

LAW OFFICES OF  
**LAVI & EBRAHIMIAN, LLP**  
8889 W. OLYMPIC BLVD., SUITE 200  
BEVERLY HILLS, CALIFORNIA 90211  
TELEPHONE: (310) 432-0000  
FACSIMILE: (310) 432-0001  
WWW.LELAWFIRM.COM

August 11, 2021

**NOTICE OF LABOR CODE VIOLATIONS PURSUANT TO  
LABOR CODE SECTION 2699.3**

To: California Labor and Workforce Development Agency  
Attn. PAGA Administrator  
1515 Clay Street, Suite 801  
Oakland, California 94612  
*Via Online Submission Only*

Department of Industrial Relations  
Accounting Unit  
455 Golden Gate Avenue, 10th Floor  
San Francisco, California 94102  
Certified Mail Number: **X 7020 0640 0002 1066 9665**

Panda Express, LLC  
1683 Walnut Grove Ave  
Rosemead, California 91770  
Certified Mail Number: **X 7020 0640 0002 1066 9672**

Panda Express, LLC  
c/o Peggy T. Cherng, Registered Agent for Service of Process  
1683 Walnut Grove Ave  
Rosemead, California 91770  
Certified Mail Number: **X 7020 0640 0002 1066 9689**

Panda Restaurant Group, Inc.  
1683 Walnut Grove Avenue  
Rosemead, California 91770  
Certified Mail Number: **X 7020 0640 0002 1066 8613**

Panda Restaurant Group, Inc.  
c/o Baier Monte, Registered Agent for Service of Process  
1683 Walnut Grove Avenue  
Rosemead, California 91770

Labor & Workforce Development Agency  
Re: MINAS v. *PANDA EXPRESS, INC., et al.*  
August 11, 2021  
Page 2 of 13

Certified Mail Number: **X 7020 0640 0002 1066 9467**

From: LESLY MINAS, on behalf of herself and all other current and former aggrieved California-based hourly non-exempt employees of PANDA EXPRESS, INC. and PANDA RESTAURANT GROUP, INC.

c/o Joseph Lavi, Esq.  
Vincent C. Granberry, Esq.  
Kevin Joseph Farnan, Esq.  
LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Boulevard, Suite 200  
Beverly Hills, California 90211  
Email: [jlavi@lelawfirm.com](mailto:jlavi@lelawfirm.com)  
[vgranberry@lelawfirm.com](mailto:vgranberry@lelawfirm.com)  
[kfarnan@lelawfirm.com](mailto:kfarnan@lelawfirm.com)  
[whteam@lelawfirm.com](mailto:whteam@lelawfirm.com)

Our firm has been retained by aggrieved employee LESLY MINAS concerning a representative action pursuant to the Private Attorneys General Act of 2004, Labor Code sections 2698, *et seq.* ("PAGA") against her employers, PANDA EXPRESS, LLC and PANDA RESTAURANT GROUP, INC.

I am filing this written notice with the Labor and Workforce Development Agency ("LWDA") pursuant to the provisions of the California Labor Code Sections 2699, 2699.3, and 2698, *et seq.* The purpose of this letter is to inquire whether LWDA intends to investigate and seek civil penalties associated with my client's allegations of violations of the Labor Code by her Employer. In addition to submitting this letter and the \$75.00 filing fee via the online PAGA filing system, I am causing a copy of this letter to be mailed to the Department of Industrial Relations – Accounting Unit.

### **FACTUAL STATEMENT AND THEORIES OF LABOR CODE VIOLATIONS**

Aggrieved employee LESLY MINAS ("Employee") was employed by PANDA EXPRESS, INC. and PANDA RESTAURANT GROUP, INC. ("Defendants" or "Employers") as an hourly non-exempt employee, most recently in an assistant manager position, from in or around March 2017, until on or about April 2021.

#### **1. Failure to Pay the Minimum Wage Rate of Pay for All Hours Worked**

Employee alleges that during her employment, Employer failed to pay her and other current and former aggrieved California-based hourly non-exempt employees with compensation at the minimum wage rate of pay for all the hours that they worked in violation of Labor Code sections 1194 and 1197. Labor Code section 1197 provides, "The minimum wage for employees fixed by

the commission is the minimum wage to be paid to employees, and the payment of a less wage than the minimum so fixed is unlawful.” Labor Code section 1194 states, “...any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorney’s fees, and costs of suit.”

Employee alleges that during her employment, Employer failed to pay her and other current and former aggrieved California-based hourly non-exempt employees all wages at the applicable minimum wage for all hours worked due to Employer’s policies, practices, and/or procedures including, but not limited to:

- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees to, since the outbreak of COVID-19, to take their own temperatures, log their temperatures, and complete a COVID-19 medical questionnaire prior to being permitted to clock in for their shifts;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked opening shifts to perform off-the-clock work prior to clocking out for the start of their shifts including, but not limited to, unlocking restaurant doors, traveling to an alarm panel located in the premises, disarming the alarm system, and then traveling to the cash register where they were to clock in for the start of their shift;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked closing shifts to perform off-the-clock work after clocking out for the end of their shift including, but not limited to, arming the alarm system and locking the restaurant doors;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to remain on the premises while they were off-the-clock during their meal periods. Additionally, Employers required Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to perform work related tasks during their off-the-clock meal. For example, Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers were routinely required by Employers to immediately address services which required a manager’s signatures, apply discounts and refunds to customers, and override transactions even when they were on a meal periods. The continued control and direction exercised by the Employers over Employee and other current and former aggrieved California-based hourly non-exempt employees resulted in unpaid meal periods that were not duty-free; and

- Requiring Employee and other current and former aggrieved California-based hourly non-exempt female employees to be subject to Employer's control and direction off-the-clock, which consisted of styling and tucking their hair in a manner to fit securely underneath the headwear that they were required to wear as part of their employment with Defendants prior to the start of their shift and in order to be in compliance with Defendants' uniform/appearance policy without being paid for that time.

