

Justin F. Marquez (SBN 262417)

justin@wilshirelawfirm.com

Christina Le (SBN 237697)

cle@wilshirelawfirm.com

Rachel J. Vinson (SBN 331434)

rvinson@wilshirelawfirm.com

WILSHIRE LAW FIRM

3055 Wilshire Blvd., 12th Floor

Los Angeles, California 90010

Telephone: (213) 381-9988

Facsimile: (213) 381-9989

Attorneys for Plaintiff

ELECTRONICALLY FILED

Superior Court of California,
County of San Diego

01/06/2022 at 01:24:27 PM

Clerk of the Superior Court
By Emily Schilawski, Deputy Clerk

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN DIEGO

SKYLAR WARFIELD, on behalf of the State of
California and other aggrieved persons,

Plaintiff,

v.

PROJECT M WORLDWIDE L.P. DBA
MCDONALD'S, a California corporation, PMW
ACQUISITION, L.P. DBA MCDONALD'S, a
California corporation, SAMOD, L.P. DBA
MCDONALD'S, a California corporation, and
DOES 1 through 10, inclusive,

Defendants.

Case No.: 37-2022-00000582-CU-OE-CTL

**PAGA REPRESENTATIVE ACTION
COMPLAINT:**

1. Civil Penalties Under PAGA [Cal. Lab.
Code § 2699, et seq.]

1 Plaintiff Skylar Warfield (“Plaintiff”), based upon facts that either have evidentiary
2 support or are likely to have evidentiary support after a reasonable opportunity for further
3 investigation and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants PROJECT M WORLDWIDE L.P.,
6 PMW ACQUISITION, L.P. DBA MCDONALD’S, SAMOD, L.P. DBA MCDONALD’S, and
7 DOES 1 through 10 (PROJECT M WORLDWIDE L.P., PMW ACQUISITION, L.P. DBA
8 MCDONALD’S, SAMOD, L.P. DBA MCDONALD’S, and DOES 1 through 10 are collectively
9 referred to as “Defendants”) for civil penalties under the Private Attorneys General Act of 2004,
10 California Labor Code §§ 2698 *et seq.* (“PAGA”) stemming from Defendants’ failure to pay for
11 all hours worked (minimum, straight time, and overtime wages), failure to provide meal periods,
12 failure to authorize and permit rest periods, failure to pay all earned wages twice per month,
13 failure to maintain accurate records of hours worked and meal periods, failure to timely pay final
14 wages, failure to furnish accurate wage statements, and failure to indemnify for necessary
15 expenditures.

16 2. For over 50 years, California’s courts and legislature have recognized that this
17 State’s wage-and-hour laws serve a compelling public interest of fostering a stable job market.
18 Wages are not ordinary debts. Because of the economic position of the average worker and his or
19 her family, it is essential to the public welfare that employers obey the wage-and-hour laws so
20 that employees are promptly paid the minimum/overtime wages that the Legislature has required
21 for employees. So fundamental are California’s wage-and-hour laws that the Legislature has
22 criminalized certain types of violations. In extending extra protection to deter violations of these
23 underlying statutes—since Plaintiff is not seeking general and/or special damages, restitution, or
24 other damages other than civil penalties—California has enacted the PAGA to permit an
25 individual to bring an action for PAGA penalties only, which is the precise and sole nature of this
26 action.

27 3. All California employees during the relevant statutes of limitations who are or
28 were harmed by Defendants’ illegal practices are “Aggrieved Employees.” The Aggrieved

1 Employees worked for Defendants as hourly-paid or non-exempt employees within the
2 applicable statutory period.

3 4. Plaintiff brings this action against Defendants seeking only to recover penalties on
4 behalf of all Aggrieved Employees that worked for Defendants, and on behalf of the State of
5 California. Plaintiff does not seek to recover anything other than penalties as permitted by
6 California Labor Code Section 2699 at this time. To the extent that statutory violations are
7 mentioned for wage violations, Plaintiff does not seek underlying general and/or special damages
8 for those violations, but simply penalties as permitted by California Labor Code Section 2699,
9 declaratory relief, and injunctive relief for themselves and all Aggrieved Employees as permitted
10 by the PAGA.

11 5. Defendants own/owned and operate/operated an industry, business, and
12 establishment within the State of California, including San Diego County. As such and based
13 upon all the facts and circumstances incident to Defendants' business in California, Defendants
14 are subject to the California Labor Code, Wage Orders issued by the Industrial Welfare
15 Commission ("IWC"), and the California Business & Professions Code.

