IKE'S PLACE #4 LLC
1780 MENDOCINO AVENUE
SANTA ROSA CA 95401

IKES PLACE #6
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102

IKE'S PLACE #7, LLC
12 FORD ST.
SAN FRANCISCO CA 94114

IKE'S PLACE #8, LLC
648 W 5TH ST
CHICO CA 95928

IKES PLACE #1012
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102

ISP2 BAKERSFIELD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 BAKERSFIELD
MARKETPLACE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 BURLINGAME, INC.
1400 HOWARD AVE
BURLINGAME CA 94010

ISP2 CHINO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 DANVILLE INC.
1750 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 DUBLIN, INC.
4930 DUBLIN BLVD. SUITE 900
DUBLIN CA 94568

ISP2 EMERYVILLE, INC.
2549 EASTBLUFF DR, SUITE A
NEWPORT BEACH CA 92660

ISP2 FOUNTAIN VALLEY, INC.
18529 BROOKHURST STREET
FOUNTAIN VALLEY CA 92708

ISP2 FRESNO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 FRESNO 2, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 HAYWARD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 HILLSDALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 LONG BEACH, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 MODESTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SAP, INC.
2384 SUNRISE DR
SAN JOSE CA 95124

ISP2 SERRAMONTE, INC.
1950 E 220TH ST, SUITE 301
CARSON CA 90810

ISP2 SHATTUCK, INC.
2172 SHATTUCK AVENUE
BERKELEY CA 94704

ISP2 SKYPORT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 STOCKTON, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 STONESTOWN, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SUNNYVALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 THE PLANT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 MONTEREY, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 MOUNTAIN VIEW, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 NEWPORT BEACH, INC.
4221 MACARTHUR BLVD
NEWPORT BEACH CA 92660

ISP2 NORTHRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 OAKLAND, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 ROCKRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SACRAMENTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SALINAS INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SAN DIEGO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SAN JOSE D/T INC.
5745 PACIFIC COAST
HIGHWAY #4901
LONG BEACH CA 90803

ISP2 SAN LUIS OBISPO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SANTA CLARA INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SANTA CRUZ, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 SANTANA ROW, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 THE WILLOWS, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 TURLOCK, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 TUSTIN, INC.
2487 PARK AVENUE
TUSTIN CA 92782

ISP2 VACAVILLE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 VALLEJO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

ISP2 WALNUT CREEK, INC.
1159 LOCUST STREET
WALNUT CREEK CA 94596

ISP2 WESTGATE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

Mr. Harris intends to seek civil penalties, attorney's fees, costs, and other available relief for violations of the California Labor Code, which are recoverable under sections 2698, *et seq.*, the Labor Code Private Attorneys General Act of 2004 ("PAGA"). Mr. Harris seeks relief on behalf of himself, the State of California, and other persons who are or were employed by IKES as a non-exempt, hourly paid employee in California and who received at least one wage statement ("aggrieved employees"). This letter is sent in compliance with the notice and reporting requirements of California Labor Code section 2699.3.

IKES employed Mr. Harris as an hourly paid, non-exempt employee from approximately February 2018 to August 2020. Mr. Harris worked for IKES as a Crew Member at its restaurant location in San Ramon, California. During his employment, Mr. Harris typically worked five (5) to six (6) hours or more per day, and five (5) days per week. At the time his employment ended, Mr. Harris was compensated approximately \$15.00 per hour. His job duties included, without limitation, taking customer orders, processing transactions, preparing food, ordering inventory for food and supplies, and cleaning the premises.

IKES committed one or more of the following Labor Code violations against Mr. Harris, the facts and theories of which follow, making him an "aggrieved employee" pursuant to California Labor Code section 2699(c):¹

IKES's Company-Wide and Uniform Payroll and HR Practices

ISP2, INC.; ISP2 SAN RAMON, INC.; IKES PLACE #6; IKES PLACE #1012; ISP2 BAKERSFIELD, INC.; ISP2 BAKERSFIELD MARKETPLACE, INC.; ISP2 BURLINGAME, INC.; ISP2 CHINO, INC.; ISP2 DANVILLE INC.; ISP2 DUBLIN, INC.; ISP2 EMERYVILLE, INC.; ISP2 FOUNTAIN VALLEY, INC.; ISP2 FRESNO, INC.; ISP2 FRESNO 2, INC.; ISP2 HAYWARD, INC.; ISP2 HILLSDALE, INC.; ISP2 LONG BEACH, INC.; ISP2 MODESTO, INC.; ISP2 MONTEREY, INC.; ISP2 MOUNTAIN VIEW, INC.; ISP2 NEWPORT BEACH, INC.; ISP2 NORTHRIDGE, INC.; ISP2 OAKLAND, INC.; ISP2 ROCKRIDGE, INC.; ISP2 SACRAMENTO, INC.; ISP2 SACRAMENTO, INC.; ISP2 SALINAS INC.; ISP2 SAN DIEGO, INC.; ISP2 SAN JOSE D/T INC.; ISP2 SAN LUIS OBISPO, INC.; ISP2 SANTA CLARA INC.; ISP2 SANTA CRUZ, INC.; ISP2 SANTANA ROW, INC.; ISP2 SAP, INC.; ISP2 SERRAMONTE, INC.; ISP2 SHATTUCK, INC.; ISP2 SKYPORT, INC.; ISP2 STOCKTON, INC.; ISP2 STONESTOWN, INC.; ISP2 SUNNYVALE, INC.; ISP2 THE PLANT, INC.; ISP2 THE WILLOWS, INC.; ISP2 TURLOCK, INC.; ISP2 TUSTIN, INC.; ISP2 VACAVILLE, INC.; ISP2 VALLEJO, INC.; ISP2 WALNUT CREEK, INC.; and ISP2 WESTGATE, INC. are California corporations. IKE'S PLACE #4 LLC, IKE'S PLACE #7, LLC, and IKE'S PLACE #8, LLC are California limited liability companies. IKES owns, operates, and franchises Ike's Love & Sandwich restaurants throughout at the United States, with at least 46 restaurant locations in California. Upon information and belief, IKES maintains a single, centralized Human Resources (HR) department at its corporate headquarters in San Jose or Carson, California for all non-exempt, hourly paid employees working for IKES in California, including Mr. Harris and other aggrieved employees. At all relevant times, IKES issued and maintained uniform, standardized scheduling and timekeeping practices and procedures for all non-exempt, hourly paid employees in California, including Mr. Harris and other aggrieved employees, regardless of their location or position.

¹ These facts, theories, and claims are based on Mr. Harris's experience and counsel's review of those records currently available relating to Mr. Harris's employment. Discovery conducted in litigation of wage and hour claims such as these often reveals additional claims that the aggrieved employee was not initially aware of (because the aggrieved employee was not aware of the law's requirements, the employer misinformed its employee of the law's requirements, or because the employer effectively hid the violations). Thus, Mr. Harris reserves the right to supplement this letter with additional facts, theories, and claims if he becomes aware of them subsequent to the submission of this letter.

Upon information and belief, IKES maintains a centralized Payroll department at its corporate headquarters in San Jose or Carson, California, which processes payroll for all non-exempt, hourly paid employees working for IKES in California, including Mr. Harris and other aggrieved employees. Further, IKES issues the same formatted wage statements in the same manner for all non-exempt, hourly paid employees working in California, including Mr. Harris and other aggrieved employees, irrespective of their location, position, or manner in which each employee's employment ended. In other words, IKES utilized the same methods and formulas when calculating wages due to Mr. Harris and other aggrieved employees in California.

Violation of California Labor Code §§ 226.7, 512(a), 516, and 1198 – Failure to Provide Meal Periods

California Labor Code sections 226.7, 512(a), 516, 1198 and the applicable IWC Wage Order require employers to provide meal periods and to pay an employee one (1) additional hour of pay at the employee's regular rate for each work day that a meal or rest period is not provided. Pursuant to Labor Code sections 226.7 and 512(a) and the applicable IWC Wage Order, an employer may not require, cause or permit an employee to work for a period of more than five (5) hours per day without providing the employee with an uninterrupted meal period of not less than thirty (30) minutes, except that if the total work period per day of the employee is not more than six (6) hours, the meal period may be waived by mutual consent of both the employer and the employee. Under California law, first meal periods must start after no more than five hours. *Brinker Rest. Corp. v. Superior Court*, 53 Cal. 4th 1004, 1041-1042 (Cal. 2012). Labor Code sections 226.7 and 512(a) and the applicable IWC Wage Order also require employers to provide a second meal period of not less than thirty (30) minutes if an employee works over ten (10) hours per day or to pay an employee one (1) additional hour of pay at the employee's regular rate, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

During the relevant time period, IKES had, and continues to have, a company-wide policy of strictly staffing its locations based on the labor hours allocated by each location's labor or payroll budget set by corporate. This practice of labor budgeting, combined with the assignment of heavy workloads, has resulted in, and continues to result in, chronic understaffing and a lack of adequate meal period coverage, because there were too few employees on duty to handle the workload. Thus, Mr. Harris and other aggrieved employees were prevented from taking all timely, uninterrupted meal periods to which they were entitled. In addition, IKES implemented a timekeeping system that locked out Mr. Harris and other aggrieved employees and prevented them from clocking in early before the end of their 30-minute meal period. As a result of IKES's timekeeping system, Mr. Harris and other aggrieved employees were prevented from accurately recording when they had to return early from a meal period so that they could be compensated for that time. Further, on information and belief, because IKES frowned upon employees accruing meal period penalties, IKES's management would adjust Mr. Harris's and other aggrieved employees' time records to reflect compliant meal periods, regardless of whether they had received a compliant meal period or not, in order to strictly limit meal penalties that would need to be paid by IKES.

As a result, Mr. Harris and other aggrieved employees would be forced to work in excess of five (5) hours before taking a meal period, had their meal periods interrupted or cut short, and/or had to forgo their meal periods altogether. For example, Mr. Harris missed meal periods up to three (3) times per week, and his meal periods were interrupted twice per week, due to the workload, customer demand, and lack of coverage. Additionally, approximately 2-3 times per month, Mr. Harris would be unable to take his meal period until more than five (5) hours into his shift because the restaurant was busy and he did not have coverage.

Moreover, IKES did not provide other aggrieved employees with second 30-minute meal periods on days that they worked in excess of ten (10) hours in one day. Mr. Harris and other aggrieved employees did not sign valid meal period waivers on days that they were entitled to meal periods and were not relieved of all duties.

