

1 D.LAW, INC.
2 Emil Davtyan (SBN 299363)
3 emil@d.law
4 David Yeremian (SBN 226337)
5 d.yeremian@d.law
6 Roman Shkodnik (SBN 285152)
7 r.shkodnik@d.law
8 Emma Geesaman (SBN 352715)
9 e.geesaman@d.law
450 N Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Facsimile: (818) 962-6469

10 Attorneys for Plaintiff ASHLEY WHITAKER,
11 on behalf of herself and others similarly situated

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **FOR THE COUNTY OF SANTA BARBARA**

14 ASHLEY WHITAKER, on behalf of herself
15 and others similarly situated,

16 Plaintiff,

17 vs.

18 INOGEN, INC., a Delaware corporation; and
19 DOES 1 through 50, inclusive,

20 Defendants.

Case No. 25CV01407

CLASS ACTION

Assigned for All Purposes To:

Hon. Thomas P. Anderle

Dept.: 3

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal-Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Failure to Pay Vacation Wages;
6. Failure to Comply with Labor Code §§ 245 *et seq.* and 246;
7. Reimbursement of Necessary Expenditures Under Labor Code § 2802;
8. Violation of Labor Code § 226(a);
9. Failure to Keep Required Payroll Records Under Labor Code §§ 1174 and 1174.5;
10. Violation of Labor Code § 221
11. Penalties Pursuant to Labor Code § 203;
12. Violation of Business & Professions Code § 17200 *et seq.*; and
13. Penalties Pursuant to Labor Code § 2699, *et seq.*

DEMAND FOR JURY TRIAL

1 Plaintiff ASHLEY WHITAKER, (hereinafter “Plaintiff”) on behalf of herself and all
2 others similarly situated (collectively, “Employees”; individually, “Employee”) complains of
3 Defendants, and each of them, as follows:

4 INTRODUCTION

5 1. Plaintiff brings this action on behalf of herself and all current and former
6 Employees within the State of California who, at any time four (4) years prior to the filing of this
7 lawsuit, are or were employed as non-exempt, hourly employees by Defendants INOGEN, INC., a
8 Delaware corporation; and DOES 1 through 50 (all defendants being collectively referred to
9 herein as “Defendants”). Plaintiff alleges that Defendants, and each of them, violated various
10 provisions of the California Labor Code, relevant orders of the Industrial Welfare Commission
11 (IWC) and California Business & Professions Code, and seeks redress therefore.

12 2. Plaintiff is a resident of California and during the time period relevant to this
13 Complaint was employed by Defendants as a non-exempt hourly employee within the State of
14 California at Defendants’ facilities and offices in California. Plaintiff and the other Class members
15 worked for Defendants in Santa Barbara County, and in other nonexempt positions, throughout
16 California and, and consistently worked at Defendants’ behest without being paid all wages due.
17 More specifically, Plaintiff and the other similarly situated Class members were employed by
18 Defendants and worked at Defendants’ offices and other facilities where the conduct giving rise to
19 the allegations in this Class Action Complaint occurred. Upon information and belief, Plaintiff
20 was employed by Defendants and (1) shared similar job duties and responsibilities, (2) was
21 subjected to the same policies and practices, and (3) endured similar violations at the hands of
22 Defendants as the other Employee Class members who served in similar and related positions.

23 3. Defendants required Plaintiff and the Employees in the Class to perform work
24 while remaining under Defendants’ control during meal and rest breaks. Defendants thus failed to
25 pay Plaintiff and the Class members for all hours worked. Defendants also failed to provide
26 Plaintiff and the Class with lawful meal and rest periods, as employees were not provided with the
27 opportunity to take timely, uninterrupted, and duty-free meal and rest periods as required by the
28 Labor Code.

1 **THE PARTIES**

2 **A. The Plaintiff**

3 4. Plaintiff ASHLEY WHITAKER has resided in California and during the time
4 period relevant to this Complaint was employed by Defendants as a non-exempt hourly employee
5 within the State of California.

6 **B. The Defendants**

7 5. Defendant INOGEN, INC. is a Delaware corporation with its principle executive
8 offices in Goleta, California and has been listed as the employer on Plaintiff's paystubs and W2
9 during the relevant time period. INOGEN, INC. lists a Goleta, California address with the
10 California Secretary of State, and employs Class members in Santa Barbara County, including at
11 Defendants' offices and facilities in Goleta, California, and throughout California and conducts
12 business throughout California.

13 6. The true names and capacities, whether individual, corporate, associate, or
14 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
15 unknown to Plaintiff, who therefore sues these Defendants by such fictitious names under Code of
16 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
17 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
18 some manner for the unlawful acts referred to herein.

19 7. Plaintiff will seek leave of court to amend this Complaint to reflect the true names
20 and capacities of the Defendants designated herein as Does 1 through 50 when their identities
21 become known.