Employee and other current and former aggrieved California-based hourly non-exempt employees were not paid for this time resulting in Employer's failure to pay minimum wage for all the hours Employee and other current and former aggrieved California-based hourly non-exempt employees worked.

Employer's aforementioned policies, practices, and/or procedures resulted in time each day in which Employee and other current and former aggrieved California-based hourly non-exempt employees were subject to the control of Employer without being compensated for that time.

Based on these violations, Employee intends to seek civil penalties pursuant to the Private Attorneys General Act ("PAGA"), California Labor Code sections 2698, *et seq.*, and Labor Code section 1197.1, subdivisions (a)(1)-(2), on behalf of the Labor and Workforce Development Agency ("LWDA") against Employer if authorized to file a representative action on behalf of the State of California. As a derivative claim of Employer's failure to pay wages at a minimum wage rate for all hours worked, Employee will also seek statutory penalties under Labor Code section 226(a)(1) because the failure to pay such minimum wages for all hours worked rendered Employee's and other current and former aggrieved California-based hourly non-exempt employees' pay calculations inaccurate and in violation of Labor Code section 226(e)(2)(B)(i).

## 2. Failure to Pay Overtime Wages for Overtime Hours Work

Employee alleges that during her employment, Employer failed to pay her and other current and former aggrieved California-based hourly non-exempt employees for the overtime hours that they worked at their overtime rate of pay.

Labor Code section 510, subdivision (a), states in relevant part:

"Eight hours of labor constitutes a day's work. Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee. Any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee. In addition, any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee."

Further, Labor Code section 1198 provides,

The maximum hours of work and the standard conditions of labor fixed by the commission shall be the maximum hours of work and the standard conditions of labor for employees. The employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.

Labor Code section 1194 provides, "...any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime compensation, including interest thereon, reasonable attorney's fees, and costs of suit."

Employee alleges that during her employment, Employer failed to pay her and other current and former aggrieved California-based hourly non-exempt employees overtime wages for overtime hours worked due to Employer's policies, practices, and/or procedures including, but not limited to:

- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees to, since the outbreak of COVID-19, to take their own temperatures, log their temperatures, and complete a COVID-19 medical questionnaire prior to being permitted to clock in for their shifts;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked opening shifts to perform off-the-clock work prior to clocking out for the start of their shifts including, but not limited to, unlocking restaurant doors, traveling to an alarm panel located in the premises, disarming the alarm system, and then traveling to the cash register where they were to clock in for the start of their shift;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked closing shifts to perform off-the-clock work after clocking out for the end of their shift including, but not limited to, arming the alarm system and locking the restaurant doors;
- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to remain on the premises while they were off-the-clock during their meal periods. Additionally, Employers required Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to perform work related tasks during their off-the-clock meal. For example, Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers were routinely required by Employers to immediately address services which required a manager's signatures, apply discounts and refunds to customers, and override transactions even when they were on a meal periods. The continued control and

direction exercised by the Employers over Employee and other current and former aggrieved California-based hourly non-exempt employees resulted in unpaid meal periods that were not duty-free; and

- Requiring Employee and other current and former aggrieved California-based hourly non-exempt female employees to be subject to Employer's control and direction off-the-clock, which consisted of styling and tucking their hair in a manner to fit securely underneath the headwear that they were required to wear as part of their employment with Defendants prior to the start of their shift and in order to be in compliance with Defendants' uniform/appearance policy without being paid for that time.

Employee and other current and former aggrieved California-based hourly non-exempt employees were not paid for this time resulting in Employers' failure to pay minimum wage for all the hours Employee and other current and former aggrieved California-based hourly non-exempt employees worked.

Employer's aforementioned policies, practices, and/or procedures resulted in time each day in which Employee and other current and former aggrieved California-based hourly non-exempt employees were subject to the control of Employer without being compensated for that time. To the extent that the foregoing unpaid time resulted from Employee and other current and former aggrieved California-based hourly non-exempt employees being subject to the control of Employer when they worked more than eight (8) hours in a workday, more than forty (40) hours in a workweek, and/or seven days in a workweek, Employer failed to pay them at their overtime rate of pay for all the overtime hours they worked.

Employer's foregoing policies, practices, and/or procedures resulted in Employer failing to pay Employee and other current and former aggrieved California-based hourly non-exempt employees at their overtime rate of pay for all overtime hours worked, in violation of Labor Code sections 510, 1194, 1198, and the Wage Order.

Based on these violations, Employee intends to seek civil penalties pursuant to PAGA, Labor Code sections 2698, *et seq.*, and 558, subdivisions (a)(1)-(2) on behalf of LWDA against Employer if authorized to file a representative action on behalf of the State of California. As a derivative claim of Employer's failure to pay overtime wages for overtime hours worked, Employee will seek statutory penalties under Labor Code 226(a)(1) because the failure to pay such overtime wages rendered Employee's and other current and former aggrieved, California-based, hourly non-exempt employees' pay calculations inaccurate and in violation of Labor Code section 226(e)(2)(B)(i).