Additionally, IKES had a company-wide policy of requiring all newly hired employees to sign blanket meal period waivers at or near their time of hire. IKES took the position that non-exempt, hourly paid employees

had waived their rights to first meal periods for the entirety of their employment and, on that basis, did not provide them with all meal periods to which they were entitled. Specifically, IKES's "Meal Period Waiver Form" provides that the waiver remains in effect until the employee provides IKES with written notice of his or her decision to revoke. IKES's company-wide use of blanket meal period waivers signed at or near the time of hire and imposition on employees to revoke the waivers in writing, discouraged and impeded Mr. Harris and other aggrieved employees from taking all meal periods to which they were entitled.

IKES knew or should have known that as a result of its company-wide policies and/or practices, that Mr. Harris and other aggrieved employees were not actually relieved of all duties to take timely, uninterrupted meal periods. IKES further knew or should have known that it did not pay Mr. Harris and other aggrieved employees meal period premiums when meal periods were missed, late, short, and/or interrupted.

Furthermore, IKES engaged in a company-wide practice and/or policy of not paying meal period premiums owed when compliant meal periods are not provided. Because of this practice and/or policy, Mr. Harris and other aggrieved employees have not received premium pay for missed, interrupted, or late meal periods. Alternatively, to the extent that IKES did pay meal period premiums to other aggrieved employees, it did so at the incorrect rates. In addition to an hourly wage, IKES paid other aggrieved employees incentive pay, nondiscretionary bonuses, and/or other forms of remuneration. However, in violation of the California Labor Code, because IKES failed to incorporate all compensation, including incentive pay, nondiscretionary bonuses, and/or other forms of remuneration, into the calculation of the regular rate of pay, any premiums paid for meal period violations were also paid at an incorrect rate and resulted in an underpayment of meal period premiums.

Accordingly, IKES failed to provide all meal periods in violation of California Labor Code sections 226.7, 512(a), 516, and 1198. Mr. Harris and other aggrieved employees are entitled to civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 226.7, 516, and 1198 – Failure to Authorize and Permit Rest Periods

California Labor Code sections 226.7, 516, 1198 and the applicable IWC Wage Order require employers to provide rest periods and to pay an employee one (1) additional hour of pay at the employee's regular rate for each work day that a meal or rest period is not provided. California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC. The applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period" and that the "rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily work time is less than three and one-half (3½) hours.

To comply with its obligation to authorize and permit rest periods under California Labor Code section 226.7 and the applicable IWC Wage Order, an employer must "relinquish any control over how employees spend their break time, and relieve their employees of all duties—including the obligation that an employee remain on call. A rest period, in short, must be a period of rest." *Augustus, et al. v. ABM Security Services, Inc.*, 2 Cal. 5th 257, 269-270 (2016).

During the relevant time period, IKES regularly failed to authorize and permit Mr. Harris and other aggrieved employees to take a ten (10) minute rest period per each four (4) hour period worked or major fraction thereof. As with meal periods, IKES's company-wide labor budget policies and resultant understaffing, heavy workload, and lack of coverage prevented Mr. Harris and other aggrieved employees from being relieved of all duty in order to take compliant rest periods. IKES also failed to schedule rest periods, which, coupled with IKES's failure to provide adequate rest period coverage, further led to Mr. Harris and other aggrieved employees not being authorized and permitted to take rest periods.

Furthermore, IKES maintained a company-wide on-premises rest period policy, which mandated that Mr. Harris and/or other aggrieved employees remain on IKES's premises during their rest periods. Because Mr. Harris and/or other aggrieved employees were restricted from leaving the premises during rest periods, they were denied the ability to use their rest periods freely for their own purposes, such as running personal errands. Thus, IKES effectively maintained control over Mr. Harris and/or other aggrieved employees during rest periods.

As a result of IKES's practices and policies, Mr. Harris and other aggrieved employees worked shifts in excess of 3.5 hours, in excess of 6 hours, and/or in excess of 10 hours without receiving all uninterrupted 10-minute rest periods to which they were entitled. For example, during his employment, Mr. Harris missed at least two (2) rest periods per week due to the heavy workload and lack of coverage. In addition, during his employment, his rest periods were sometimes cut short by supervisors and co-workers asking for his assistance with work-related matters, such as attending to customers.

IKES also has engaged in a company-wide practice and/or policy of not paying rest period premiums owed when compliant rest periods are not authorized and permitted. Because of this practice and/or policy, Mr. Harris and other aggrieved employees have not received premium pay for all missed rest periods. Alternatively, to the extent that IKES did pay other aggrieved employees one (1) additional hour of premium pay for missed rest periods, IKES did not pay other aggrieved employees at the correct rate of pay for premiums because IKES failed to include all forms of compensation, such as incentive pay, nondiscretionary bonuses, and/or other forms of remuneration, in the regular rate of pay.

Accordingly, IKES failed to authorize and permit all rest periods in violation of California Labor Code sections 226.7, 516, and 1198. Mr. Harris and other aggrieved employees are entitled to civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 510 and 1198 – Unpaid Overtime

California Labor Code sections 510 and 1198 and the applicable Industrial Welfare Commission ("IWC") Wage Order require employers to pay employees working more than eight (8) hours in a day or more than forty (40) hours in a workweek at the rate of time-and-one-half (1½) times the regular rate of pay for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek. The applicable IWC Wage Order further provides that employers are required to pay employees working more than twelve (12) hours in a day overtime compensation at a rate of two (2) times their regular rate of pay. An employee's regular rate of pay includes all remuneration for employment paid to, or on behalf of, the employee, including nondiscretionary bonuses and incentive pay.

IKES willfully failed to pay all overtime wages owed to Mr. Harris and other aggrieved employees. During the relevant time period, Mr. Harris and other aggrieved employees were not paid overtime premiums for all of the hours they worked in excess of eight (8) hours in a day, in excess of twelve (12) hours in a day, and/or in excess of forty (40) hours in a week, because all hours that they worked were not recorded.

First, as stated, IKES had, and continues to have, a company-wide policy of understaffing its locations due to labor budgeting, which, combined with the assignment of heavy workloads and its failure to schedule meal periods, has resulted in, and continues to result in, a lack of adequate meal period coverage, because there were too few employees on duty to handle the workload. As a result, Mr. Harris and other aggrieved employees were not always afforded uninterrupted 30-minute meal periods during shifts when they were entitled to receive a meal period. For example, Mr. Harris missed meal periods up to three (3) times per week, and his meal periods were interrupted twice per week, due to the workload, customer demand, and lack of coverage.

In addition, as stated, IKES's company-wide timekeeping system further prevented Mr. Harris and other aggrieved employees from recording all hours worked when their meal periods were shortened or interrupted, because the system locked out Mr. Harris and other aggrieved employees once they clocked out for a meal

period and would not permit them to clock back in from a meal period before 30 minutes had elapsed. Further, as stated, on information and belief, because IKES frowned upon employees accruing meal period penalties, IKES's management would adjust Mr. Harris's and other aggrieved employees' time records to reflect compliant meal periods, regardless of whether they had actually received a compliant meal period, in order to strictly limit meal penalties that IKES would otherwise owe. Consequently, Mr. Harris and other aggrieved employees performed work during meal periods for which they were not paid.

Second, during the relevant period, IKES had, and continues to have, a company-wide policy and/or practice of requiring employees to complete work-related tasks while off-the-clock. For example, at least once per week, for up to 30 minutes per instance, Mr. Harris was required to continue performing work duties after he clocked out, because the restaurant was busy and short-staffed. Additionally, IKES required employees with food handling duties to obtain California Food Handler Cards, which led to employees completing online food safety training and testing from home, on their off-days, or during their unpaid meal periods, but did not compensate them for this time. For example, Mr. Harris and/or other aggrieved employees spent up to two (2) hours completing mandatory food safety training, but were not paid by IKES for this time.

Third, IKES had a company-wide security policy requiring employees to leave the restaurant premises in pairs. On information and belief, after clocking out at the end of their shifts, other aggrieved employees were required to wait for each other before they could leave IKES premises together. As a result of these security policies and/or practices, other aggrieved employees were subject to IKES's control after they had clocked out for their shifts, but were not compensated for this time.

IKES knew or should have known that, as a result of these company-wide practices and/or policies, Mr. Harris and/or other aggrieved employees were performing their assigned duties off-the-clock and during meal periods, and were suffered or permitted to perform work for which they were not paid. Because Mr. Harris and/or other aggrieved employees regularly worked shifts of eight (8) hours a day or more, or forty (40) hours a week or more, some of this off-the-clock work qualified for overtime premium pay. Therefore, Mr. Harris and/or other aggrieved employees were not paid overtime wages for all of the overtime hours they actually worked.

Furthermore, IKES did not pay other aggrieved employees the correct overtime rates for the recorded overtime hours that they generated. IKES failed to incorporate all compensation, including incentive pay, nondiscretionary bonuses, and/or other forms of remuneration, into the calculation of the regular rate of pay for purposes of calculating the overtime wage rate. Therefore, during times when other aggrieved employees worked overtime and received these other forms of pay, IKES failed to pay all overtime wages by paying a lower overtime rate than required.

IKES's failure to pay Mr. Harris and other aggrieved employees the balance of overtime compensation, as required by California law, violates the provisions of California Labor Code sections 510 and 1198. Mr. Harris and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 558 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 1182.12, 1194, 1197, 1197.1, and 1198 – Unpaid Minimum Wages

California Labor Code sections 1182.12, 1194, 1197, 1197.1, and 1198 require employers to pay employees the minimum wage fixed by the IWC. The payment of a lesser wage than the minimum so fixed is unlawful. Compensable work time is defined in IWC Wage Order 5-2001 as "the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so." Cal. Code. Regs. tit. 8, § 11050(2)(K) (defining "Hours Worked").

As set forth above, due to IKES's company-wide practice of utilizing labor budgets, assignment of heavy workloads, subsequent lack of meal period coverage, and failure to schedule meal periods, Mr. Harris and other aggrieved employees were impeded from taking all uninterrupted meal periods to which they were

entitled and were required to work off-the-clock. Moreover, as described above, IKES's timekeeping system did not permit Mr. Harris and other aggrieved employees to clock back in early when their meal periods were interrupted or cut short. In addition, as set forth above, in order to prevent employees from accruing meal period penalties, upon information and belief, IKES's management adjusted employee time records to reflect compliant meal periods, but required them to continue working, time for which they were not paid. Thus, IKES systematically failed to pay Mr. Harris and other aggrieved employees for actual hours worked during unpaid meal periods because these hours were not always correctly recorded. As also stated, IKES required Mr. Harris and other aggrieved employees to perform work off-the-clock, including performing post-shift duties, completing required online trainings, and waiting for other employees to complete closing duties to leave the restaurant premises in pairs.