16 6. On information and belief, Defendants, and each of them were on actual and
17 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
18 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
19 willful and deliberate.

20 7. At all relevant times, Defendants were and are legally responsible for all of the
21 unlawful conduct, policies, practices, acts and omissions as described in each and all of the
22 foregoing paragraphs as the employer of Plaintiff and the Aggrieved Employees. Further,
23 Defendants are responsible for each of the unlawful acts or omissions complained of herein under
24 the doctrine of "respondeat superior".

25 **THE PARTIES**

26 **A. Plaintiff**

27 8. Plaintiff Skylar Warfield is a resident of San Diego County, California who
28 worked for Defendants in San Diego, California as an hourly-paid, non-exempt employee from

approximately December 2020 to approximately September 2021.

B. Defendants

9. Plaintiff is informed and believes, and based upon that information and belief alleges, that PROJECT M WORLDWIDE L.P. DBA MCDONALD'S, PMW ACQUISITION, L.P. DBA MCDONALD'S, and SAMOD, L.P. DBA MCDONALD'S are, and at all times herein mentioned, was:

- (a) Business entities qualified to do business and actually conducting business in numerous counties throughout the State of California, including San Diego County; and,
- (b) The former employer of Plaintiff, and the current and/or former employer of the Aggrieved Employees because Defendants PROJECT M WORLDWIDE L.P. DBA MCDONALD'S, PMW ACQUISITION, L.P. DBA MCDONALD'S, and SAMOD, L.P. DBA MCDONALD'S suffered and permitted Plaintiff and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

10. Plaintiff does not know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff and the Aggrieved Employees as alleged herein. Plaintiff will amend this complaint to set forth the true names and capacities of these Defendants when they have been ascertained, together with appropriate charging allegations, as may be necessary.

11. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or injured a significant number of the Plaintiff and the Aggrieved Employees in the State of California.

12. Plaintiff is informed and believes and thereon alleges that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the other employees and exercised control over their wages, hours, and working conditions.

1 Plaintiff is informed and believes and thereon alleges that, at all relevant times, each Defendant
2 was the principal, agent, partner, joint venturer, officer, director, controlling shareholder,
3 subsidiary, affiliate, parent corporation, successor in interest and/or predecessor in interest of
4 some or all of the other Defendants, and was engaged with some or all of the other Defendants in
5 a joint enterprise for profit, and bore such other relationships to some or all of the other
6 Defendants so as to be liable for their conduct with respect to the matters alleged below. Plaintiff
7 is informed and believes and thereon alleges that each Defendant acted pursuant to and within the
8 scope of the relationships alleged above, that each Defendant knew or should have known about,
9 and authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other
10 Defendants.

11 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

12 13. Plaintiff Skylar Warfield worked for Defendants in San Diego County, California
13 from approximately December 2020 to approximately September 2021. At all times, Defendants
14 paid Plaintiff an hourly wage and classified them as non-exempt from overtime.

15 14. Throughout Plaintiff's employment, Defendants committed numerous labor code
16 violations under state law. As discussed below, Plaintiff's experience working for Defendants
17 was typical and illustrative.

18 **A. Failure to Pay for All Hours Worked, Including Minimum, Straight Time,**
19 **and Overtime Wages**

20 15. Under California law, an employer must pay for all hours worked by an employee.
21 "Hours worked" is the time during which an employee is subject to the control of an employer
22 and includes all the time the employee is suffered or permitted to work, whether or not required
23 to do so.

24 16. Labor Code § 510 provides that employees in California shall not be employed
25 more than eight hours in any workday or forty (40) hours in a workweek unless they receive
26 additional compensation beyond their regular wages in amounts specified by law.

27 17. Labor Code §§ 1194 and 1198 also provide that employees in California shall not
28 be employed more than eight hours in any workday unless they receive additional compensation

beyond their regular wages in amounts specified by law. Additionally, Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the IWC is unlawful.

18. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff and the Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants required Plaintiff and the Aggrieved Employees to work “off-the-clock”, uncompensated, by, for example, requiring Plaintiff and the Aggrieved Employees to work unpaid after their recorded shifts. Some of this unpaid work should have been paid at the overtime rate. Defendants frequently paid Plaintiff and the Aggrieved Employees less than all their work time. In failing to pay for all hours worked, Defendants also failed to maintain accurate records of the hours Plaintiff and the Aggrieved Employees worked. As discussed below, Plaintiff’s experience working for Defendants was typical and illustrative.