### 3. Failure to Pay Overtime Wages at Proper Overtime Rate of Pay

Employee alleges that Employers employed Employee and other current and former aggrieved California-based hourly non-exempt employees with a compensation structure that includes additional remuneration, including, but not limited to, for example, bonus compensation. As noted above, California Labor Code sections 510 and 1194 require an

employer to compensate employees a higher rate of pay for hours worked in excess of eight hours in a workday:

“Work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee. Any work in excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate of pay for an employee. In addition, any work in excess of eight hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.”

Regarding the “regular rate,” overtime is based upon an employee’s regular rate of pay. “The regular rate at which an employee is employed shall be deemed to include all remuneration for employment paid to, or on behalf, of the employee.” *See* Division of Labor Standards Enforcement – Enforcement Policies and Interpretations Manual, Section 49.1.2.

At times, Employee and other current and former aggrieved California-based hourly non-exempt employees worked overtime hours under state law during pay periods that they also earned bonus compensation. Even though California law requires employers to include all remuneration such as bonus compensation as part of the regular rate of pay for determining overtime premium pay, Employee alleges that Employers entirely excluded Employee’s and other current and former aggrieved California-based hourly non-exempt employees’ bonus pay in calculating those employees’ overtime rate of pay.

Employee alleges that this practice resulted in Employee and other current and former aggrieved California-based hourly non-exempt employees working hours in excess of eight hours in a workday and/or 40 hours in a workweek and Defendants paying them less overtime than they earned pursuant to California law.

Based on these violations, Employee intends to seek civil penalties pursuant to PAGA, Labor Code sections 2698, *et seq.*, and 558, subdivisions (a)(1)-(2) on behalf of LWDA against Employer if authorized to file a representative action on behalf of the State of California. As a derivative claim of Employer’s failure to pay overtime wages for overtime hours worked at the proper rate of pay, Employee will seek statutory penalties under Labor Code 226(a)(1) because the failure to pay such overtime wages at the proper rate of pay rendered Employee’s and other current and former aggrieved, California-based, hourly non-exempt employees’ pay calculations inaccurate and in violation of Labor Code section 226(e)(2)(B)(i).

4. *Failure to Authorize or Permit Meal Periods in Violation of Labor Code Sections 512 and 226.7 and/or Failure to Pay Meal Period Premiums*

Employee alleges that during her employment, Employer failed to authorize or permit all legally required and compliant meal periods and/or pay meal period premiums. California law requires an employer to provide an employee an uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of all duties and the employer relinquishes control

over the employee's activities prior to the employee's sixth hour of work. Labor Code §§226.7, 512; Wage Order 5, §11; *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ an employee for a work period of more than ten (10) hours per day without providing the employee with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh hour of work. *Id.* If the employer requires the employee to remain at the work site or facility during the meal period, the meal period must be paid. This is true even where the employee is relieved of all work duties during the meal period. *Bono Enterprises, Inc. v. Bradshaw* (1995) 32 Cal.App.4th 968. If an employer fails to provide an employee a meal period in accordance with the law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday that a legally required and compliant meal period was not provided. Labor Code §226.7; Wage Order 5, §11.

Employee alleges that Employer failed to authorize or permit her and other current and former aggrieved California-based hourly non-exempt employees to take all legally required and compliant meal periods due to Employer's policies, practices, and/or procedures including, but not limited to, requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to remain on the premises while they were off-the-clock during their meal periods. Additionally, Employers required Employee and other current and former aggrieved California-based hourly non-exempt managers and/or assistant managers to perform work related tasks during their off-the-clock meal. For example, Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers were routinely required by Employers to immediately address services which required a manager's signatures, apply discounts and refunds to customers, and override transactions even when they were on a meal periods. The continued control and direction exercised by the Employers over Employee and other current and former aggrieved California-based hourly non-exempt employees resulted in unpaid meal periods that were not duty-free.

Additionally, Employee alleges that Employer maintained a policy, practice, and/or procedure whereby they failed to pay Employee and other current and former aggrieved California-based hourly non-exempt employees a meal period premium wage of one (1) additional hour of pay at their regular rate of compensation for each workday that they did not receive all legally required and compliant meal periods, in violation of Labor Code section 226.7 and Wage Order 5 at § 11.

Finally, Employee alleges that on occasions when Employer paid Employee and other current and former aggrieved California-based hourly non-exempt employees a "premium" wage for late, missed, short, on-premise, on-duty, and/or interrupted meal periods, Defendants failed to pay the one (1) additional hour of pay at Employee's and other current and former aggrieved California-based hourly non-exempt employees' regular rate of compensation. Specifically, Employee alleges that Employers maintained a policy, practice, and/or procedure of failing to include bonus pay, for example, when calculating Employee's and other current and former aggrieved California-based hourly non-exempt employees' regular rate of pay for the purpose of paying meal period premium wages

Based on these violations, Employee intends to seek civil penalties pursuant to PAGA, Labor Code sections 2698, *et seq.*, on behalf of LWDA against Employer if authorized to file a representative action on behalf of the State of California. As a derivative claim of Employer's failure to authorize or permit all legally required and compliant meal periods and/or failure to pay meal period premium wages, Employee will seek statutory penalties under Labor Code section 226(a)(1) because the failure to pay meal period premiums and/or pay meal period premiums rendered Employee's and other current and former aggrieved California-based hourly non-exempt employees' pay calculations inaccurate and in violation of Labor Code section 226(e)(2)(B)(i).