Thus, IKES did not pay minimum wages for all hours worked by Mr. Harris and other aggrieved employees. To the extent that these off-the-clock hours did not qualify for overtime premium payment, IKES did not pay at least minimum wages for those hours worked off-the-clock in violation of California Labor Code sections 1182.12, 1194, 1197, and 1197.1. Accordingly, IKES regularly failed to pay at least minimum wages to Mr. Harris and other aggrieved employees for all of the hours they worked in violation of California Labor Code sections 1182.12, 1194, 1197, 1197.1 and 1198.

Mr. Harris and other aggrieved employees are therefore entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 1197.1 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 226(a), 1174(d), and 1198 – Non-Compliant Wage Statements and Failure to Maintain Accurate Payroll Records

California Labor Code section 226(a) requires employers to make, keep and provide true, accurate, and complete employment records. IKES has not provided Mr. Harris and other aggrieved employees with properly itemized wage statements. Labor Code section 226(e) provides that if an employer fails to comply with providing an employee with properly itemized wages statements as set forth in 226(a), then the employee is entitled to recover the greater of all actual damages or \$50.00 for the initial pay period in which a violation occurs and \$100 per employee for each violation in a subsequent pay period, not to exceed \$4,000. Further, Labor Code section 226.3 provides that any employer who violates section 226(a) shall be subject to a civil penalty in the amount of \$250 per employee per violation in an initial citation and \$1,000 per employee for each violation in a subsequent citation, for which the employer fails to provide the employee a wage statement or fails to keep the required records pursuant to Section 226(a).

During the relevant time period, IKES has knowingly and intentionally provided Mr. Harris and other aggrieved employees with uniform, incomplete, and inaccurate wage statements. For example, IKES issued uniform wage statements to Mr. Harris and other aggrieved employees that fail to correctly list: gross wages earned; total hours worked; net wages earned; the address of the legal entity that is the employer; and all applicable hourly rates in effect during the pay period, including overtime rates of pay, and the corresponding number of hours worked at each hourly rate. Specifically, IKES violated sections 226(a)(1), 226(a)(2), 226(a)(5), 226(a)(8), and 226(a)(9).

First, because IKES did not record the time Mr. Harris and other aggrieved employees spent working off-the-clock and deducted time from their records for meal periods that were interrupted and/or missed (and therefore time for which they should have been paid), IKES did not list the correct amount of gross wages and net wages earned by Mr. Harris and other aggrieved employees in compliance with section 226(a)(1) and section 226(a)(5), respectively. For the same reason, IKES failed to accurately list the total number of hours worked by Mr. Harris and other aggrieved employees, in violation of section 226(a)(2), and failed to list the applicable hourly rates of pay in effect during the pay period and the corresponding accurate number of hours worked at each hourly rate, in violation of section 226(a)(9).

Second, because IKES did not calculate other aggrieved employees' regular rate of pay correctly for purposes of paying overtime wages, IKES did not list the correct amount of gross wages earned by other aggrieved employees in compliance with section 226(a)(1) and did not list the correct amount of net wages earned by other aggrieved employees in violation of section 226(a)(5). IKES also failed to correctly list all applicable hourly rates in effect during the pay period, namely, correct overtime rates of pay, in violation of section 226(a)(9).

Third, and separate from these violations, IKES issued uniform wage statements to Mr. Harris and other aggrieved employees that fail to list the correct address of the legal entity of the actual employer in violation of Labor Code section 226(a)(8). The purpose of section 226(a)(8) is to provide California employees with transparency as to the true identity of their employer, to allow the employee to contact their employer during employment in the future for various reasons, including filing an administrative claim, judicial claim, or other action to seek relief against their employer, obtain unemployment benefits, etc. Mr. Harris's wage statements list the entity "ISP2 SAN RAMON, INC." at the address "1769 HILLSDALE AVE STE 24069, SAN JOSE, CA 95154," but, according to the California Secretary of State's website, there is no such entity by that name at that address. Instead, the entity "ISP2 SAN RAMON, INC." is listed on the California Secretary of State's website with a different address, 3101 CROW CANYON PLACE, SAN RAMON CA 94583. *See example wage statement below.*

SPG	107	CREWMS
ISP2 SAN RAMON, INC. 1769 HILLSDALE AVE STE 24069 SAN JOSE, CA 95154		

SSN	JOSE HARRIS
[REDACTED]	[REDACTED]

Gross Pay	Deductions	Net Pay/Net Check
\$209.40	\$209.40	\$209.40

Hours and Earnings	Description	Hours	Rate
Regular Earnings	24.63	24.63	\$209.40
Misc	2.00	2.00	\$20.00
Total Hrs Worked: 24.63			

Taxes	Description	This Period
Federal Income Tax		\$25.50
Social Security Tax		\$24.77
Medicare Tax		\$5.79
CA SUI/SCI		\$3.89

The wage statement deficiencies also include, among other things, failing to list the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis; failing to list all deductions; failing to list the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number; failing to list the name of the legal entity that is the employer; failing to list the inclusive dates of the period for which aggrieved employees were paid; and/or failing to state all hours worked as a result of not recording or stating the hours they worked off-the-clock.

California Labor Code section 1174(d) provides that "[e]very person employing labor in this state shall ... [k]eep a record showing the names and addresses of all employees employed and the ages of all minors" and "[k]eep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments..." Labor Code section 1174.5 provides that employers are subject to a \$500 civil penalty if they fail to maintain accurate and complete records as required by section 1174(d). During the relevant time period, and in violation of Labor Code section 1174(d), IKES willfully failed to maintain accurate payroll records for Mr. Harris and other aggrieved employees showing the daily hours they worked and the wages paid thereto as a result of failing to record the off-the-clock hours that they worked.

California Labor Code section 1198 provides that the maximum hours of work and the standard conditions of labor shall be those fixed by the Labor Commissioner and as set forth in the applicable IWC Wage Orders. Section 1198 further provides that “[t]he employment of any employees for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.” Pursuant to the applicable IWC Wage Order, employers are required to keep accurate time records showing when the employee begins and ends each work period and meal period. During the relevant time period, IKES failed, on a company-wide basis, to keep accurate records of work period and meal period start and stop times for Mr. Harris and other aggrieved employees, in violation of section 1198. As stated, IKES engaged in a company-wide practice and/or policy of falsifying Mr. Harris’s and other aggrieved employees’ time records by recording that compliant meal periods were taken regardless of if or when meal periods were actually taken, and thereby failed to keep accurate records of meal start and end times for Mr. Harris and other aggrieved employees. Furthermore, in light of IKES failure to provide other aggrieved employees with second 30-minute meal periods to which they were entitled, IKES kept no records of meal start and end times for second meal periods.

Because IKES failed to provide the correct net and gross wages earned, applicable rates of pay, and number of total hours worked on wage statements, Mr. Harris and other aggrieved employees have been prevented from verifying, solely from information on the wage statements themselves, that they were paid correctly and in full. Instead, Mr. Harris and other aggrieved employees have had to look to sources outside of the wage statements themselves and reconstruct time records to determine whether in fact they were paid correctly and the extent of underpayment, thereby causing them injury.

Mr. Harris and other aggrieved employees are entitled to recover civil penalties, attorney’s fees, costs, and interest thereon pursuant to Labor Code sections 226.3, 1174.5, and/or 2699(a), (f)-(g).

Violation of California Labor Code § 204 – Failure to Timely Pay Wages During Employment

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. Alternatively, California Labor Code section 204 provides that the requirements of this section are deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven (7) calendar days following the close of the payroll period.

During the relevant time period, IKES failed to pay Mr. Harris and other aggrieved employees all wages due to them, including, but not limited to, overtime wages, minimum wages, meal and rest period premiums, and/or reporting time pay, within any time period specified by California Labor Code section 204.

Mr. Harris and other aggrieved employees are entitled to recover civil penalties, attorney’s fees, costs, and interest thereon, pursuant to Labor Code sections 210 and/or 2699(a), (f)-(g).

Violation of California Labor Code §§ 201, 202, and 203 – Failure to Timely Pay Final Wages Upon Termination

California Labor Code sections 201, 202, and 203 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

IKES willfully failed to pay Mr. Harris and other aggrieved employees who are no longer employed by IKES all their earned wages, including, but not limited to, overtime wages, minimum wages, meal and rest period premiums, and/or reporting time pay, either at the time of discharge, or within seventy-two (72) hours of their leaving IKES's employ in violation of California Labor Code sections 201, 202, and 203.

Mr. Harris and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 256 and/or 2699(a), (f)-(g).

Violation of California Labor Code § 1198 and California Code of Regulations Title 8, Section 11050 Subdivision 5(A) – Failure to Pay Reporting Time Pay

California Labor Code section 1198 dictates that no employer may employ an employee under conditions of labor that are prohibited by the applicable IWC wage order. California Labor Code section 1198 further requires that “. . . the standard conditions of labor fixed by the commission shall be the . . . standard conditions of labor for employees. The employment of any employee . . . under conditions of labor prohibited by the order is unlawful.”

California Code of Regulations, Title 8, section 11050(5)(A) provides that “[e]ach workday an employee is required to report for work and does report, but is not put to work or is furnished less than half said employee's usual or scheduled day's work, the employee shall be paid for half the usual or scheduled day's work, but in no event for less than two (2) hours nor more than four (4) hours, at the employee's regular rate of pay, which shall not be less than the minimum wage.” The “primary purpose of the reporting time regulation” is “to guarantee at least partial compensation for employees who report to work expecting to work a specified number of hours, and who are deprived of that amount because of inadequate scheduling or lack of proper notice by the employer.” *Aleman v. AirTouch Cellular*, 209 Cal. App. 4th 556 (2012).

IKES violated California Labor Code section 1198 and California Code of Regulations, Title 8, section 11050(5), because IKES failed to pay Mr. Harris and other aggrieved employees reporting time pay when they reported to work for their scheduled shifts, but were put to work for less than half of the regular schedule. IKES had a company-wide practice of sending Mr. Harris and other aggrieved employees home early from their shifts, including before they had worked at least half of their regular shift, but would not pay Mr. Harris and other aggrieved employees for half of their scheduled shift. For example, at least once per month, Mr. Harris reported to work for his scheduled shift, but was sent home by IKES's management within the first two hours after clocking in because business was slow. Although Mr. Harris and other aggrieved employees reported to work based on the schedule that IKES provided to them, IKES would send them home before they had worked at least half of their scheduled shifts without giving them reporting time pay. Accordingly, Mr. Harris and other aggrieved employees were not properly compensated with reporting time pay in violation of California Labor Code section 1198.

Mr. Harris and other aggrieved employees are therefore entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 2699(a), (f)-(g).