22 8. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
23 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
24 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
25 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
26 all respects as the employers or joint employers of Employees. Defendants, and each of them,
27 exercised control over the wages, hours or working conditions of Employees, or suffered or
28 permitted Employees to work, or engaged, thereby creating a common law employment

1 relationship, with Employees. Therefore, Defendants, and each of them, employed or jointly
2 employed Employees.

3 **JURISDICTION AND VENUE**

4 9. This Court has jurisdiction over this Action pursuant to California Code of Civil
5 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
6 as a Class Action on behalf of similarly situated Employees of Defendants pursuant to California
7 Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial district
8 pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief, the
9 obligations and liabilities giving rise to this lawsuit occurred at least in part in Santa Barbara
10 County and Defendants maintain and operate company offices and facilities in Santa Barbara
11 County, and employ Plaintiff and other Class members in Santa Barbara County and throughout
12 California.

13 **FACTUAL BACKGROUND**

14 10. The Employees who comprise the Class and Collective, including Plaintiff, are
15 nonexempt employees pursuant to the applicable Wage Order of the IWC. Defendants hire
16 Employees who work in nonexempt positions at the direction of Defendants in the State of
17 California. Plaintiff and the Class members were either not paid by Defendants for all hours
18 worked or were not paid at the appropriate minimum, regular and overtime rates. Specifically,
19 Plaintiff and Employees were not paid for all the overtime hours they worked, including time
20 spent working while clocked out for meal breaks. Plaintiff also contends that Defendants failed to
21 pay Plaintiff and the Class members all wages due and owing and failed to provide meal and rest
22 breaks, all in violation of various provisions of the California Labor Code and applicable Wage
23 Orders. Additionally, Defendants paid Plaintiff and Employees nondiscretionary commissions,
24 incentive pay, shift differentials, and/or nondiscretionary bonuses. However, upon information and
25 belief, Defendants failed to incorporate all remunerations, including nondiscretionary
26 commissions, incentive pay, shift differentials, and/or nondiscretionary bonuses, into the
27 calculation of the regular rate of pay for purposes of calculating the overtime wage rate. Therefore,
28 during times when Plaintiff and Employees worked overtime and received nondiscretionary

1 commissions, incentive pay, shift differentials, and/or nondiscretionary bonuses, Defendants failed
2 to pay all overtime wages by paying a lower overtime rate than required. Lastly, Defendants failed
3 to incorporate the prevailing wage rate into the regular rate of pay used to calculate and pay for
4 overtime and double time pay.

5 11. From at least four (4) years prior to the filing of this lawsuit and continuing to the
6 present, Defendants paid Plaintiff and Employees nondiscretionary commissions, incentive pay,
7 shift differentials, and/or nondiscretionary bonuses. However, upon information and belief,
8 Defendants failed to incorporate all remunerations, including nondiscretionary commissions,
9 incentive pay, shift differentials, and/or nondiscretionary bonuses, into the calculation of the
10 regular rate of pay for purposes of calculating sick pay. Additionally, Defendants failed to
11 incorporate the prevailing wage rate into the regular rate of pay used to calculate sick pay.
12 Therefore, during times when Plaintiff and Employees worked overtime and received
13 nondiscretionary commissions, incentive pay, shift differentials, nondiscretionary bonuses, and/or
14 prevailing wages, Defendants failed to pay all sick pay by paying a lower overtime rate than
15 required.

16 12. From at least four (4) years prior to the filing of this lawsuit and continuing to the
17 present, Defendants paid Plaintiff and Employees nondiscretionary commissions, incentive pay,
18 shift differentials, and/or nondiscretionary bonuses. However, upon information and belief,
19 Defendants failed to incorporate all remunerations, including nondiscretionary commissions,
20 incentive pay, shift differentials, and/or nondiscretionary bonuses, into the calculation of the
21 regular rate of pay for purposes of calculating vacation pay. Additionally, Defendants failed to
22 incorporate the prevailing wage rate into the regular rate of pay used to calculate vacation pay.
23 Therefore, during times when Plaintiff and Employees worked overtime and received
24 nondiscretionary commissions, incentive pay, shift differentials, nondiscretionary bonuses, and/or
25 prevailing wages, Defendants failed to pay all vacation pay by paying a lower overtime rate than
26 required.

1 13. During the course of Plaintiff and the Class members' employment with
2 Defendants, they were not paid all wages they were owed, including for all work performed and
3 for all overtime hours worked and were forced to work during their meal and rest breaks.

4 14. Throughout the course of Plaintiff and the Class members' employment with
5 Defendants, they were required to work during their meal and rest breaks which were not
6 compensated by Defendants in violation of the California Labor Code. Plaintiff and the Class
7 members were also not paid regular wages and overtime for the time they were required to
8 comply with other requirements imposed upon them, which they had to complete while working
9 through their meal breaks and without compensation. As a result, Plaintiff and the Class members
10 worked shifts over eight (8) hours in a day and over forty (40) hours in a work week, but they
11 were not paid at the appropriate overtime rate for all such hours, including by being required to
12 perform work duties and tasks without pay and while off-the-clock. As a result, Plaintiff and the
13 Class members worked substantial overtime hours during their employment with Defendants for
14 which they were not compensated, in violation of the California Labor Code, applicable IWC
15 Wage Orders.