5. *Failure to Authorize or Permit Rest Periods in Violation of Labor Code Section 226.7 and/or Failure to Pay Rest Period Premiums*

Employee alleges that during her employment, Employer failed to authorize or permit all legally required and compliant rest periods and/or failed to pay rest period premiums. California law requires 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. The authorized 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..." Wage Order 5, § 12. "Employees are entitled to 10 minutes' rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." *Brinker Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code §226.7. Additionally, the rest period requirement "obligates Employer to permit – and authorizes employees to take – off-duty rest periods." *Augustus v. ABM Security Services, Inc.* (2016) 5 Cal.5th 257, 269. That is, during rest periods an employer must relieve employees of all duties and relinquish control over how employees spend their time. *Id.* If the employer fails to authorize or permit a required rest period, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday the employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage Order 5 at § 12.

Employee alleges that Employer failed to authorize or permit her and other current and former aggrieved California-based hourly non-exempt employees to take all legally required and compliant rest periods due to Employer's policies, practices, and/or procedures including, but not limited to, the following requiring Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to remain on the premises of Employers during their rest periods. Additionally, Employee alleges Employers routinely required Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers to remain on-duty and perform work related tasks during their rest periods. For example, Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers were required by Employers to immediately address services which required a manager's signature, apply discounts and refunds to customers, and override transactions regardless of whether they were on a rest period. The continued control and direction exercised by the Employers over Employee and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers resulted

in rest periods that were not duty-free and/or ten (10) minutes in length as required by California law.

Additionally, Employee alleges that Employer maintained a policy, practice, and/or procedure whereby they failed to pay Employee and other current and former aggrieved California-based hourly non-exempt employees a rest period premium wage of one (1) additional hour of pay at their regular rate of compensation for each workday that they did not receive all legally required and compliant rest periods, in violation of Labor Code section 226.7 and Wage Order 5 at § 12.

Finally, Employee alleges that on occasions when Employers did pay Employee and other current and former aggrieved California-based hourly non-exempt employees a “premium” wage for late, missed, short, on-premise, on-duty, and/or interrupted rest periods, Defendants failed to pay the one (1) additional hour of pay at Employee’s and other current and former aggrieved California-based hourly non-exempt employees’ regular rate of compensation. Specifically, Employee alleges that Employers maintained a policy, practice, and/or procedure of failing to include bonus pay, for example, when calculating Employee’s and other current and former aggrieved California-based hourly non-exempt employees’ regular rate of pay for the purpose of paying rest period premiums.

Based on these violations, Employee intends to seek civil penalties pursuant to PAGA, Labor Code sections 2698, *et seq.*, on behalf of LWDA against Employer if authorized to file a representative action on behalf of the State of California. As a derivative claim of Employer’s failure to authorize or permit all legally required and compliant rest periods and/or failure to pay rest period premium wages, Employee will seek statutory penalties under Labor Code section 226(a)(1) because the failure to pay rest period premiums and/or pay rest period premiums rendered Employee’s and other current and former aggrieved California-based hourly non-exempt employees’ pay calculations inaccurate and in violation of Labor Code section 226(e)(2)(B)(i).

6. *Failure to Indemnify Employees for Employment-Related Expenditures in Violation of Labor Code Section 2802*

Employees allege that during their employment, Employers failed to indemnify them and other current and former California-based employees for all necessary expenditures or losses incurred by them in the discharge of their duties. Labor Code section 2802(a) states, “An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer...”

Employees allege that during their employment, Employers failed to indemnify them and other current and former California-based employees for all necessary expenditures or losses incurred by them in the discharge of their duties due to Employers’ policies, practices, and/or procedures including, but not limited to, the following:

- Requiring Employees and other current and former aggrieved California-based hourly non-exempt employees who worked as hourly non-exempt managers and/or assistant managers

to use or purchase their own personal cell phones and cellular plans in order to work for Employers without reimbursement from Employers; and

- Requiring Employee and other current and former aggrieved California-based hourly non-exempt employees to wear uniforms and maintain them in a hygienic fashion, but failing to reimburse Employees and other current and former aggrieved California-based hourly non-exempt employees for costs associated with washing and maintaining their uniforms.

Employers' aforementioned policies, practices, and/or procedures resulted in Employees and other current and former aggrieved California-based employees not receiving indemnification for employment-related expenditures, in violation of Labor Code 2802.

Based on this violation, Employees will seek both restitution for themselves and other current and former aggrieved California-based employees for Employers' violations of Labor Code section 2802 and will seek civil penalties under PAGA, Labor Code sections 2698, *et seq.*, on behalf of the LWDA against Employers if authorized to file a representative action on behalf of the State of California.

7. *Failure to Timely Pay Earned Wages During Employment in Violation of Labor Code Section 204*

Employee alleges that during his employment, Employer failed to timely pay Employee's and other current and former aggrieved California-based hourly non-exempt employees' earned wages. In California, wages must be paid at least twice during each calendar month on days designated in advance by the employer as regular paydays, subject to some exceptions. Labor Code §204(a). Wages earned between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7) calendar days following the close of the payroll period in which wages were earned. Labor Code §204(d).

