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Assigned for All Purposes
Judge Melissa R. McCormick

CX-105

Attorneys for Plaintiff SIMON RIVERA,
on behalf of himself and current and former aggrieved employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

SIMON RIVERA, on behalf of himself and current
and former aggrieved employees

Case No.: 30-2025-01487296-CU-OE-CXC

Plaintiff,

vs.

STEPAN COMPANY; and DOES 1 to 100,
inclusive,

Defendants.

PAGA ACTION

**PLAINTIFF SIMON RIVERA'S
COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT OF 2004
("PAGA"), LABOR CODE
SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff SIMON RIVERA ("Plaintiff"), who alleges and complains against
Defendants STEPAN COMPANY; and DOES 1 to 100, inclusive (collectively "Defendants") as
follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt

1 employees in California during the relevant time period seeking civil penalties associated with
2 Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours
3 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to
4 authorize or permit all legally required and/or compliant meal periods or pay meal period premium
5 wages; failure to authorize or permit all legally required and/or compliant rest periods or pay rest
6 period premium wages; indemnification for all necessary expenditures or losses incurred by
7 employees in direct consequence of discharging their duties; statutory penalties for failure to timely
8 pay earned wages during employment; statutory penalties for failure to provide accurate wage
9 statements; statutory waiting time penalties in the form of continuation wages for failure to timely
10 pay employees all wages due upon separation of employment. Plaintiff seeks on a representative
11 basis, following notice to the Labor and Workforce Development Agency, civil penalties, reasonable
12 attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff,
13 the State of California, and others aggrieved.

14 **II. JURISDICTION AND VENUE**

15 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
16 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
17 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
18 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
19 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
20 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
21 aggrieved California-based hourly non-exempt employees occurred in locations throughout
22 California, including but not limited to Orange County, at 1208 N Patt St. Anaheim, CA 92801.

23 **III. PARTIES**

24 1. Plaintiff brings this action as a representative of the Labor and Workforce
25 Development Agency on behalf of himself and other current and former employees subject to
26 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
27 filed include current, former and/or future employees of Defendants who work, worked, or will work
28 for Defendants as direct employees as well as temporary employees employed through temp

1 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
2 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
3 Defendants in an hourly position at Defendants' location in Orange from in or around August 2024,
4 until on or about January 26, 2025.

5 2. Plaintiff is informed and believes and thereon alleges that Defendant STEPAN
6 COMPANY is authorized to do business within the State of California and is doing business in the
7 State of California and/or that Defendants DOES 1-50 are, and at all times relevant hereto were
8 persons acting on behalf of Defendant STEPAN COMPANY in the establishment of, or ratification
9 of, the aforementioned illegal wage and hour practices or policies. Defendant STEPAN COMPANY
10 operates in Orange County and employed Plaintiff and aggrieved employees in Orange County,
11 including but not limited to, at 1208 N Patt St. Anaheim, CA 92801.

12 3. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
13 through 50 are corporations, or are other business entities or organizations of a nature unknown to
14 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
15 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working
16 conditions of employment of Plaintiff and aggrieved employees.

17 4. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
18 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
19 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
20 supervisor, independent contractor and/or employee of each defendant who violated or caused to be
21 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the
22 Industrial Welfare Commission's wage orders regulating hours and days of work.

23 5. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
24 sues said defendants by said fictitious names, and will amend this complaint when the true names
25 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
26 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
27 named defendants is in some manner responsible for the events and allegations set forth in this
28 complaint.

6. Plaintiff makes the allegations in this complaint without any admission that, as to any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff reserves all of Plaintiff's right to plead in the alternative.

FIRST CAUSE OF ACTION

**CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF
2004, LABOR CODE SECTIONS 2698, ET SEQ.**

**(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and
Other Current and Former Aggrieved Employees)**

7. Plaintiff incorporates all paragraphs above as though fully set forth herein.

8. During Plaintiff's employment and continuing through the present, Plaintiff alleges Defendants violated Labor Code sections 201, 203, 204, 223, 226, 226.7, 510, 512, 1194, 1197, 1198, 2802, and the applicable Wage Orders.

9. Specifically, Defendants have committed the following violations of California Labor Code:

10. **Failure to pay wages for all hours worked at the legal minimum wage:** Defendants employed many of their employees, including Plaintiff, as hourly non-exempt employees. In California, an employer is required to pay hourly employees for all “hours worked,” which includes all time that an employee is under control of the employer and all time the employee is suffered and permitted to work. This includes the time an employee spends, either directly or indirectly, performing services which inure to the benefit of the employer.

11. Labor Code sections 1194 and 1197 require an employer to compensate employees for all “hours worked” at least at a minimum wage rate of pay as established by the IWC and the Wage Orders.

12. In this case, Plaintiff and other current and former aggrieved California-based hourly non-exempt employees worked more minutes per shift than Defendants credited them with having worked. Specifically, Defendants failed to pay Plaintiff 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 Defendants' policies, practices, and/or procedures including, but not limited

1 to:

2 (a) Requiring Plaintiff and current and former aggrieved California-based hourly non-
3 exempt employees to don personal protective equipment (“PPE”) prior to clocking in for the start
4 of their shift and doff their PPE after clocking out for the end of their shift without being paid for
5 that time and during meal breaks.

