

LEE, HAN & PACIOCCO LLP
ATTORNEYS AT LAW

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Jae Il Lee
Kenneth H. Han
Analia L. Paciocco+
Ashton R. Watkins*
Kenneth R. Byrd*
David J. Lee
Antonio C. Delgado*
*Of Counsel

660 S. FIGUEROA STREET, SUITE 1960
LOS ANGELES, CALIFORNIA 90017
TEL (213) 623-9700
FAX (213) 623-9701
WWW.LHPLAW.COM

KENNETH H. HAN
EMAIL: KHAN@LHPLAW.COM

February 11, 2016

VIA CERTIFIED MAIL WITH RETURN RECEIPT

Labor and Workforce Development Agency
1515 Clay Street, Suite 801
Oakland, CA 94162
Attn: PAGA Administrator

Ross Stores, Inc.
5130 Hacienda Drive
Dublin, CA 94563
Attn: Shannon Walpole

Re: Notice Pursuant to California Labor Code Private Attorneys General Act of 2004 (Labor Code 2698 et seq.)

Dear PAGA Administrator:

This law firm represents Mrs. Nazma Razzaque ("Client") for the following employment and civil claims against the Ross Stores, Inc. ("Ross" or "Company") arising out of Client's employment period from on or about January, 2005 through April 8, 2015 (Employment Period).

This letter serves as written notice required by the California Labor Code Private Attorneys General Act of 2004, California Labor Code ("Labor Code") § 2698, et seq. ("PAGA"), that our Client intends to bring a civil action seeking civil penalties under PAGA on behalf of herself and other current and/former Company employees, and the State of California for the Company's violations of the following Labor Code and relevant statutes:

- 1) [REDACTED]
- 2) [REDACTED]
- 3) [REDACTED]
- 4) [REDACTED]
- 5) [REDACTED]
- 6) [REDACTED]
- 7) Wrongful Termination in Violation of Public Policy;
- 8) Intentional Infliction of Emotional Distress (I.I.E.D.);
- 9) Unpaid Overtime Wages (Labor Code §1194);
- 10) Failure to Provide Accurate Statements (Labor Code §226);
- 11) Unlawful, Unfair and Deceptive Business Practices (Business and Professions Code §§ 17200 et seq.).

1. [REDACTED]

2. [REDACTED]

3. [REDACTED]

4. Retaliation, F.E.H.A- Gov. Code § 12940, et seq.

[REDACTED] During the Employment Period, our Client made claims and raised concerns surrounding various unlawful and illegal practices by the Company and its employees.

5. [REDACTED]

[REDACTED]

6. [REDACTED]

[REDACTED]

7. Wrongful Termination in Violation of Public Policy

The California Constitution and Gov. Code Section 12900 et seq. and the Labor Codes prohibit discrimination, harassment, and retaliation against an employee after making false representations about the terms and conditions of their employment. Client was terminated from her employment on around April 8, 2015 due to "Violation of the Rules" stated in the Employee Termination Information. The Company wrongful terminated our Client under the false pretext that our Client had committed voucher fraud and was abusing the policies in regards to the purchase of clearance items by employees. However, the real motive by the Company to terminate our Client was due to its discriminatory and unlawful practices and due to the fact that she was a full time employee. Further, our Client was retaliated by wrongful termination for the labor code claims and related claims surrounding the Company's unlawful and unfair practices.

8. Intentional Infliction of Emotional Distress

The Company engaged in an extreme and outrageous conduct against our Client with the intention of causing, or reckless disregard of the probability of causing, emotional distress to our Client. Due to the misconduct and improper actions by the Company, our Client has suffered from I.I.E.D. During the Employment Period, our Client was mentally and emotionally abused by the Company by its discriminatory and unlawful practices.