As a derivative of Employee's claims above, Employee alleges that Employer failed to timely pay her and other current and former aggrieved California-based hourly non-exempt employees' earned wages (including minimum wages, overtime wages, meal period premium wages, and/or rest period premium wages), in violation of Labor Code section 204. Employer's aforementioned policies, practices, and/or procedures resulted in Employer failing to pay Employee and other current and former aggrieved California-based hourly non-exempt employees their earned wages within the applicable time frames outlined in Labor Code 204.

Based on these violations, Employee intends to seek civil penalties pursuant to PAGA, Labor Code sections 2698, *et seq.*, on behalf of LWDA against Employer if authorized to file a representative action on behalf of the State of California.

8. *Failure to Provide Accurate Wage Statements*

Labor Code section 226(a) states that “[a]n employer, semimonthly or at the time of each payment of wages, shall furnish to his or her employee...an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee...(3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) 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, (8) the name and address of the legal entity that is the employer...and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee....”

Employee alleges that as a derivative of Employee’s claims above, Employer failed to provide accurate wage and hour statements to Employee and other current and former aggrieved California-based hourly non-exempt employees who were subject to Employer’s control for uncompensated time and who did not receive all their earned wages (including minimum wages, overtime wages, meal period premium wages, and/or rest period premium wages), in violation of Labor Code section 226.

Based on these violations, Employee will seek civil penalties under Labor Code section 226.3, and PAGA, Labor Code sections 2698, *et seq.*, on behalf of LWDA, against Employer if authorized to file a representative action on behalf of the State of California.

9. *Failure to Timely Pay Final Wages*

Labor Code section 201(a) states that “[i]f an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately.” Labor Code section 202(a) continues, “[i]f an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter....” Finally, Labor Code section 203(a) provides, “[i]f an employer willfully fails to pay...any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days....”

As a result of the aforementioned violations of the Labor Code, Employee alleges that he was not paid his final wages in a timely manner as required by Labor Code section 203. Earned wages (including minimum wages, overtime wages, meal period premium wages, and/or rest period premium wages) (all described above), were not paid at the time of Employee’s separation of employment. Employee is informed and believes and thereon alleges that former aggrieved California-based hourly non-exempt employees who separated from Employer, whether voluntarily or involuntarily, were not paid all wages due in a timely manner, as required by Labor Code sections 201, 202, and 203.

Based on these violations, Employee will seek civil penalties under PAGA, Labor Code sections 2698, *et seq.*, on behalf of LWDA, against Employer if authorized to file a representative action on behalf of the State of California.

10. Employer's Other Violations of the California Labor Code

Finally, pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 ("*Huff*"), as an aggrieved employee, Employee has standing, and intends, on behalf of LWDA, to pursue civil penalties against Employer for any and all other Labor Code violations committed by Employer. In *Huff*, the California Court of Appeals held that an employee alleging a single violation of the Labor Code under PAGA may also bring PAGA claims against the employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Employee, as an "aggrieved" employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for unrelated Labor Code violations by Employer.

**CONCLUSION**

My client intends to file a representative action pursuant to PAGA concerning his wage claims as warranted by Employer's violations of Labor Code sections 201, 202, 203, 204, 226, 226.7, 510, 512, 1194, 1197, 1198, 2802 and the IWC Wage Orders. This letter is being sent to you as an inquiry into whether LWDA wishes to investigate my client's claims for civil penalties associated with Employer's violations of the Labor Code, as alleged herein. Thank you for your assistance and cooperation in this matter. If you have any questions or concerns, please contact me at the above-listed information.

Very truly yours,  
**LAVI & EBRAHIMIAN, LLP**

A handwritten signature in black ink, appearing to read "Kevin Farnan".

Kevin Joseph Farnan, Esq.

7020 0640 0002 1066 9665

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

For delivery information, visit our website at [www.usps.com](http://www.usps.com)®.

**OFFICIAL USE**

Certified Mail Fee \$ \_\_\_\_\_

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

|                                                              |          |
|--------------------------------------------------------------|----------|
| <input type="checkbox"/> Return Receipt (hardcopy)           | \$ _____ |
| <input type="checkbox"/> Return Receipt (electronic)         | \$ _____ |
| <input type="checkbox"/> Certified Mail Restricted Delivery  | \$ _____ |
| <input type="checkbox"/> Adult Signature Required            | \$ _____ |
| <input type="checkbox"/> Adult Signature Restricted Delivery | \$ _____ |

Postmark Here

**Department of Industrial Relations**  
**Accounting Unit**  
 455 Golden Gate Avenue, 10th Floor  
 San Francisco, California 94102

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:

**Department of Industrial Relations**  
**Accounting Unit**  
 455 Golden Gate Avenue, 10th Floor  
 San Francisco, California 94102

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9665

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

|                                                                        |                                                                     |
|------------------------------------------------------------------------|---------------------------------------------------------------------|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input type="checkbox"/> Registered Mail™                           |
| <input checked="" type="checkbox"/> Certified Mail®                    | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input type="checkbox"/> Certified Mail Restricted Delivery            | <input checked="" type="checkbox"/> Return Receipt for Merchandise  |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Insured Mail                                  |                                                                     |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |                                                                     |