6 (b) Requiring Plaintiff and current and former aggrieved California-based hourly non-
7 exempt employees to keep their employer-issued walkie-talkies on their person and to always
8 monitor them during their shift resulting in Plaintiff and current and former aggrieved California-
9 based hourly non-exempt employees remaining on duty, including during their off-the-clock meal
10 breaks.

11 (c) Requiring Plaintiff and current and former aggrieved California-based hourly non-
12 exempt employees to work on restricted on-call/standby time while being required to respond to
13 calls within 30 minutes, without Plaintiff and current and former aggrieved California-based hourly
14 non-exempt employees being paid for that time on standby unless actually called in to work and not
15 able to exchange duties with similarly situated employees because standby shifts were rotational.

16 13. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
17 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants’
18 control without paying wages for that time. This resulted in Plaintiff and other current and former
19 aggrieved California-based hourly non-exempt employees working time for which they were not
20 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
21 Wage Order.

22 14. **Failure to pay wages to hourly non-exempt employees for workdays that**
23 **Defendants failed to provide legally required and compliant meal periods and/or failure to**
24 **pay period premium wages:** Plaintiff and other current and former aggrieved California-based
25 hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and
26 shifts of more than ten (10) hours in length.

27 15. California law requires an employer to authorize or permit an employee an
28 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of

1 all duties and the employer relinquishes control over the employee's activities prior to the
2 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 4 at §11;
3 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
4 an employee for a work period of more than ten (10) hours per day without providing the employee
5 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
6 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period
7 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal
8 period is only permitted when: (1) the nature of the work prevents an employee from being relieved
9 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

10 16. If an employer fails to provide an employee a meal period in accordance with the
11 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay
12 for each workday that a legally required and compliant meal period was not provided. Labor Code
13 sections 226.7 and 1198; Wage Order 4 at §11.

14 17. In this case, Defendants failed to authorize or permit legally required and compliant
15 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
16 exempt employees due to Defendants' policies, practices, and/or procedures, including but not
17 limited to:

18 (a) Discouraging off-premises by requiring Plaintiff and current and former aggrieved
19 California-based hourly non-exempt employees to don personal protective equipment ("PPE") and
20 doff their PPE during meal breaks if they left Defendants' premises during their meal breaks.

21 (b) Requiring Plaintiff and current and former aggrieved California-based hourly non-
22 exempt employees to keep their employer-issued walkie-talkies on their person and to always
23 monitor them during their shift resulting in Plaintiff and current and former aggrieved California-
24 based hourly non-exempt employees remaining on duty during their off-the-clock meal breaks.

25 (c) Failing to provide Plaintiff and current and former aggrieved California-based hourly
26 non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes for every
27 five hours worked during on-call hours worked.

28 18. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or

1 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
2 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that
3 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did
4 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

5 19. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
6 other current and former aggrieved California-based hourly non-exempt employees not receiving
7 wages to compensate them for workdays during which Defendants did not provide them with meal
8 periods in compliance with California law.

9 20. **Failure to pay wages to hourly non-exempt employees for workdays that**
10 **Defendants failed to provide legally required and compliant rest periods and/or failure to pay**
11 **rest period premium:** Plaintiff and other current and former aggrieved California-based hourly
12 non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

13 21. California law requires every employer to authorize and permit an employee a rest
14 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
15 section 226.7; Wage Order 4 at §12. Under California law, "[e]mployees are entitled to 10 minutes'
16 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
17 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." *Brinker*
18 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
19 Wage Order 4 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.
20 Wage Order 4 at §12. Additionally, the rest period requirement "obligates employers to permit –
21 and authorizes employees to take – off-duty rest periods." *Augustus v. ABM Security Services, Inc.*,
22 (2016) 5 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all
23 duties and relinquish control over how employees spend their time. *Id.*

24 22. If the employer fails to authorize or permit a required rest period, the employer must
25 pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday the
26 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage
27 Order 4 at § 12.

28 23. In this case, Defendants failed to authorize or permit all legally required and

1 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
2 non-exempt employees due to Defendants' policies, practices, and/or procedures including, but not
3 limited to:

4 (a) Requiring Plaintiff and current and former aggrieved California-based hourly non-
5 exempt employees to travel to a designated area away from their workstations during their rest
6 periods. Defendants did not elongate or otherwise extend Plaintiff's or current and former aggrieved
7 California-based hourly non-exempt employees' rest period times to account for travel time between
8 their workstations and the designated break area resulting in rest periods less than a net 10-minutes.

9 (b) Failing to provide Plaintiffs and current and former aggrieved California-based
10 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked
11 or major fraction thereof during on-call hours worked.

12 24. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
13 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
14 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
15 they did not receive legally required and compliant rest periods, in violation of Labor Code section
16 226.7.

17 25. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
18 other current and former aggrieved California-based hourly non-exempt employees not receiving
19 wages to compensate them for workdays in which Defendants did not provide them with rest periods
20 in compliance with California law.