Violation of California Labor Code § 1198 and California Code of Regulations Title 8, Section 11050 Subdivision 4(C) – Failure to Pay Split-Shift Premiums

California Labor Code section 1198 provides that no employer may employ an employee under conditions of labor that are prohibited by the applicable IWC wage order. California Labor Code section 1198 further requires that “. . . the standard conditions of labor fixed by the commission shall be the . . . standard conditions of labor for employees. The employment of any employee . . . under conditions of labor prohibited by the order is unlawful.”

California Code of Regulations, Title 8, section 11050(4)(C) provides that, “When an employee works a split shift, one (1) hour's pay at the minimum wage shall be paid in addition to the minimum wage for that

workday, except when the employee resides at the place of employment.” California Code of Regulations, Title 8, defines a split shift as “a work schedule, which is interrupted by non-paid non-working periods established by the employer, other than bona fide rest or meal periods.”

IKES willfully violated California Labor Code section 1198 and California Code of Regulations, Title 8, section 11050(4)(C), because IKES failed to pay other aggrieved employees a split-shift premium when they returned to work for an additional shift in the same day, after having been clocked out for more than an hour. Accordingly, IKES required other aggrieved employees to work split shifts but failed to pay them an additional hour at minimum wage, in violation of California Labor Code section 1198.

IKES’s failure to provide other aggrieved employees with split-shift pay when they returned to work for an additional shift in the same day, after having been clocked out for more than an hour, violates California Labor Code section 1198 and California Code of Regulations Title 8, Section 11050(4)(C). Other aggrieved employees are therefore entitled to recover civil penalties, attorney’s fees, costs, and interest thereon, pursuant to Labor Code sections 2699(a), (f)-(g).

Violation of California Labor Code § 2802 – Unreimbursed Business Expenses

California Labor Code section 2802 requires employers to pay for all necessary expenditures and losses incurred by the employee in the performance of his or her job. The purpose of Labor Code section 2802 is to prevent employers from passing off their cost of doing business and operating expenses on to their employees. *Cochran v. Schwan’s Home Service, Inc.*, 228 Cal. App. 4th 1137, 1144 (2014). The applicable wage order, IWC Wage Order 5-2001, provides that: “[w]hen tools or equipment are required by the employer or are necessary to the performance of a job, such tools and equipment shall be provided and maintained by the employer, except that an employee whose wages are at least two (2) times the minimum wage provided herein may be required to provide and maintain hand tools and equipment customarily required by the trade or craft.”

First, during the relevant time period, IKES, on a company-wide basis, required that Mr. Harris and other aggrieved employees use their own personal cellular phones and/or cellular data to carry out their job duties, but failed to reimburse them for the costs of their work-related cellular phone expenses. For example, Mr. Harris and other aggrieved employees were required to communicate with management regarding work-related matters on their personal cellular phones, such as documenting restaurant inventory. Although IKES required Mr. Harris and other aggrieved employees to utilize their personal cellular phones and/or cellular data to carry out their work-related responsibilities, IKES failed to fully reimburse them for this cost.

Second, IKES had a company-wide policy of requiring Mr. Harris and other aggrieved employees to utilize their own personal vehicles for work purposes, but failed to reimburse them for all costs of travel, including mileage. For example, Mr. Harris and/or other aggrieved employees were sometimes required to pick up supplies and ingredients from other restaurant locations or make bank drops using their personal vehicles. Although IKES required Mr. Harris and other aggrieved employees to use their own vehicles to carry out their work-related responsibilities, IKES never reimbursed them for their travel expenses.

Third, IKES, on a company-wide basis, required Mr. Harris and other aggrieved employees to report to work wearing clean and presentable uniforms, which forced Mr. Harris and other aggrieved employees to clean their uniforms frequently and incur expenses for doing so. In addition, IKES failed to provide Mr. Harris and other aggrieved employees with an adequate number of uniforms, which further caused employees to incur regular laundering expenses. For example, Mr. Harris was given only four (4) uniform shirts when scheduled to work five (5) or more days per week, and was therefore required to wash these uniforms more regularly than his other clothing to ensure that they were clean prior to each shift.

Fourth, IKES, on a company-wide basis, required Mr. Harris and/or other aggrieved employees to obtain and pay for certain licenses, such as food handler’s permits, that were required for their employment, as well as associated costs such as training and/or examination fees. For example, employees with food handling duties

were required to obtain a California Food Handler Card, but, on information and belief, IKES did not reimburse them for the costs of obtaining the certification or license. Thus, IKES failed to reimburse Mr. Harris and/or other aggrieved employees for all of the costs of obtaining these certifications or licenses, including any training and/or examination fees.

IKES could have provided Mr. Harris and other aggrieved employees with the actual tools for use on the job, such as company phones, company vehicles, and an adequate number of uniforms and/or access to laundering services. Or, IKES could have reimbursed employees for the costs of their cellular phone usage; travel expenses; mileage; laundering costs; and certification or licensing fees. Instead, IKES passed these operating costs off onto Mr. Harris and other aggrieved employees. At all relevant times, Mr. Harris did not earn at least two (2) times the minimum wage.

Thus, IKES had, and continues to have, a company-wide policy and/or practice of not reimbursing employees for expenses necessarily incurred in violation of California Labor Code section 2802. Mr. Harris and other aggrieved employees are entitled to recover civil penalties, attorney's fees, costs, and interest thereon, pursuant to Labor Code sections 2699(a), (f)-(g).

California Labor Code § 558(a)

California Labor Code section 558(a) provides "[a]ny employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid. . . . (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid. . . ." Labor Code section 558(c) provides that "[t]he civil penalties provided for in this section are in addition to any other civil or criminal penalty provided by law." IKES, at all relevant times, was an employer or person acting on behalf of an employer(s) who violated Mr. Harris's and other aggrieved employees' rights by violating various sections of the California Labor Code.

Accordingly, Mr. Harris seeks the remedies set forth in Labor Code section 558 for himself, the State of California, and all other aggrieved employees. Specifically, pursuant to PAGA, and in particular California Labor Code sections 2699(a), 2699.3(a) and 2699.3(c), 2699.5, and 558, Mr. Harris, acting in the public interest as a private attorney general, seeks assessment and collection of civil penalties for himself, all other aggrieved employees, and the State of California against IKES for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, and 2802.

Therefore, on behalf of all aggrieved employees, Mr. Harris seeks all applicable civil penalties related to these violations of the California Labor Code pursuant to PAGA.

Pre-Litigation Demand

This notice shall further serve as Mr. Harris's reasonable attempt to settle his dispute with IKES prior to litigation. Pursuant to *Graham v. DaimlerChrysler Corp.*, 34 Cal. 4th 553 (2004), this notice serves to inform IKES of Mr. Harris's aforementioned grievances and the proposed remedies as detailed below, while affording IKES a reasonable opportunity to satisfy Mr. Harris's demands.

Demand is hereby made that IKES shall, within 30 calendar days of this notice, agree, in writing to the following corrective actions:

1. IKES shall pay Mr. Harris and all other aggrieved employees employed by IKES at any time during the past three years from the date of this notice unpaid wages and compensation for the above-referenced violations.

2. IKES shall comply with all California labor laws and ensure that its non-exempt employees are paid overtime wages and minimum wages for all hours worked, provided lawful meal and rest periods, and paid all reporting time pay.
3. IKES shall conduct a survey or interview all current and former aggrieved employees in California who worked for IKES in the past three years to obtain information from them regarding the above-referenced violations, including, but not limited to: the number of meal periods which were not provided; the number of rest periods which were not authorized and permitted; and the number of employees who were required to pay for cellular phone expenses; travel; mileage; laundering expenses; certification and/or license fees; or other expenditures in the discharge of their duties, with the investigation to be completed within 60 days.
4. IKES shall pay each aggrieved employee one hour of pay at his or her regular rate of pay for each work day he or she was not provided one or more meal periods, as required by Labor Code sections 226.7, 512(a), 516, and 1198. IKES also shall pay each aggrieved employee one hour of pay at his or her regular rate of pay for each work day he or she was not authorized and permitted one or more rest periods, as required by Labor Code sections 226.7, 516, and 1198.
5. IKES shall reimburse those aggrieved employees who were required to pay for any business expenses incurred for IKES's benefit, including, but not limited to, cellular phone expenses; travel expenses; mileage; laundering expenses; certification and/or license fees; or other expenditures, as required by Labor Code section 2802.
6. IKES shall pay accrued legal interest to all aggrieved employees at the rate of 10% per annum for said unpaid wages.
7. IKES shall provide Mr. Harris and all aggrieved employees employed by IKES at any time during the past three years from the date of this notice corrected wage statements that include the requisite information set forth in Labor Code section 226(a).
8. IKES shall pay waiting time penalties, equal to 30 days of pay, to each former aggrieved employee who was not paid all wages due as described herein.
9. IKES shall pay all penalties arising from the violations of the Labor Code and IWC Wage Order sections referenced above and pursuant to PAGA, Labor Code sections 2698, *et seq.*, including, but not limited to, penalties under Labor Code sections 210, 226.3, 256, 558, 1174.5, 1197.1, and 2699, and Wage Order No. 5-2001, section 20.

Thank you for your attention to this matter. If you have any questions, please contact me at the phone number or address below:

Michelle Kennedy
Capstone Law APC
1875 Century Park East, Suite 1000
Los Angeles, CA 90067
(310) 712-8146