Domestic Return Receipt

USPS TRACKING #



9590 9402 6113 0209 9385 10



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

**United States  
Postal Service**

• Sender: Please print your name, address, and ZIP+4® in this box•

**LAVI & EBRAHIMIAN, LLP**  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

Minas v. Panda (PAGA)  
J-L/V-G/K-F/V-C

**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:

**Department of Industrial Relations**  
**Accounting Unit**  
455 Golden Gate Avenue, 10th Floor  
San Francisco, California 94102



9590 9402 6113 0209 9385 10

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9665

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

I & EBRAHIMIAN, LLP  
V. Olympic Blvd., Suite 200  
everly Hills, CA 90211

7020 0640 0002 1066 9665



CERTIFIED MAIL®

Department of Industrial Relations  
Accounting Unit  
455 Golden Gate Avenue, 10th Floor  
San Francisco, California 94102

FIRST-CLASS



02 1P  
0001217907  
MAILED FROM ZIP CODE 90211  
PITNEY BOWES  
US POSTAGE  
\$ 008.05  
AUG 11 2021

SENDER: COMPLETE THIS SECTION

1. Article Addressed to:  
Department of Industrial Relations  
Accounting Unit  
455 Golden Gate Avenue, 10th Floor  
San Francisco, California 94102

2. Article Number (Transfer from service label)  
9590 9402 6113 0209 9385 10

3. Service Type  
☐ Registered Mail  
☐ Registered Mail Restricted Delivery  
☐ 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)

4. Is delivery address different from item 1? ☐ Yes ☐ No

5. Signature  
A. ☐ Agent  
B. Received by (Printed Name)  
C. Date of Delivery

6. Return Receipt for Merchandise ☒  
7. Signature Confirmation™ ☐  
8. Restricted Delivery ☐  
9. Priority Mail Express® ☐  
10. Registered Mail™ ☐  
11. Registered Mail Restricted Delivery ☐  
12. Return Receipt for Merchandise ☒  
13. Signature Confirmation™ ☐  
14. Signature Confirmation™ Restricted Delivery ☐  
15. Restricted Delivery ☐

COMPLETE THIS SECTION ON DELIVERY

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

7020 0640 0002 1066 9672

U.S. Postal Service<sup>TM</sup>  
**CERTIFIED MAIL<sup>®</sup> RECEIPT**  
*Domestic Mail Only*

For delivery information, visit our website at [www.usps.com](http://www.usps.com)<sup>®</sup>.

OFFICIAL USE

Certified Mail Fee  
\$

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

Postmark  
Here

**Panda Express, LLC**  
1683 Walnut Grove Ave  
Rosemead, California 91770

City, State, ZIP+4<sup>®</sup>

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

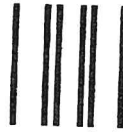
| SENDER: COMPLETE THIS SECTION                                                                                                                                                                                                                                        | COMPLETE THIS SECTION ON DELIVERY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>■ Complete items 1, 2, and 3.</li><li>■ Print your name and address on the reverse so that we can return the card to you.</li><li>■ Attach this card to the back of the mailpiece, or on the front if space permits.</li></ul> | <div>A. Signature<br/><b>X</b><div><input type="checkbox"/> Agent<br/><input type="checkbox"/> Addressee</div></div> <div>B. Received by (Printed Name)<div>C. Date of Delivery</div></div> <div>D. Is delivery address different from item 1? <input type="checkbox"/> Yes<br/>If YES, enter delivery address below: <input type="checkbox"/> No</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <div>1. Article Addressed to:<br/><b>Panda Express, LLC</b><br/>1683 Walnut Grove Ave<br/>Rosemead, California 91770</div> <div><br/>9590 9402 6113 0209 9449 86</div>            | <div>3. Service Type<br/><input type="checkbox"/> Adult Signature<br/><input type="checkbox"/> Adult Signature Restricted Delivery<br/><input checked="" type="checkbox"/> Certified Mail<sup>®</sup><br/><input type="checkbox"/> Certified Mail Restricted Delivery<br/><input type="checkbox"/> Collect on Delivery<br/><input type="checkbox"/> Collect on Delivery Restricted Delivery<br/><input type="checkbox"/> Insured Mail<br/><input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)<br/><input type="checkbox"/> Priority Mail Express<sup>®</sup><br/><input type="checkbox"/> Registered Mail<sup>TM</sup><br/><input type="checkbox"/> Registered Mail Restricted Delivery<br/><input checked="" type="checkbox"/> Return Receipt for Merchandise<br/><input type="checkbox"/> Signature Confirmation<sup>TM</sup><br/><input type="checkbox"/> Signature Confirmation Restricted Delivery</div> |
| <div>2. Article Number (Transfer from service label)<br/><b>7020 0640 0002 1066 9672</b></div>                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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