B. Failure to Provide Meal Periods

19. Under California law, employers have an affirmative obligation to relieve employees of all duty in order to take their first 30-minute, duty-free meal period by the end of their fifth hour of work in a workday, and to allow employees to take their second 30-minute, duty-free meal period by the end of their tenth hour of work. Further, employees are entitled to be paid one hour of additional wages for each workday they were not provided with a required meal period(s).

20. Despite these legal requirements, Defendants wrongfully failed to provide Plaintiff and the Aggrieved Employees with legally compliant meal periods. Defendants regularly, but not always, required Plaintiff and the Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-minute, uninterrupted, and duty-free meal period for every five hours of work, or without compensating Plaintiff and the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Instead, Defendants continued to assert control over Plaintiff and the Aggrieved Employees by requiring, pressuring, or encouraging them to perform work tasks which could not be completed without working in lieu of taking mandatory meal periods, or by denying Plaintiff and the Aggrieved Employees permission to take a meal period. Accordingly, Defendants’ policy and

1 practice was not to provide meal periods to Plaintiff and the Aggrieved Employees in compliance
2 with California law.

3 21. Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of
4 additional wages for each workday he, she, or they was not provided with all required meal
5 period(s). Defendants, however, regularly failed to pay Plaintiff and the Aggrieved Employees
6 the additional wages to which they were entitled for meal periods that were not provided.

7 **C. Failure to Authorize and Permit Rest Periods**

8 22. Employers are required by California law to authorize and permit breaks of ten
9 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
10 two hours). Thus, for example, if an employee's work time is six hours and ten minutes, the
11 employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is
12 itself a violation of California's rest break laws.

13 23. Throughout the statutory period, Defendants have wrongfully failed to authorize
14 and permit Plaintiff and the Aggrieved Employees to take legally compliant rest periods.
15 Defendants regularly required Plaintiff and the Aggrieved Employees to work in excess of four
16 consecutive hours a day without Defendants authorizing and permitting them to take a 10-minute,
17 uninterrupted, duty-free rest period for every four hours of work (or major fraction of four
18 hours), or without compensating Plaintiff and the Aggrieved Employees for rest periods that
19 were not authorized or permitted. Instead, Defendants continued to assert control over Plaintiff
20 and the Aggrieved Employees by requiring, pressuring, or encouraging them to perform work
21 tasks which could not be completed without working in lieu of taking mandatory rest periods, or
22 by denying Plaintiff and the Aggrieved Employees permission to take a rest period.
23 Accordingly, Defendants' policy and practice was to not authorize and permit Plaintiff and the
24 Aggrieved Employees to take rest periods in compliance with California law.

25 24. Accordingly, Defendants' policy and practice was to not authorize and permit
26 Plaintiff and the Aggrieved Employees to take rest periods in compliance with California law.

27 25. Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of
28 additional wages for each workday he, she, or they was not authorized and permitted to take all

1 required rest periods. Defendants, however, regularly failed to pay Plaintiff and the Aggrieved
2 Employees the additional wages to which they were entitled for rest periods and that they were
3 not authorized and permitted to take.

4 **D. Failure to Pay All Earned Wages Twice Per Month**

5 26. Based on its failure to pay Plaintiff and the Aggrieved Employees for all wages as
6 discussed above, Defendants also violated Labor Code § 204.

7 27. Labor Code § 204 requires employers to pay employees all earned wages two
8 times per month. Throughout the statute of limitations period applicable to this cause of action,
9 employees were entitled to be paid twice a month at their regular rates, including all meal period
10 premium wages owed, rest period premium wages owed, and wages owed for overtime hours
11 worked. However, during all such times, Defendants systematically failed and refused to pay the
12 employees all wages due, and failed to pay those wages twice a month, in that employees were
13 not paid all wages for all meal periods not provided by Defendants, all wages for all rest periods
14 not authorized and permitted by Defendants, and all wages for all hours worked. As a result,
15 Defendants owe employees the legally required wages not paid, and Plaintiff and the Aggrieved
16 Employees suffered damages in those amounts.

17 **E. Failure to Maintain Accurate Records of Hours Worked and Meal Periods**

18 28. Plaintiff seeks penalties under California Labor Code § 1174(d). Pursuant to
19 California Labor Code § 1174.5, any person, including any entity, employing labor who willfully
20 fails to maintain accurate and complete records required by California Labor Code § 1174 is
21 subject to a penalty under § 1174.5. Pursuant to the applicable IWC Order § 7(A)(3), every
22 employer shall keep time records showing when the employee begins and ends each work period.
23 Meal periods and total hours worked daily shall also be recorded

24 29. Defendants, however, failed to maintain accurate records of hours worked and all
25 meal periods taken or missed by Plaintiff and the Aggrieved Employees.