Best Regards,



Michelle Kennedy

Copy: ISP2, INC. (via U.S. Certified Mail); ISP2 SAN RAMON, INC. (via U.S. Certified Mail); IKE'S PLACE #4 LLC (via U.S. Certified Mail); IKE'S PLACE #7, LLC (via U.S. Certified Mail); IKE'S PLACE #8, LLC (via U.S. Certified Mail); IKES PLACE #6 (via U.S. Certified Mail); IKES PLACE #1012 (via U.S. Certified Mail); ISP2 BAKERSFIELD, INC. (via U.S. Certified Mail); ISP2 BAKERSFIELD MARKETPLACE, INC. (via U.S. Certified Mail); ISP2 BURLINGAME, INC. (via U.S. Certified Mail); ISP2 CHINO, INC. (via U.S. Certified Mail); ISP2 DANVILLE INC. (via U.S. Certified Mail); ISP2 DUBLIN, INC. (via U.S. Certified Mail); ISP2 EMERYVILLE, INC. (via U.S. Certified Mail); ISP2 FOUNTAIN VALLEY, INC. (via U.S. Certified Mail); ISP2 FRESNO, INC. (via U.S. Certified Mail); ISP2 FRESNO 2, INC. (via U.S. Certified Mail); ISP2 HAYWARD, INC. (via U.S. Certified Mail); ISP2 HILLSDALE, INC. (via U.S. Certified Mail); ISP2 LONG BEACH, INC. (via U.S. Certified Mail); ISP2 MODESTO, INC. (via U.S. Certified Mail); ISP2 MONTEREY, INC. (via U.S. Certified Mail); ISP2 MOUNTAIN VIEW, INC. (via U.S. Certified Mail); ISP2 NEWPORT BEACH, INC. (via U.S. Certified Mail); ISP2 NORTHBRIDGE, INC. (via U.S. Certified Mail); ISP2 OAKLAND, INC. (via U.S. Certified Mail); ISP2 ROCKRIDGE, INC. (via U.S. Certified Mail); ISP2 SACRAMENTO, INC. (via U.S. Certified Mail); ISP2 SACRAMENTO, INC. (via U.S. Certified Mail); ISP2 SALINAS INC. (via U.S. Certified Mail); ISP2 SAN DIEGO, INC. (via U.S. Certified Mail); ISP2 SAN JOSE D/T INC. (via U.S. Certified Mail); ISP2 SAN LUIS OBISPO, INC. (via U.S. Certified Mail); ISP2 SANTA CLARA INC. (via U.S. Certified Mail); ISP2 SANTA CRUZ, INC. (via U.S. Certified Mail); ISP2 SANTANA ROW, INC. (via U.S. Certified Mail); ISP2 SAP, INC. (via U.S. Certified Mail); ISP2 SERRAMONTE, INC. (via U.S. Certified Mail); ISP2 SHATTUCK, INC. (via U.S. Certified Mail); ISP2 SKYPORT, INC. (via U.S. Certified Mail); ISP2 STOCKTON, INC. (via U.S. Certified Mail); ISP2 STONESTOWN, INC. (via U.S. Certified Mail); ISP2 SUNNYVALE, INC. (via U.S. Certified Mail); ISP2 THE PLANT, INC. (via U.S. Certified Mail); ISP2 THE WILLOWS, INC. (via U.S. Certified Mail); ISP2 TURLOCK, INC. (via U.S. Certified Mail); ISP2 TUSTIN, INC. (via U.S. Certified Mail); ISP2 VACAVILLE, INC. (via U.S. Certified Mail); ISP2 VALLEJO, INC. (via U.S. Certified Mail); ISP2 WALNUT CREEK, INC. (via U.S. Certified Mail); ISP2 WESTGATE, INC. (via U.S. Certified Mail)

CERTIFIED MAIL®



7020 1290 0001 8879 2217

one
LAW APC
1000
Park East, Ste 1000
San Jose, CA 95128

ISP2, INC.
1210 BASCOM AVE
SAN JOSE CA 95128

7020 1290 0001 8879 2217

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Extra Services & Fees (check box, add fee as appropriate)	
☒ Return Receipt (hardcopy)	\$ 2.85
☐ Return Receipt (electronic)	\$
☐ Certified Mail Restricted Delivery	\$
☐ Adult Signature Required	\$
☐ Adult Signature Restricted Delivery	\$
Postage	\$ 1.63
Total Postage and Fees	\$ 8.08

Postmark
Here

Harris V. ISP2,
Inc.

ISP2, INC.
1210 BASCOM AVE
SAN JOSE CA 95128

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2, INC.
1210 BASCOM AVE
SAN JOSE CA 95128



9590 9402 1512 5362 2702 26

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2217

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
- If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

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er \$500)

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7020 1290 0000 3958 7337

one
LAW APC
Park East, Ste 1000
CA 90067

ISP2 SAN RAMON, INC.
3101 CROW CANYON PLACE
SAN RAMON CA 94583



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SAN RAMON, INC.
3101 CROW CANYON PLACE
SAN RAMON CA 94583



9590 9402 1512 5362 2702 33

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7337

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
- If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

7020 1290 0000 3958 7337

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 6.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SAN RAMON, INC.

3101 CROW CANYON PLACE

SAN RAMON CA 94583

Street and Apt. No., or PO Box No.

City, State, ZIP+4®

Postmark
Here

Harris v. ISP2
San Ramon, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7344

one

LAW APC

1000
Park East, Ste 1000
Santa Rosa, CA 95401

IKE'S PLACE #4 LLC
1780 MENDOCINO AVENUE
SANTA ROSA CA 95401



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKE'S PLACE #4 LLC
1780 MENDOCINO AVENUE
SANTA ROSA CA 95401



9590 9402 1512 5362 2702 40

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7344

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
- If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com

OFFICIAL USE

Certified Mail Fee
\$ 3.60
Extra Services & Fees (check box, add fee as appropriate)
☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage
\$ 1.63
Total Postage and Fees
\$ 8.08

Sent To
IKE'S PLACE #4 LLC
1780 MENDOCINO AVENUE
SANTA ROSA CA 95401
City, State, ZIP+4®

Postmark
Here

Harris V. Ike's
Place #4 LLC

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

7020 1290 0000 3958 7344

one
LAW APC
Park East, Ste 1000
CA 90067



7020 1290 0000 3958 7351

IKES PLACE #6
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKES PLACE #6
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102



9590 9402 1512 5362 2702 57

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7351

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

IKES PLACE #6

Street and Apt. No. 1010 UNIVERSITY AVE. STE. C101

City, State, ZIP+4® SAN DIEGO CA 92102

Postmark

Harris v. Ikes Place
X6

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
LAW APC
1000
Park East, Ste 1000
San Francisco, CA 90067



7020 1290 0000 3958 7382

IKE'S PLACE #7, LLC
12 FORD ST.
SAN FRANCISCO CA 94114



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKE'S PLACE #7, LLC
12 FORD ST.
SAN FRANCISCO CA 94114



9590 9402 1512 5362 2702 64

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7382

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$1.63

Total Postage and Fees

\$8.08

Sent To

IKE'S PLACE #7, LLC

12 FORD ST.

Street and Apt. No., or PO Box No.

SAN FRANCISCO CA 94114

City, State, ZIP+4®

Postmark
Here

Harris v. Ike's
Place #7, LLC

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7375

one
LAW
AFC
Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKE'S PLACE #8, LLC
648 W 5TH ST
CHICO CA 95928



9590 9402 1512 5362 2702 19

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7375

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Registered Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

7020 1290 0000 3958 7375

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

IKE'S PLACE #8, LLC

Street and Apt. No. or PO Box No.

648 W 5TH ST

City, State, ZIP+4®

CHICO CA 95928

Postmark

Harris V. The's
Place #8, LLC

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7368

Stone
LAW APC
1000
Park East, Ste 1000
San Diego, CA 90067

IKES PLACE #1012
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKES PLACE #1012
1010 UNIVERSITY AVE. STE. C101
SAN DIEGO CA 92102



9590 9402 1512 5362 2702 02

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7368

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

IKES PLACE #1012

Sent To

1010 UNIVERSITY AVE. STE. C101

Street and Apt. No., Box No.

SAN DIEGO CA 92102

City, State, ZIP+4®

Postmark

Here
Harris v. Ikes
Place #1012

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

7020 1290 0000 3958 7368

CERTIFIED MAIL®



7020 1290 0000 3958 7399

one

LAW APC

1000
Park East, Ste 1000
Carson, CA 90067

ISP2 BAKERSFIELD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7399

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60 Extra Services & Fees (check box, add fees as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ _____ ☐ Certified Mail Restricted Delivery \$ _____ ☐ Adult Signature Required \$ _____ ☐ Adult Signature Restricted Delivery \$ _____	Postmark Here Harris v. ISP2 Bakersfield, Inc.
Postage \$ 1.63 Total Postage and Fees \$ 8.08	ISP2 BAKERSFIELD, INC. Sent To 1950 E 220TH ST SUITE 301 Street and Apt. No., or PO Box CARSON CA 90810 City, State, ZIP+4®
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 BAKERSFIELD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 89

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7399

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail (over \$500) | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7405

one

LAW APC

1000 E 220th St East, Ste 1000
Carson, CA 90067

ISP2 BAKERSFIELD MARKETPLACE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7405

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60	Postmark Here Harris v. ISP2 Bakersfield Marketplace Inc.
Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ ☐ Certified Mail Restricted Delivery \$ ☐ Adult Signature Required \$ ☐ Adult Signature Restricted Delivery \$	
Postage \$ 1.63	
Total Postage and Fees \$ 8.08	
Sent To ISP2 BAKERSFIELD MARKETPLACE, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810	
Street and Apt. No., or PO Box No. City, State, ZIP+4®	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 BAKERSFIELD MARKETPLACE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 96

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7405

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Insured Mail
☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Return Receipt for Merchandise
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7412

one
LAW APC
1000
Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 BURLINGAME, INC.
1400 HOWARD AVE
BURLINGAME CA 94010



9590 9402 1512 5362 2701 72

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7412

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

ISP2 BURLINGAME, INC.
1400 HOWARD AVE
BURLINGAME CA 94010

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fees as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 BURLINGAME, INC.
1400 HOWARD AVE
BURLINGAME CA 94010

Postmark

Harris v. 75P2
Burlingame, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions



7020 1290 0000 3958 7504

one
AW APC
Park East, Ste 1000
CA 90067

ISP2 CHINO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 CHINO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 65

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7504

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from Item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 CHINO, INC.

Street and Apt. No., or PO Box No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
Here

Harris v. ISP2
Chino, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7474

Stone
LAW APC
1000
Park East, Ste 1000
Carson, CA 90067

ISP2 DANVILLE INC.
1750 E 220TH ST SUITE 301
CARSON CA 90810



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 DANVILLE INC.
1750 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 58

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7474

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
- If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 DANVILLE INC.
1750 E 220TH ST SUITE 301
CARSON CA 90810

City, State, ZIP+4®

Postmark
Here

Harris V. ISP2
Danville Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

7020 1290 0000 3958 7474

one
LAW APC
y Park East, Ste 1000
, CA 90067

CERTIFIED MAIL®



7020 1290 0000 3958 7467

ISP2 DUBLIN, INC.
4930 DUBLIN BLVD. SUITE 900
DUBLIN CA 94568



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 DUBLIN, INC.
4930 DUBLIN BLVD. SUITE 900
DUBLIN CA 94568



9590 9402 1512 5362 2701 41

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7467

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 DUBLIN, INC.

4930 DUBLIN BLVD. SUITE 900

DUBLIN CA 94568

Street and Apt. No., or Post Office Box

City, State, ZIP+4®

Postmark
Here

Harris v. ISP2
Dublin, Inc.

CERTIFIED MAIL®



7020 1290 0000 3958 7481

one
LAW APC
ary Park East, Ste 1000
s, CA 90067

ISP2 EMERYVILLE, INC.
2549 EASTBLUFF DR, SUITE A
NEWPORT BEACH CA 92660



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 EMERYVILLE, INC.
2549 EASTBLUFF DR, SUITE A
NEWPORT BEACH CA 92660



9590 9402 1512 5362 2701 34

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7481

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 EMERYVILLE, INC.
2549 EASTBLUFF DR, SUITE A
NEWPORT BEACH CA 92660

City, State, ZIP+4®

Postmark

Here
Harris v. ISP2
Emeryville, Inc.