9. Unpaid Overtime Wages (Labor Code §§ 510, 1194 and 1198)

Labor Code §§510, 1194 and 1198 state that the employee's right to be compensated for the overtime at not less than 1 ½ times the employee's regular hourly rate for hours worked in excess of eight (8) hours in a given day or forty (40) hours in a week, or for the first eight (8) hours worked

on the seventh day of workweek, and at twice the regular hourly rate for hours worked in excess of 12 hours in a given workday or in excess of 8 hours on the seventh day of the workweek. Here, during the Employment Period, our Client would work more than 8 hours on a given workday. Sometimes, Client was responsible for closing the store and therefore stayed late during these days, usually until 1-2 a.m. and thus, worked 7 consecutive workdays. However, in an effort to reduce the application of the overtime and double overtime rates, and to prevent our Client and other employees from working 7 consecutive days, the Company intentionally and unlawfully, changed the clock in and clock out times on the timesheet to prevent the overtime rates being applied to Client's paycheck. (For instance, if Client worked from 4 p.m. to 2 a.m., the timesheet was intentionally changed and manipulated to reflect 1 p.m. to 11 p.m.) Our Client discovered this foregoing misconduct and reported it to her manager. However, the manager failed to ratify the discrepancies and continued its unlawful practices.

10. Failure to Provide Accurate Itemized Statements (Labor Code Section 226)

Labor Code Section 226(a) requires Company to provide employees with "an accurate itemized statement in writing" showing gross and net wages earned, total hours worked by the employees, rates of the pay and other necessary information. Here, the Company failed to pay the overtime and double-overtime rate and thus, failed to provide employee with accurate itemized statements in writing.

11. Unlawful, Unfair and Deceptive Business Practices (Business and Professions Code Section 17200 et seq.)

The Business & Professions Codes Sections 17200 et seq. prohibits acts of unfair competition, defined as an "unlawful, unfair or fraudulent business act or practice." The policies, acts, practices, described hereto are unlawful business acts or practices. As a result of its unlawful and/or unfair and/or fraudulent acts, the Company reaps and continues to reap unfair benefits and illegal profits at the expense of Client.

During the Employment Period, the Company:

- A. Failed to compensate our Client and other employees with the applicable overtime rate;
- B. Failed to provide our Client and other employees with accurate paystubs;
- C. Failed to provide our Client with the minimum salary adjustment which was significantly lower than the salary adjustments applied to other full time employees;
- D. [REDACTED]
- E. Retaliated against our Client for bringing claims and raising concerns surrounding the Company's unlawful and illegal practices;
- F. Falsely accused our Client of missing money in the Company's cash register;
- G. Falsely accused our Client of voucher fraud;
- H. Intentionally withheld our Client's ten-year anniversary certificate; and
- I. Manipulated our Client in signing an arbitration clause prior to her wrongful termination.

LEE, HAN & PACIOCCO LLP

Razzaque, Nazma v. Ross

February 11, 2016

Page 5 of 5

Based upon the foregoing, our Client intends on filing a lawsuit against the Company to seek damages based upon lost wages, including attorney's fees, punitive damages, interest and cost, at trial.

For each of the foregoing labor code violations, our Client seeks civil penalties on behalf of herself and other aggrieved employees pursuant to Labor Code § 2699 and will also seek attorney's fees, pursuant to Labor Code § 2699(g) and other relevant codes and statutes.

Thank you for your assistance and cooperation. Please let us know if you have any questions or concerns.

Sincerely,

LEE, HAN & PACIOCCO, LLP

A handwritten signature in dark ink, appearing to be 'KH' followed by a long horizontal flourish.

Kenneth H. Han, Esq.

Cc: Sarina Saluja (Attorney for Ross Stores, Inc.) via email: ssaluja@laborlawyers.com

LAW FIRM
LEE, HAN & PACIOCCO, LLP
660 SOUTH FIGUEROA STREET
SUITE 1060
LOS ANGELES, CALIFORNIA 90017



PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS. FOLD AT DOTTED LINE

CERTIFIED MAIL®



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DEPT. OF INDUSTRIAL RELATIONS

FEB 17 2016

LABOR STANDARDS ENFORCEMENT
OAKLAND DISTRICT OFFICE

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