26 30. Defendants' failure to provide and maintain records required by the California
27 Labor Code and IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to
28 know, understand and question the accuracy and frequency of meal periods, and the accuracy of

1 their hours worked stated in Defendants' records. Therefore, Plaintiff and the Aggrieved
2 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an
3 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved
4 Employees have suffered and continue to suffer, substantial losses related to the use and
5 enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking
6 to compel Defendants to fully perform its obligation under state law, all to their respective
7 damage in amounts according to proof at trial. As a result of Defendants' knowing failure to
8 comply with the California Labor Code and applicable IWC Wage Orders, Plaintiff and the
9 Aggrieved Employees have also suffered an injury in that they were prevented from knowing,
10 understanding, and disputing the wage payments paid to them.

11 **F. Failure to Timely Pay All Wages at Termination**

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

18 32. Within the applicable statute of limitations, the employment of Plaintiff and many
19 other Aggrieved Employees ended, i.e., was terminated by quitting or being discharged, and the
20 employment of others will be terminated. However, during the relevant time period, Defendants
21 failed, and continue to fail to pay Plaintiff and terminated Aggrieved Employees, without
22 abatement, all wages required to be paid by Labor Code sections 201 and 202 either at the time
23 of discharge, or within seventy-two (72) hours of their leaving Defendants' employment. These
24 unpaid wages include wages for unpaid work time (including minimum, straight time, and
25 overtime wages), missed meal period premium wages, and missed rest period premium wages.

26 33. Defendants' conduct violates Labor Code §§ 201 and 202. Labor Code § 203
27 provides that if an employer willfully fails to pay wages owed, in accordance with sections 201
28 and 202, then the wages of the employee shall continue as a penalty wage from the due date, and

1 at the same rate until paid or until an action is commenced; but the wages shall not continue for
2 more than thirty (30) days.

3 34. Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from
4 Defendants their additionally accruing wages for each day they were not paid, at their regular
5 hourly rate of pay, up to thirty (30) days maximum pursuant to Labor Code § 203.

6 **G. Failure to Furnish Accurate Itemized Wage Statements**

7 35. Labor Code § 226(a) provides that every employer shall furnish each of his or her
8 employees an accurate itemized wage statement in writing showing nine pieces of information,
9 including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of
10 piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis,
11 (4) all deductions, provided that all deductions made on written orders of the employee may be
12 aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for
13 which the employee is paid, (7) the name of the employee and the last four digits of his or her
14 social security number or an employee identification number other than a social security number,
15 (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly
16 rates in effect during the pay period and the corresponding number of hours worked at each
17 hourly rate by the employee. An employee is presumed to suffer an injury if this information is
18 missing. (Labor Code § 226(e)(2)(B)(iii).)

19 36. The statute further provides: “An employee suffering injury as a result of a
20 knowing and intentional failure by an employer to comply with subdivision (a) is entitled to
21 recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a
22 violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent
23 pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled
24 to an award of costs and reasonable attorney’s fees.” (Labor Code § 226(e)(1).)

25 37. Throughout the statutory period, Defendants failed to furnish Plaintiff and the
26 Aggrieved Employees with accurate, itemized wage statements showing all applicable hourly
27 rates, and all gross and net wages earned (including correct hours worked, correct wages for meal
28 periods that were not provided in accordance with California law, and correct wages for rest

1 periods that were not authorized and permitted to take in accordance with California law).

2 38. Because Defendants violated Labor Code § 226, Plaintiff and similarly Aggrieved
3 Employees suffered injury and damage to their statutorily protected rights. Accordingly, Plaintiff
4 and similarly Aggrieved Employees are entitled to recover from Defendants the greater of their
5 actual damages caused by Defendants' failure to comply with Labor Code § 226(a), or an
6 aggregate penalty not exceeding four thousand dollars (\$4,000) dollars per employee.

7 **H. Failure to Indemnify for Necessary Expenditures**

8 39. Labor Code § 2802(a) provides that employers shall indemnify his, her, or their
9 employees for all necessary business expenditures or losses that have been incurred by the
10 employees in direct discharge of his, her, or their duties. Throughout the statute of limitations
11 period applicable to this cause of action, Defendants wrongfully required Plaintiff and the
12 Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for
13 Defendants.