21 26. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
22 **Employment:** California law requires that every employer must indemnify its employees for all
23 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
24 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
25 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

26 27. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
27 and other current and former aggrieved California-based non-exempt hourly employees' necessary
28 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed

1 policies, practices, and/or procedures included, but not limited to:

2 (a) Requiring Plaintiff and current and former aggrieved California-based hourly non-
3 exempt employees to use or purchase their own tools and/or resources in order to work for
4 Defendants, including but not limited to Defendant calling on-call employees on personal phones
5 while they working on-call for work-related purposes - without reimbursing Plaintiff and similarly
6 situated employees for such use.

7 28. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
8 aggrieved employees would not receive indemnification for their employment related expenses.
9 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
10 compliance with California law.

11 29. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
12 employment related expenses, including but not limited to costs related to use of their personal cell
13 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

14 30. **Failure to timely pay earned wages during employment:** In California, wages
15 must be paid at least twice during each calendar month on days designated in advance by the
16 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
17 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
18 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
19 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
20 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
21 calendar days following the close of the payroll period in which wages were earned. Labor Code
22 section 204(d).

23 31. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to
24 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt
25 employees' earned wages (including minimum wages, overtime wages, meal period premium wages
26 and/or rest period premium wages), in violation of Labor Code section 204. Defendants'
27 aforementioned policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and
28 other current and former aggrieved California-based hourly non-exempt employees' their earned

1 wages within the applicable time frames outlined in Labor Code section 204.

2 32. **Secret payment of lower wages than designated by statute:** Labor Code section
3 223 provides that, where any statute or contract requires an employer to maintain the designated
4 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
5 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
6 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
7 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
8 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
9 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while
10 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

11 33. **Failure to provide complete and accurate wage statements:** Labor Code section
12 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
13 his or her wages, the employer must "furnish each of his or her employees ... an itemized statement
14 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
15 employee whose compensation is solely based on a salary and who is exempt from payment of
16 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
17 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
18 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
19 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
20 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
21 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
22 applicable hourly rates in effect during the pay period and the corresponding number of hours
23 worked at each hourly rate by the employee."

24 34. As a derivative of Plaintiff's allegations above, Defendants' failure to pay Plaintiff
25 and other current and former aggrieved California-based hourly non-exempt employees all wages
26 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period
27 premium wages) rendered Plaintiff's and other current and former aggrieved California-based
28 hourly non-exempt employees' wage statements inaccurate, in violation of Labor Code section

1 226(a)(1, 2, 5 & 9).

2 35. **Failure to pay employees all wages due at time of termination/resignation:** An
3 employer is required to pay all unpaid wages timely after an employee's employment ends. The
4 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
5 hours of resignation (Labor Code section 202).

6 36. As a derivative of Plaintiff's allegations above, because Defendants failed to pay
7 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all
8 their earned wages (including minimum wages, overtime wages, meal period premium wages,
9 and/or rest period premium wages), Defendants failed to pay those employees timely after each
10 employee's termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

11 37. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,
12 on behalf of himself or herself and other current or former employees, to bring a civil action to
13 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code
14 section 2699.3.

15 38. Plaintiff has complied with the procedures for bringing suit specified in Labor Code
16 section 2699.3. On March 25, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and
17 provided notice to Defendants by certified mail which provided notice of the specific provisions of
18 the Labor Code alleged to have been violated, including the facts and theories to support the
19 violations alleged.

20 39. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
21 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
22 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
23 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
24 to investigate Plaintiff's claims.

25 40. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
26 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,
27 510, 512, 1194, and 1198., During Plaintiff's employment and continuing through the present,
28 preceding Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the

1 following amounts:

2 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, 1198, and
3 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation
4 and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
5 violation [penalty amounts established by Labor Code section 2699(f)(2)].

6 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty
7 dollars (\$250) for each employee for each pay period for the initial violation, and for each
8 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
9 [penalty amounts established by Labor Code section 226.3].

10 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each
11 employee for each pay period for the initial violation, and for each subsequent violation, one
12 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
13 established by Labor Code section 558].

14 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
15 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
16 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
17 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
18 section 210].

19 e. For violations of Labor Code section 223, one hundred dollars (\$100) for
20 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
21 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
22 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
23 section 225.5].

24 41. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of
25 reasonable attorneys' fees and costs in connection with his claims for civil penalties.

26 **PRAYER FOR RELIEF**

27 **WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED**
28 **EMPLOYEES, PRAYS AS FOLLOWS:**

1 **ON THE FIRST CAUSE OF ACTION:**

2 1. That Defendants be found to have violated the provisions of the Labor Code and the
3 IWC Wages Orders as to the Plaintiff and aggrieved employees;

4 2. For any and all legally applicable penalties during the relevant statute of limitations
5 subject to any permissible tolling, including but not limited to those recoverable under the California
6 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

7 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
8 under California Labor Code section 2699(g); and

9 4. For such and other further relief, in law and/or equity, as the Court deems just or
10 appropriate.

11
12 Dated: June 2, 2025

Respectfully submitted,

LAVI & EBRAHIMIAN, LLP

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By:

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24 aggrieved employees
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