7020 1290 0000 3958 7481

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7443

one

LAW APC

1000 Park East, Ste 1000
Fountain Valley, CA 90067

ISP2 FOUNTAIN VALLEY, INC.
18529 BROOKHURST STREET
FOUNTAIN VALLEY CA 92708

7020 1290 0000 3958 7443

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60	Postmark Here Harris v. ISP2 Fountain Valley, Inc.
Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ ☐ Certified Mail Restricted Delivery \$ ☐ Adult Signature Required \$ ☐ Adult Signature Restricted Delivery \$	
Postage \$ 4.63	
Total Postage and Fees \$ 8.08	
Sent To ISP2 FOUNTAIN VALLEY, INC. Street and Apt. No., or PO Box No. 18529 BROOKHURST STREET City, State, ZIP+4® FOUNTAIN VALLEY CA 92708	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 FOUNTAIN VALLEY, INC.
18529 BROOKHURST STREET
FOUNTAIN VALLEY CA 92708



9590 9402 1512 5362 2701 27

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7443

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7450

one

AW APC

1000
Park East, Ste 1000
CA 90067

ISP2 FRESNO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 FRESNO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 10

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7450

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Registered Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 FRESNO, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

City, State, ZIP+4®

Postmark
Here

Harris v. ISP2
Fresno, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0000 3958 7436

tone
LAW APC
ary Park East, Ste 1000
s, CA 90067

ISP2 FRESNO 2, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7436

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.50 Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ ☐ Certified Mail Restricted Delivery \$ ☐ Adult Signature Required \$ ☐ Adult Signature Restricted Delivery \$	Postmark Here Harris v. ISP2 Fresno 2, Inc.
Postage \$ 1.63 Total Postage and Fees \$ 5.08	
Sent To ISP2 FRESNO 2, INC. 1950 E 220TH ST SUITE 301 Street and Apt. No., or P.O. Box No. CARSON CA 90810 City, State, ZIP+4®	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 FRESNO 2, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2701 03

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7436

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
- ☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

one

AW APC

y Park East, Ste 1000
CA 90067

CERTIFIED MAIL®



7020 1290 0000 3958 7429

ISP2 HAYWARD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7429

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 HAYWARD, INC.

Street and Apt. No., and Room No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
HereHarris v. ISP2
Hayward, Inc.

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 HAYWARD, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

9590 9402 1512 5362 2700 97

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7429

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Registered Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Return Receipt for Merchandise
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7535

tone

LAW APC

ury Park East, Ste 1000
s, CA 90067

ISP2 HILLSDALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 HILLSDALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2700 80

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7535

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 HILLSDALE, INC.
Street and Apt. No., or PO Box No. 1950 E 220TH ST SUITE 301
City, State, ZIP+4® CARSON CA 90810

Postmark
Here

Hamm's v. ISP2
Hillside, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

7020 1290 0000 3958 7535



SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.	A. Signature ☐ Agent ☐ Addressee B. Received by (<i>Printed Name</i>)
1. Article Addressed to: ISP2 LONG BEACH, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810  9590 9402 1512 5362 2700 73	C. Date of Delivery D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No
2. Article Number (<i>Transfer from service label</i>) 7020 1290 0000 3958 7542	3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500) ☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT <i>Domestic Mail Only</i>	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ <u>3.60</u>	Postmark Here <u>Harris v, ISP2</u> <u>Long Beach, Inc.</u>
Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ <u>2.85</u> ☐ Return Receipt (electronic) \$ _____ ☐ Certified Mail Restricted Delivery \$ _____ ☐ Adult Signature Required \$ _____ ☐ Adult Signature Restricted Delivery \$ _____	
Postage \$ <u>1.63</u>	
Total Postage and Fees \$ <u>8.08</u>	
Sent To ISP2 LONG BEACH, INC.	
Street and Apt. No., or P.O. Box 1950 E 220TH ST SUITE 301	
City, State, ZIP+4® CARSON CA 90810	
PS Form 3800, April 2015 PSN 7530-02-000-9047	
See Reverse for Instructions	

CERTIFIED MAIL®



7020 1290 0000 3958 7559

one
_AW APC
y Park East, Ste 1000
, CA 90067

ISP2 MODESTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7559

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60 Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ _____ ☐ Certified Mail Restricted Delivery \$ _____ ☐ Adult Signature Required \$ _____ ☐ Adult Signature Restricted Delivery \$ _____	Postage \$ 1.63 Total Postage and Fees \$ 8.08 Sent To Street and Apt. No., or R.F.D. No. City, State, ZIP+4®
Postmark Here Harris V. ISP2 Modesto, Inc.	
Sent To ISP2 MODESTO, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 MODESTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2700 66

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7559

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7566

one
AW APC
y Park East, Ste 1000
CA 90067

ISP2 SAP, INC.
2384 SUNRISE DR
SAN JOSE CA 95124

7020 1290 0000 3958 7566

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60 Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ _____ ☐ Certified Mail Restricted Delivery \$ _____ ☐ Adult Signature Required \$ _____ ☐ Adult Signature Restricted Delivery \$ _____	Postmark Here Harris V. ISP2 SAP, Inc.
Postage \$ 1.63 Total Postage and Fees \$ 8.08	
Sent To ISP2 SAP, INC. 2384 SUNRISE DR Street and Apt. No., or PO Box No. SAN JOSE CA 95124 City, State, ZIP+4®	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SAP, INC.
2384 SUNRISE DR
SAN JOSE CA 95124



9590 9402 1512 5362 2700 59

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7566

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery over \$500 | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0000 3958 7573

one
AW APC
Park East, Ste 1000
CA 90067

ISP2 SERRAMONTE, INC.
1950 E 220TH ST, SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7573

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only		
For delivery information, visit our website at www.usps.com ™.		
OFFICIAL USE		
Certified Mail Fee \$ 3.60 Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ ☐ Certified Mail Restricted Delivery \$ ☐ Adult Signature Required \$ ☐ Adult Signature Restricted Delivery \$	Postmark Here Harris V. ISP2 Serramonte, Inc.	
Postage \$ 1.63 Total Postage and Fees \$ 8.08		
Sent To ISP2 SERRAMONTE, INC. Street and Apt. No., or P.O. Box No. 1950 E 220TH ST, SUITE 301 City, State, ZIP+4® CARSON CA 90810		
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions		



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SERRAMONTE, INC.
1950 E 220TH ST, SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2700 42

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7573

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SHATTUCK, INC.
2172 SHATTUCK AVENUE
BERKELEY CA 94704



9590 9402 1512 5362 2700 35

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1760

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? If YES, enter delivery address below:

☐ Yes☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Registered Mail
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt



7020 1290 0001 8879 1760

ISP2 SHATTUCK, INC.
2172 SHATTUCK AVENUE
BERKELEY CA 94704

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.62

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SHATTUCK, INC.

Street and Apt. No. 2172 SHATTUCK AVENUE

City, State, Zip BERKELEY CA 94704

Postmark

Here

Harris v. ISP2
Shattuck, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one

LAW APC

1000
Park East, Ste 1000
Berkeley, CA 94704

CERTIFIED MAIL®



7020 1290 0000 3958 7580

one
AW APC
y Park East, Ste 1000
, CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SKYPORT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2700 28

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7580

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

ISP2 SKYPORT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0000 3958 7580

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 4.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SKYPORT, INC.

Street and Apt. No., or P.O. Box 1950 E 220TH ST SUITE 301

City, State, ZIP+4® CARSON CA 90810

Postmark
Here

Harris v. IS P2
Skyport, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for instructions



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 STOCKTON, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2717 11

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2200

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? If YES, enter delivery address below:** ☐ Yes ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0001 8879 2200

ISP2 STOCKTON, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

**U.S. Postal Service™
CERTIFIED MAIL® RECEIPT**

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 4.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 STOCKTON, INC.

Street and Apt. No., or PO Box No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
Here

Harris V. ISP2
STOCKTON, INC.

one
AW APC
Park East, Ste 1000
CA 90067

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 STONESTOWN, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2705 09

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2194

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery over \$500

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0001 8879 2194

ISP2 STONESTOWN, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

**U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only**

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 STONESTOWN, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

Street and Apt. No., or PO Box No.

City, State, ZIP+4®

Postmark
Here

Harris V. ISP2
stonestown, INC.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
LAW APC
Park East, Ste 1000
CA 90067

one
LAW APC

1000
Park East, Ste 1000
CA 90067



7020 1290 0001 8879 2187

ISP2 SUNNYVALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 2187



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SUNNYVALE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 93

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2187

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery over \$500
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fees as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SUNNYVALE, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

Street and Apt. No., or PO Box No.

City, State, ZIP+4®

Postmark
Here

Harris v. ISP2
SUNNYVALE, INC.



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 THE PLANT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 86

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2170

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1?

☐ Yes

If YES, enter delivery address below:

☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL



7020 1290 0001 8879 2170

ISP2 THE PLANT, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 2170

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.88

Sent To

ISP2 THE PLANT, INC.

Street and Apt. No., or P.O. Box

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark

Here

Harris v. ISP2
The Plant, Inc.

tone
LAW APC
ury Park East, Ste 1000
s, CA 90067

UNITED STATES POSTAGE
PITNEY BOWES
\$008.08
02 IP
000066553 APR 08 2021
MAILED FROM ZIP CODE 90067



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 MONTEREY, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 79

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2163

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt



7020 1290 0001 8879 2163

ISP2 MONTEREY, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

one
AW APC
y Park East, Ste 1000
CA 90067

7020 1290 0001 8879 2163

**U.S. Postal Service™
CERTIFIED MAIL® RECEIPT**
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 MONTEREY, INC.

Street and Apt. No., or P.O. Box 1950 E 220TH ST SUITE 301

City, State, ZIP+4® CARSON CA 90810

Postmark

Here
Harris v. ISP2
Monterey, INC.



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 MOUNTAIN VIEW, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 62

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2156

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery over \$500 | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0001 8879 2156

ISP2 MOUNTAIN VIEW, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 2156

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 MOUNTAIN VIEW, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

Street and Apt. No., or PO Box No.