14 40. Plaintiff and the Aggrieved Employees regularly paid out-of-pocket for necessary
15 employment-related expenses, including, without limitation, work gloves and shoes. Plaintiff and
16 the Aggrieved Employees incurred substantial expenses as a direct result of performing their job
17 duties for Defendants, but Defendants failed to indemnify Plaintiff and the Aggrieved Employees
18 for these employment-related expenses. As a result, Defendants are liable to Plaintiff and the
19 Aggrieved Employees for the civil penalties provided for in Labor Code §§ 2802 and 2699(f)(2)
20 for failing to indemnify Plaintiff and the Aggrieved Employees for necessary business
21 expenditures.

22 **FIRST CAUSE OF ACTION**

23 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of**
24 **2004, Cal. Lab. Code § 2698 et seq.)**

25 41. Plaintiff incorporates by reference and re-alleges all preceding paragraphs as
26 though fully set forth herein.

27 42. At all times herein mentioned, Defendants were subject to the Labor Code of the
28 State of California and the applicable IWC Orders.

1 43. California Labor Code § 2699(a) specifically provides for a private right of action
2 to recover penalties for violations of the Labor Code: “Notwithstanding any other provision of
3 law, any provision of this code that provides for a civil penalty to be assessed and collected by
4 the Labor and Workforce Development Agency or any of its departments, divisions,
5 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
6 be recovered through a civil action brought by an aggrieved employee on behalf of herself,
7 himself, or themselves and other current or former employees pursuant to the procedures specified
8 in Section 2699.3.”

9 44. Plaintiff has exhausted their administrative remedies pursuant to California Labor
10 Code § 2699.3. On November 2, 2021, they gave written notice by online filing to the Labor and
11 Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the specific
12 provisions of the Labor Code that Defendants have violated against Plaintiff and current and
13 former Aggrieved Employees, including the facts and theories to support the violations. Plaintiff
14 also paid the filing fee on November 2, 2021. Plaintiff’s PAGA case number is LWDA-CM-
15 850828-21 (*Skylar Warfield v. Project M. Worldwide L.P. dba McDonald’s, et al.*).

16 45. The statute of limitations is tolled while a plaintiff exhausts their administrative
17 remedies with California’s LWDA prior to suit, which is required by the statute. (*See* Labor Code
18 § 2699.3(d).)

19 46. The statute of limitations is also tolled from April 6, 2020 to October 1, 2020
20 pursuant to Rule 9(a) of the Emergency Rules Related to COVID-19.

21 47. More than sixty-five (65) days has elapsed since Plaintiff provided notice, but the
22 LWDA has not indicated that it intends to investigate Defendants’ Labor Code violations
23 discussed in the notice. Accordingly, Plaintiff may commence a civil action to recover penalties
24 under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in
25 this Complaint. These penalties include, but are not limited to, penalties under California Labor
26 Code §§ 210, 226.3, 1174.5, 1197.1, and 2699(f)(2).

27 48. Based on the conduct described in this Complaint, Plaintiff is entitled to an award
28 of civil penalties on behalf of the State of California and similarly Aggrieved Employees of

1 Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown
2 according to proof at trial. These penalties are in addition to all other remedies permitted by law.

3 49. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs
4 pursuant to Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action
5 shall be entitled to an award of reasonable attorney's fees and costs."

6 **PRAYER FOR RELIEF**

7 Plaintiff, on behalf of all similarly aggrieved employees, prays for relief and judgment
8 against Defendants, jointly and severally, as follows:

9 1. That the Court declare, adjudge and decree that Defendants violated the California
10 Labor Code by failing to pay for all hours worked (minimum, straight time, and overtime wages),
11 failing to provide meal periods, failing to authorize and permit rest periods, failing to pay all
12 earned wages twice per month, failing to maintain accurate records of hours worked and meal
13 periods, failing to timely pay final wages, failing to furnish accurate wage statements, and failing
14 to indemnify for necessary expenditures;

15 2. An award of civil penalties on behalf of themselves and all similarly aggrieved
16 employees pursuant to PAGA;

17 3. Pre-judgment and post-judgment interest at the maximum rate allowed;

18 4. Attorneys' fees and costs reasonably incurred;

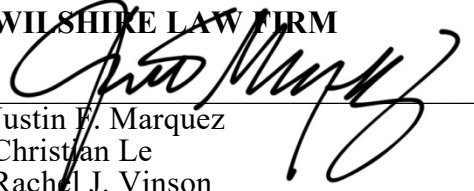
19 5. Injunctive and declaratory relief to the extent allowed by PAGA; and,

20 6. Such other and further relief that the Court deems proper.

21
22 Respectfully submitted,

23 Dated: January 6, 2022

24 **WILSHIRE LAW FIRM**

25 By: 

26 Justin F. Marquez
27 Christian Le
28 Rachel J. Vinson

Attorneys for Plaintiff
Skylar Warfield