USPS TRACKING#



9590 9402 6113 0209 9449 86



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

United States  
Postal Service

• Sender: Please print your name, address and ZIP+4® in this box•

LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

Minas v. Panda (PAGA)  
J.L/V.G/K.F/V.C

**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:

**Panda Express, LLC**  
1683 Walnut Grove Ave  
Rosemead, California 91770



9590 9402 6113 0209 9449 86

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9672

**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

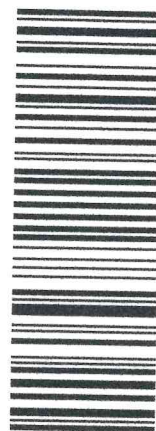
3. Service Type

- ☐ 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

CERTIFIED MAIL®

AN, LLP  
Suite 200  
90211



7020 0640 0002 1066 9672

Panda Express, LLC  
1683 Walnut Grove Ave  
Rosemead, California 91770

FIRST-CLASS



PITNEY BOWES  
US POSTAGE  
02 1P  
0001217907 AUG 11 2021  
\$ 008.05  
MAILED FROM ZIP CODE 90211

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

7020 0640 0002 1066 9672

2. Article Number (Transfer from service label)

9590 9402 6113 0209 9449 86



Panda Express, LLC  
1683 Walnut Grove Ave  
Rosemead, California 91770

1. Article Addressed to:

- 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.

SENDER: COMPLETE THIS SECTION

A. Signature

X

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes ☐ No

COMPLETE THIS SECTION ON DELIVERY

Domestic Return Receipt

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

7020 0640 0002 1066 9689

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

For delivery information, visit our website at [www.usps.com](http://www.usps.com)®.

**OFFICIAL USE**

Certified Mail Fee \$ \_\_\_\_\_

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

☐ Return Receipt (hardcopy) \$ \_\_\_\_\_

☐ Return Receipt (electronic) \$ \_\_\_\_\_

☐ Certified Mail Restricted Delivery \$ \_\_\_\_\_

☐ Adult Signature Required \$ \_\_\_\_\_

☐ Adult Signature Restricted Delivery \$ \_\_\_\_\_

Postmark  
Here

**Panda Express, LLC**  
 c/o Peggy T. Cherng, Registered Agent  
 for Service of Process  
 1683 Walnut Grove Ave  
 Rosemead, California 91770

**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:

**Panda Express, LLC**  
 c/o Peggy T. Cherng, Registered Agent  
 for Service of Process  
 1683 Walnut Grove Ave  
 Rosemead, California 91770



9590 9402 6113 0209 9384 97

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9689

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature ☐ Agent  
☐ Addressee

**X**

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 ☐ Signature Confirmation Restricted Delivery (over \$500)

USPS TRACKING#



9590 9402 6113 0209 9384 97



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

Minas v. Panda Express (PANA)  
J.L/V.G/K.J/V.C

**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:

**Panda Express, LLC**  
c/o Peggy T. Cherng, Registered Agent  
for Service of Process  
1683 Walnut Grove Ave  
Rosemead, California 91770



9590 9402 6113 0209 9384 97

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9689

**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

**CERTIFIED MAIL®**



7020 0640 0002 1066 9689

& EBRAHIMIAN, LLP  
Olympic Blvd., Suite 200  
Berly Hills, CA 90211

**Panda Express, LLC**  
c/o Peggy T. Cherng, Registered Agent for  
Service of Process  
1683 Walnut Grove Ave  
Rosemead, California 91770

FIRST-CLASS



**US POSTAGE**  
\$ 008.05  
02 1P  
0001217907 AUG 11 2021  
MAILED FROM ZIP CODE 90211



**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:

**Panda Express, LLC**  
for Service of Process  
c/o Peggy T. Cherng, Registered Agent  
1683 Walnut Grove Ave  
Rosemead, California 91770



9590 9402 6113 0209 9384 97

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9689

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

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature

☐ Agent  
☐ Addressee

C. Date of Delivery

B. Received by (Printed Name)

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

3. Service Type

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

Domestic Return Receipt

7020 0640 0002 1066 8613

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

For delivery information, visit our website at [www.usps.com](http://www.usps.com)®.

**OFFICIAL USE**

Certified Mail Fee

\$

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

- |                                                              |    |
|--------------------------------------------------------------|----|
| <input type="checkbox"/> Return Receipt (hardcopy)           | \$ |
| <input type="checkbox"/> Return Receipt (electronic)         | \$ |
| <input type="checkbox"/> Certified Mail Restricted Delivery  | \$ |
| <input type="checkbox"/> Adult Signature Required            | \$ |
| <input type="checkbox"/> Adult Signature Restricted Delivery | \$ |

Postmark  
Here

**Panda Restaurant Group, Inc.**  
1683 Walnut Grove Avenue  
Rosemead, California 91770

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:

**Panda Restaurant Group, Inc.**  
1683 Walnut Grove Avenue  
Rosemead, California 91770



9590 9402 6113 0209 9385 03

2. Article Number (Transfer from service label)

7020 0640 0002 1066 8613

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

- |                                                                        |                                                                     |
|------------------------------------------------------------------------|---------------------------------------------------------------------|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input type="checkbox"/> Registered Mail™                           |
| <input type="checkbox"/> Certified Mail®                               | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input checked="" type="checkbox"/> Certified Mail Restricted Delivery | <input checked="" type="checkbox"/> Return Receipt for Merchandise  |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Insured Mail                                  |                                                                     |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |                                                                     |

Domestic Return Receipt

USPS TRACKING #



9590 9402 6113 0209 9385 03

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box•

LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

Minas v. Panda (PAGA) J-L/K-F/V-G/H-I

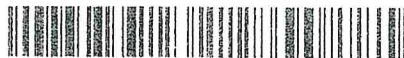
First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