City, State, ZIP+4®

Postmark
HereHarris v. ISP2
Mountain View,
INC.

one
AW APC
y Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent ☐ Addressee	
1. Article Addressed to: ISP2 NEWPORT BEACH, INC. 4221 MACARTHUR BLVD NEWPORT BEACH CA 92660		B. Received by (Printed Name)	C. Date of Delivery
2. Article Number (Transfer from service label) 7020 1290 0001 8879 2149		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500)		☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	

PS Form 3811, July 2015 PSN 7530-02-000-9053

CERTIFIED MAIL®



7020 1290 0001 8879 2149

ISP2 NEWPORT BEACH, INC.
4221 MACARTHUR BLVD
NEWPORT BEACH CA 92660

one
AW APC
y Park East, Ste 1000
C.A 90067

7020 1290 0001 8879 2149

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$3.60	Postmark Here Harris V. ISP2 Newport beach, N.C.
Extra Services & Fees (check box, add fees as appropriate)	
☒ Return Receipt (hardcopy) \$2.85	
☐ Return Receipt (electronic) \$	
☐ Certified Mail Restricted Delivery \$	
☐ Adult Signature Required \$	
☐ Adult Signature Restricted Delivery \$	
Postage \$7.63	
Total Postage and Fees \$8.08	
Sent To ISP2 NEWPORT BEACH, INC. Street and Apt. No., 4221 MACARTHUR BLVD City, State, ZIP+4® NEWPORT BEACH CA 92660	

PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 NORTHRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 48

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2132

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt



7020 1290 0001 8879 2132

ISP2 NORTHRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 7.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 NORTHRIDGE, INC.

Street and Apt. No., or PO Box No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark

Here

Harris V. ISP2
Northridge,
INC.one
LAW APC

1000
Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 OAKLAND, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 31

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2125

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from Item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0001 8879 2125

ISP2 OAKLAND, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 OAKLAND, INC.

Street and Apt. No., ~~or PO Box~~ 1950 E 220TH ST SUITE 301

City, State, ZIP+4® CARSON CA 90810

Postmark

Harris v. ISP2
Oakland, INC.

7020 1290 0001 8879 2125

CERTIFIED MAIL®



7020 1290 0001 8879 2118

one
AW APC
Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 ROCKRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 24

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2118

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

ISP2 ROCKRIDGE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 2118

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 ROCKRIDGE, INC.

Street and Apt. No., or P.O. Box

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
Here

Harris v. ISP2
Rockridge,
Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SACRAMENTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 17

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2101

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt



7020 1290 0001 8879 2101

ISP2 SACRAMENTO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail OnlyFor delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

☒ Return Receipt (hardcopy) \$ 2.85☐ Return Receipt (electronic) \$☐ Certified Mail Restricted Delivery \$☐ Adult Signature Required \$☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SACRAMENTO, INC.

Street and Apt. No., or PO Box No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
HereHarris V. ISP2
Sacramento,
INC.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
AW APC
y Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SALINAS INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2704 00

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2095

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

- D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Insured Mail
☐ Insured Mail Restricted Delivery over \$500®
- ☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Return Receipt for Merchandise
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL



7020 1290 0001 8879 2095

ISP2 SALINAS INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 9.08

Sent To

ISP2 SALINAS INC.

Street and Apt. No., or P.O. Box

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark
HereHarris V. ISP2
Salinas, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
AW APC
/ Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SAN DIEGO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 94

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2088

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail (over \$500) | |

Domestic Return Receipt



7020 1290 0001 8879 2088

ISP2 SAN DIEGO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

one
_AW APC
y Park East, Ste 1000
, CA 90067

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fees as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SAN DIEGO, INC.

Street and Apt. No. 1950 E 220TH ST SUITE 301

City, State, ZIP+4 CARSON CA 90810

Postmark
Here

Harris V. ISP2
San Diego,
INC.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SAN JOSE D/T INC.
5745 PACIFIC COAST HIGHWAY #4901
LONG BEACH CA 90803



9590 9402 1512 5362 2703 87

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2071

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail (over \$500) | |

Domestic Return Receipt



7020 1290 0001 8879 2071

ISP2 SAN JOSE D/T INC.
5745 PACIFIC COAST HIGHWAY #4901
LONG BEACH CA 90803

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail OnlyFor delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SAN JOSE D/T INC.

Street and Apt. No.

5745 PACIFIC COAST HIGHWAY #4901

City, State, ZIP+4

LONG BEACH CA 90803

Postmark

Here

Harris v. ISP2
San Jose
D/T, INC.

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SAN LUIS OBISPO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 70

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2064

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt



02 IP

0000666553

APR 08 2021

MAILED FROM ZIP CODE 90067



7020 1290 0001 8879 2064

ISP2 SAN LUIS OBISPO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
 Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SAN LUIS OBISPO, INC.

Street and Apt. No., or Post Office Box

City, State, ZIP+4®

1950 E 220TH ST SUITE 301
CARSON CA 90810

Postmark

Here
 Harris v. ISP2
 San Luis Obispo
 INC.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
 LAW APC
 Park East, Ste 1000
 , CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SANTA CLARA INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 63

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2057

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

CERTIFIED MAIL



7020 1290 0001 8879 2057

ISP2 SANTA CLARA INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

one
LAW APC
y Park East, Ste 1000
, CA 90067

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.65 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SANTA CLARA INC.

Street and Apt. No., or PO Box No.

1950 E 220TH ST SUITE 301

City, State, ZIP+4®

CARSON CA 90810

Postmark

Here
Harris v. ISP2
Santa Clara,
inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL®



7020 1290 0001 8879 1722

one
LAW APC

1000 Park East, Ste 1000
Carson, CA 90067

ISP2 SANTA CRUZ, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 1722

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage

\$ 7.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 SANTA CRUZ, INC.

Street and Apt. No., P.O. Box, or other address

City, State, ZIP+4®

1950 E 220TH ST SUITE 301
CARSON CA 90810

Postmark
Here

Harris V. ISP2
Santa Cruz
INC.

SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SANTA CRUZ, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 56

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1722

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Insured Mail
☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Return Receipt for Merchandise
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt



CERTIFIED MAIL



7020 1290 0001 8879 1715



tone
LAW APC
ury Park East, Ste 1000
s, CA 90067

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent ☐ Addressee	
1. Article Addressed to: ISP2 SANTANA ROW, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810		B. Received by (Printed Name)	C. Date of Delivery
2. Article Number (Transfer from service label) 7020 1290 0001 8879 1715		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500)		☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	

PS Form 3811, July 2015 PSN 7530-02-000-9053

Domestic Return Receipt

ISP2 SANTANA ROW, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 1715

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com ®.	
OFFICIAL USE	
Certified Mail Fee \$ 3.60	Postmark Here Harrie V. ISP2 Santana Row, INC.
Extra Services & Fees (check box, add fee as appropriate)	
☒ Return Receipt (hardcopy) \$ 2.85	
☐ Return Receipt (electronic) \$	
☐ Certified Mail Restricted Delivery \$	
☐ Adult Signature Required \$	
☐ Adult Signature Restricted Delivery \$	
Postage \$ 1.63	
Total Postage and Fees \$ 8.08	
Sent To ISP2 SANTANA ROW, INC. Street and Apt. No., or PO Box No. 1950 E 220TH ST SUITE 301 City, State, ZIP+4® CARSON CA 90810	
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 THE WILLOWS, INC.
1950 E 220TH ST, SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 32

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1708

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery over \$500
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL®



7020 1290 0001 8879 1708

ISP2 THE WILLOWS, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

tone
LAW APC

ury Park East, Ste 1000
s. CA 90067

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 THE WILLOWS, INC.

Street and Apt. No. (or P.O. Box No.) 1950 E 220TH ST SUITE 301

City, State, ZIP+4® CARSON CA 90810

Postmark
Here

Harvey V. ISP2
The Willows,
INC.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

CERTIFIED MAIL



7020 1290 0001 8879 1692

one
AW APC
/ Park East, Ste 1000
CA 90067

ISP2 TURLOCK, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 1692

U.S. Postal Service™ CERTIFIED MAIL® RECEIPT Domestic Mail Only	
For delivery information, visit our website at www.usps.com .	
OFFICIAL USE	
Certified Mail Fee \$ 3.60 Extra Services & Fees (check box, add fee as appropriate) ☒ Return Receipt (hardcopy) \$ 2.85 ☐ Return Receipt (electronic) \$ ☐ Certified Mail Restricted Delivery \$ ☐ Adult Signature Required \$ ☐ Adult Signature Restricted Delivery \$	Postmark Here Harris v. ISP2 Turlock, INC.
Postage \$ 1.63 Total Postage and Fees \$ 8.08 Sent To	ISP2 TURLOCK, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810
PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions	



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 TURLOCK, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 25

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1692

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 TUSTIN, INC.
2487 PARK AVENUE
TUSTIN CA 92782



9590 9402 1512 5362 2703 18

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1685

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Insured Mail
☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Return Receipt for Merchandise
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

UNITED STATES POSTAGE
PITNEY BOWES
\$008.08
02 1P
0000666553 APR 08 2021
MAILED FROM ZIP CODE 90067



CERTIFIED MAIL®



7020 1290 0001 8879 1685

ISP2 TUSTIN, INC.
2487 PARK AVENUE
TUSTIN CA 92782

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 TUSTIN, INC.

2487 PARK AVENUE

TUSTIN CA 92782

City, State, ZIP+4®

Postmark
HereHarris V. ISP2
Tustin, Inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one

AW APC

y Park East, Ste 1000
CA 90067

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 VACAVILLE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2703 01

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1678

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

Domestic Return Receipt

UNITED STATES POSTAGE
PITNEY BOWES
\$008.08
02 1P
0000666553 APR 08 2021
MAILED FROM ZIP CODE 90067



CERTIFIED MAIL



7020 1290 0001 8879 1678

ISP2 VACAVILLE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

one
LAW APC
y Park East, Ste 1000
CA 90067

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

Street and Apt. No., or P.O. Box No.

City, State, ZIP+4®

ISP2 VACAVILLE, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

Postmark
Here

Harris V. ISP2
Vacaville,
CA

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

7020 1290 0001 8879 1678

CERTIFIED MAIL



7020 1290 0001 8879 0558

one
AW APC
y Park East, Ste 1000
CA 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 VALLEJO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2702 95

2. Article Number (Transfer from service label)

7020 1290 0001 8879 0558

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

ISP2 VALLEJO, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

7020 1290 0001 8879 0558

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee
\$ 3.60
Extra Services & Fees (check box, add fee as appropriate)
☒ Return Receipt (hardcopy) \$ 2.85
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postage
\$ 7.63
Total Postage and Fees
\$ 8.08

Sent To ISP2 VALLEJO, INC.