**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:

**Panda Restaurant Group, Inc.**  
1683 Walnut Grove Avenue  
Rosemead, California 91770



9590 9402 6113 0209 9385 03

2. Article Number (Transfer from service label)

7020 0640 0002 1066 8613

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
- ☐ 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

Domestic Return Receipt

& EBRAHIMIAN, LLP  
7. Olympic Blvd., Suite 200  
verly Hills, CA 90211

CERTIFIED MAIL



7020 0640 0002 1066 8613

Panda Restaurant Group, Inc.  
1683 Walnut Grove Avenue  
Rosemead, California 91770

FIRST-CLASS



02 1P  
0001217907  
MAILED FROM ZIP CODE 90211  
US POSTAGE  
\$ 008.05  
AUG 11 2021  
PITNEY BOWES

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

7020 0640 0002 1066 8613

2. Article Number (Transfer from service label)

9590 9402 6113 0209 9385 03



Panda Restaurant Group, Inc.  
1683 Walnut Grove Avenue  
Rosemead, California 91770

1. Article Addressed to:

- 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.

SENDER: COMPLETE THIS SECTION

COMPLETE THIS SECTION ON DELIVERY

A. Signature  
☐ Agent  
☐ Addressee

B. Received by (Printed Name)  
C. Date of Delivery

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

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

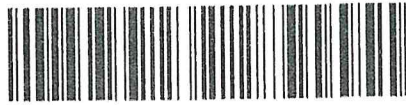
Domestic Return Receipt

7020 0640 0002 1066 9467

|                                                                                                                                                              |                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>U.S. Postal Service™</b><br><b>CERTIFIED MAIL® RECEIPT</b><br><i>Domestic Mail Only</i>                                                                   |                  |
| For delivery information, visit our website at <a href="http://www.usps.com">www.usps.com</a> ®.                                                             |                  |
| <b>OFFICIAL USE</b>                                                                                                                                          |                  |
| Certified Mail Fee<br>\$ _____                                                                                                                               | Postmark<br>Here |
| Extra Services & Fees (check box, add fee as appropriate)                                                                                                    |                  |
| <input type="checkbox"/> Return Receipt (hardcopy) \$ _____                                                                                                  |                  |
| <input type="checkbox"/> Return Receipt (electronic) \$ _____                                                                                                |                  |
| <input type="checkbox"/> Certified Mail Restricted Delivery \$ _____                                                                                         |                  |
| <input type="checkbox"/> Adult Signature Required \$ _____                                                                                                   |                  |
| <input type="checkbox"/> Adult Signature Restricted Delivery \$ _____                                                                                        |                  |
| <b>Panda Restaurant Group, Inc.</b><br>c/o Baier Monte, Registered Agent for<br>Service of Process<br>1683 Walnut Grove Avenue<br>Rosemead, California 91770 |                  |
| PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions                                                                                   |                  |

|                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>SENDER: COMPLETE THIS SECTION</b>                                                                                                                                                                       |  | <b>COMPLETE THIS SECTION ON DELIVERY</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                            |
| ■ Complete items 1, 2, and 3.<br>■ Print your name and address on the reverse so that we can return the card to you.<br>■ Attach this card to the back of the mailpiece, or on the front if space permits. |  | <b>A. Signature</b><br><b>X</b> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |
| <b>1. Article Addressed to:</b><br><b>Panda Restaurant Group, Inc.</b><br>c/o Baier Monte, Registered Agent for<br>Service of Process<br>1683 Walnut Grove Avenue<br>Rosemead, California 91770            |  | <b>B. Received by (Printed Name)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>C. Date of Delivery</b> |
| <br>9590 9402 6113 0209 9449 93                                                                                         |  | <b>D. Is delivery address different from item 1?</b> <input type="checkbox"/> Yes<br>If YES, enter delivery address below: <input type="checkbox"/> No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                            |
| <b>2. Article Number (Transfer from service label)</b><br>7020 0640 0002 1066 9467                                                                                                                         |  | <b>3. Service Type</b><br><input type="checkbox"/> Adult Signature<br><input type="checkbox"/> Adult Signature Restricted Delivery<br><input checked="" type="checkbox"/> Certified Mail®<br><input type="checkbox"/> Certified Mail Restricted Delivery<br><input type="checkbox"/> Collect on Delivery<br><input type="checkbox"/> Collect on Delivery Restricted Delivery<br><input type="checkbox"/> Registered Mail<br><input type="checkbox"/> Registered Mail Restricted Delivery<br><input type="checkbox"/> Return Receipt for Merchandise<br><input type="checkbox"/> Signature Confirmation™<br><input type="checkbox"/> Signature Confirmation Restricted Delivery |                            |
| PS Form 3811, July 2015 PSN 7530-02-000-9053                                                                                                                                                               |  | Domestic Return Receipt                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                            |

USPS TRACKING #



9590 9402 6113 0209 9449 93



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box•

LAVI & EBRAHIMIAN, LLP  
8889 W. Olympic Blvd., Suite 200  
Beverly Hills, CA 90211

Minas V. Panda (PAGA)  
J.L/K.F/V.G/V.C

**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:

**Panda Restaurant Group, Inc.**  
c/o Baier Monte, Registered Agent for  
Service of Process  
1683 Walnut Grove Avenue  
Rosemead, California 91770



9590 9402 6113 0209 9449 93

2. Article Number (Transfer from service label)

7020 0640 0002 1066 9467

**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

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

Domestic Return Receipt