Street and Apt. No. 1950 E 220TH ST SUITE 301

City, State, ZIP+4 CARSON CA 90810

Postmark

Here
Items v. ISP2
Vallejo, inc

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

UNITED STATES POSTAGE
PITNEY BOWES
\$008.08
02 1P
0000666553 APR 08 2021
MAILED FROM ZIP CODE 90067



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 WALNUT CREEK, INC.
1159 LOCUST STREET
WALNUT CREEK CA 94596



9590 9402 1512 5362 2702 88

2. Article Number (Transfer from service label)

7020 1290 0001 8879 0541

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

CERTIFIED MAIL



7020 1290 0001 8879 0541

ISP2 WALNUT CREEK, INC.
1159 LOCUST STREET
WALNUT CREEK CA 94596

**U.S. Postal Service™
CERTIFIED MAIL® RECEIPT**

Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- ☒ Return Receipt (hardcopy) \$ 2.85
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postage

\$ 1.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 WALNUT CREEK, INC.

Street and Apt. No., or P.O. Box No.

1159 LOCUST STREET

City, State, ZIP+4®

WALNUT CREEK CA 94596

Postmark
Here

Harris V. ISP2
Walnut Creek
INC.

one
AW APC
y Park East, Ste 1000
CA 90067

SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 WESTGATE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810



9590 9402 1512 5362 2702 71

2. Article Number (Transfer from service label)

7020 1290 0001 8879 0534

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☐ No

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☒ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Return Receipt for Merchandise |
| ☐ Collect on Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery Restricted Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Insured Mail (over \$500) | |

Domestic Return Receipt



7020 1290 0001 8879 0534

ISP2 WESTGATE, INC.
1950 E 220TH ST SUITE 301
CARSON CA 90810

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
 Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee

\$ 3.60

Extra Services & Fees (check box, add fee as appropriate)

- | | |
|---|---------|
| ☒ Return Receipt (hardcopy) | \$ 2.85 |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postage

\$ 7.63

Total Postage and Fees

\$ 8.08

Sent To

ISP2 WESTGATE, INC.

Street and Apt. No. 1950 E 220TH ST SUITE 301

City, State, ZIP+4 CARSON CA 90810

Postmark

Here
 Harris V. ISP2
 Westgate,
 inc.

PS Form 3800, April 2015 PSN 7530-02-000-9047

See Reverse for Instructions

one
 LAW APC
 1000
 Park East, Ste 1000
 , CA 90067

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent☐ Addressee B. Received by (Printed Name)C. Date of Delivery D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
1. Article Addressed to: ISP2 SKYPORT, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810  9590 9402 1512 5362 2700 28		1. Article Addressed to: ISP2 TUSTIN, INC. 2487 PARK AVENUE TUSTIN CA 92782  9590 9402 1512 5362 2703 18	
2. Article Number (Transfer from service label) 7020 1290 0000 3958 7580		2. Article Number (Transfer from service label) 7020 1290 0001 8879 1685	
PS Form 3811, July 2015 PSN 7530-02-000-9053		PS Form 3811, July 2015 PSN 7530-02-000-9053	
Domestic Return Receipt		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent☐ Addressee B. Received by (Printed Name)C. Date of Delivery D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
1. Article Addressed to: ISP2 SERRAMONTE, INC. 1950 E 220TH ST, SUITE 301 CARSON CA 90810  9590 9402 1512 5362 2700 42		3. Service Type ☐ Adult Signature☐ Priority Mail Express® ☐ Adult Signature Restricted Delivery☐ Registered Mail™ ☒ Certified Mail®☐ Registered Mail Restricted Delivery ☐ Certified Mail Restricted Delivery☐ Return Receipt for Merchandise ☐ Collect on Delivery☐ Signature Confirmation™ ☐ Collect on Delivery Restricted Delivery☐ Signature Confirmation Restricted Delivery ☐ Insured Mail☐ Signature Confirmation Restricted Delivery (over \$500) ☐ Insured Mail Restricted Delivery (over \$500)	
2. Article Number (Transfer from service label) 7020 1290 0000 3958 7573			
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent☐ Addressee B. Received by (Printed Name)C. Date of Delivery D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
1. Article Addressed to: ISP2 VACAVILLE, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810  9590 9402 1512 5362 2703 01		3. Service Type ☐ Adult Signature☐ Priority Mail Express® ☐ Adult Signature Restricted Delivery☐ Registered Mail™ ☒ Certified Mail®☐ Registered Mail Restricted Delivery ☐ Certified Mail Restricted Delivery☐ Return Receipt for Merchandise ☐ Collect on Delivery☐ Signature Confirmation™ ☐ Collect on Delivery Restricted Delivery☐ Signature Confirmation Restricted Delivery ☐ Insured Mail☐ Signature Confirmation Restricted Delivery (over \$500) ☐ Insured Mail Restricted Delivery (over \$500)	
2. Article Number (Transfer from service label) 7020 1290 0001 8879 1678			
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent☐ Addressee B. Received by (Printed Name)C. Date of Delivery D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
1. Article Addressed to: ISP2 SACRAMENTO, INC. 1950 E 220TH ST SUITE 301 CARSON CA 90810  9590 9402 1512 5362 2704 17		3. Service Type ☐ Adult Signature☐ Priority Mail Express® ☐ Adult Signature Restricted Delivery☐ Registered Mail™ ☒ Certified Mail®☐ Registered Mail Restricted Delivery ☐ Certified Mail Restricted Delivery☐ Return Receipt for Merchandise ☐ Collect on Delivery☐ Signature Confirmation™ ☐ Collect on Delivery Restricted Delivery☐ Signature Confirmation Restricted Delivery ☐ Insured Mail☐ Signature Confirmation Restricted Delivery (over \$500) ☐ Insured Mail Restricted Delivery (over \$500)	
2. Article Number (Transfer from service label) 7020 1290 0001 8879 2101			
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION

■ Complete items 1, 2, and 3.

■ Print your name and address on the reverse so that we can return the card to you.

■ Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKE'S PLACE #7, LLC

12 FORD ST.

SAN FRANCISCO CA 94114

9590 9402 1512 5362 2702 64

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7382

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

W. H. C. P. G.

☒ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Return Receipt for Merchandise

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053Domestic Return Receipt

SENDER: COMPLETE THIS SECTION

■ Complete items 1, 2, and 3.

■ Print your name and address on the reverse so that we can return the card to you.

■ Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 NORTHRIDGE, INC.

1950 E 220TH ST SUITE 301

CARSON CA 90810

9590 9402 1512 5362 2704 48

2. Article Number (Transfer from service label)

7020 1290 0001 8879 2132

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Return Receipt for Merchandise

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053Domestic Return Receipt

SENDER: COMPLETE THIS SECTION

■ Complete items 1, 2, and 3.

■ Print your name and address on the reverse so that we can return the card to you.

■ Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

IKES PLACE #6

1010 UNIVERSITY AVE. STE. C101

SAN DIEGO CA 92102

9590 9402 1512 5362 2702 57

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7351

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Return Receipt for Merchandise

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053Domestic Return Receipt

SENDER: COMPLETE THIS SECTION

■ Complete items 1, 2, and 3.

■ Print your name and address on the reverse so that we can return the card to you.

■ Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 BURLINGAME, INC.

1400 HOWARD AVE

BURLINGAME CA 94010

9590 9402 1512 5362 2701 72

2. Article Number (Transfer from service label)

7020 1290 0000 3958 7412

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below: ☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☒ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Return Receipt for Merchandise

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053Domestic Return Receipt

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X C193C ☒ Agent ☐ Addressee B. Received by (Printed Name) S. P. J. J. C. Date of Delivery 4/12/21	
1. Article Addressed to: ISP2 SAP, INC. 2384 SUNRISE DR SAN JOSE CA 95124 9590 9402 1512 5362 2700 59		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
2. Article Number (Transfer from service label) 7020 1290 0000 3958 7566		3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500) ☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent ☐ Addressee B. Received by (Printed Name) C. Date of Delivery	
1. Article Addressed to: IKES PLACE #1012 1010 UNIVERSITY AVE. STE. C101 SAN DIEGO CA 92102 9590 9402 1512 5362 2702 02		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
2. Article Number (Transfer from service label) 7020 1290 0000 3958 7368		3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500) ☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	
PS Form 3811, July 2015 P. 530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X AL19 ☐ Agent ☐ Addressee B. Received by (Printed Name) SM C. Date of Delivery 4-12	
1. Article Addressed to: ISP2 SAN JOSE D/T INC. 5745 PACIFIC COAST HIGHWAY #4901 LONG BEACH CA 90803 9590 9402 1512 5362 2703 87		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
2. Article Number (Transfer from service label) 7020 1290 0001 8879 2071		3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500) ☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature X ☐ Agent ☐ Addressee B. Received by (Printed Name) C. Date of Delivery	
1. Article Addressed to: ISP2 EMERYVILLE, INC. 2549 EASTBLUFF DR, SUITE A NEWPORT BEACH CA 92660 9590 9402 1512 5362 2701 34		D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No	
2. Article Number (Transfer from service label) 7020 1290 0000 3958 7481		3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (over \$500) ☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery	
PS Form 3811, July 2015 PSN 7530-02-000-9053		Domestic Return Receipt	

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
■ Complete items 1, 2, and 3. ■ Print your name and address on the reverse so that we can return the card to you. ■ Attach this card to the back of the mailpiece, or on the front if space permits.	A. Signature ☐ Agent ☐ Addressee X
1. Article Addressed to: IKE'S PLACE #4 LLC 1780 MENDOCINO AVENUE SANTA ROSA CA 95401	B. Received by (<i>Printed Name</i>) C. Date of Delivery
2. Article Number (<i>Transfer from service label</i>) 7020 1290 0000 3958 7344	D. Is delivery address different from item 1? ☐ Yes If YES, enter delivery address below: ☐ No
3. Service Type ☐ Adult Signature ☐ Adult Signature Restricted Delivery ☒ Certified Mail® ☐ Certified Mail Restricted Delivery ☐ Collect on Delivery ☐ Collect on Delivery Restricted Delivery ☐ Insured Mail ☐ Insured Mail Restricted Delivery (per \$500)	☐ Priority Mail Express® ☐ Registered Mail™ ☐ Registered Mail Restricted Delivery ☐ Return Receipt for Merchandise ☐ Signature Confirmation™ ☐ Signature Confirmation Restricted Delivery
PS Form 3811, July 2015 PSN 7530-02-000-9053	

SENDER: COMPLETE THIS SECTION

- Complete Items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ISP2 SHATTUCK, INC.
2172 SHATTUCK AVENUE
BERKELEY CA 94704



9590 9402 1512 5362 2700 35

2. Article Number (Transfer from service label)

7020 1290 0001 8879 1760

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X COV-19

☐ Agent☐ Addressee

B. Received by (Printed Name)

COV-19

C. Date of Delivery

4/14/21

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Registered Mail
- ☐ Registered Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®☐ Registered Mail™☐ Registered Mail Restricted Delivery☐ Return Receipt for Merchandise☐ Signature Confirmation™☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053

Domestic Return Receipt