16 15. As a result of the above described demands and pressures to work through breaks,
17 and the other wage violations they endured at Defendants' hands, Plaintiff and the Class members
18 were not properly paid for all wages earned and for all wages owed to them by Defendants,
19 including when working more than eight (8) hours in any given day and/or more than forty (40)
20 hours in any given week. As a result of Defendants' unlawful policies and practices, Plaintiff and
21 Class members incurred overtime hours worked for which they were not adequately and
22 completely compensated. To the extent applicable, Defendants also failed to pay Plaintiff and the
23 Class members at an overtime rate of 1.5 times the regular rate for the first eight hours of the
24 seventh consecutive work day in a week and overtime payments at the rate of 2 times the regular
25 rate for hours worked over eight (8) on the seventh consecutive work day, as required under the
26 Labor Code, applicable IWC Wage Orders.

27 16. Therefore, from at least four (4) years prior to the filing of this lawsuit and
28 continuing to the present, Defendants had a consistent policy or practice of failing to pay

1 Employees for all hours worked and failing to pay minimum wage for all time worked as required
2 by California Law.

3 17. Additionally from at least four (4) years prior to the filing of this lawsuit and
4 continuing to the present, Defendants had a consistent policy or practice of failing to pay
5 Employees overtime compensation at premium overtime rates for all hours worked in excess of
6 eight (8) hours a day and/or forty (40) hours a week, and double-time rates for all hours worked in
7 excess of twelve (12) hours a day, in violation of Labor Code § 510 and the corresponding
8 sections of IWC Wage Orders.

9 18. Additionally from at least four (4) years prior to the filing of this lawsuit and
10 continuing to the present, Defendants have required Employees to work shifts in excess of five (5)
11 hours without providing them with timely, off-duty meal periods of not less than thirty (30)
12 minutes and shifts in excess of ten (10) hours without providing them with second meal periods of
13 not less than thirty minutes; nor did Defendants pay Employees “premium pay,” i.e. one hour of
14 wages at each Employee’s effective regular rate of pay, for each meal period that Defendants
15 failed to provide or deficiently provided. In addition, Defendants’ timekeeping system had a
16 “waive” meal period feature that asked Employees if they wanted to waive “meal break 1” and
17 “meal break 2” when they clocked out for the day. Defendants’ instructed Employees to “waive”
18 both their meal periods every day in order to avoid paying meal period premiums for
19 noncompliant meal periods.

20 19. From at least four (4) years prior to the filing of this lawsuit and continuing to the
21 present, Defendants have failed to provide Employees with paid rest breaks of not less than ten
22 (10) minutes for every work period of four (4) or more consecutive hours; nor did Defendant pay
23 Employees premium pay for each day on which requisite rest breaks were not provided or were
24 deficiently provided at one hour of wages at each Employee’s effective regular rate of pay, for
25 each rest period that Defendants failed to provide or deficiently provided.

26 20. From at least four (4) years prior to the filing of this lawsuit and continuing to the
27 present, Defendants have failed to reimburse Employees for expenses necessarily incurred in the
28 performance of their job duties for Defendants including home internet usage and personal cell

1 phone usage, which were necessary to perform their duties under Defendants' employ in violation
2 of Labor Code § 2802.

3 21. Additionally, from at least three (3) years prior to the filing of this lawsuit, and
4 continuing to the present, Defendants have consistently failed to keep accurate time and wage
5 records as required by California wage-and-hour laws.

6 22. Additionally, from at least four (4) years prior to filing of this lawsuit and
7 continuing to present, Defendants have unlawfully collected/received wages from Employees in
8 violation of Labor Code § 221.

9 23. Additionally, from at least four (4) years prior to filing of this lawsuit and
10 continuing to the present, Defendants have had a consistent policy of failing to pay all wages fur
11 and owed to Employees at the time of their termination or within seventy-two (72) hours of their
12 resignation, as required by California wage-and-hour laws.

13 24. In light of the foregoing, Employees bring this action pursuant to, inter alia, Labor
14 Code §§ 201, 202, 203, 204, 210, 221, 226, 226.7, 227.3, 245 *et seq.*, 246, 510, 512, 558, 558.1,
15 1174, 1174.5, 1182.12, 1185, 1194, 1194.2 1197, 1198, 1199, 2698, 2699, *et seq.*, and 2802.

16 25. Furthermore, pursuant to Business and Professions Code §§ 17200-17208,
17 Employees seek injunctive relief, restitution, and disgorgement of all benefits Defendants have
18 enjoyed from their violations of Labor Code.

19 **CLASS ALLEGATIONS**

20 26. Plaintiff brings this class action on behalf of herself and all others similarly situated
21 pursuant to Code of Civil Procedure § 382. Plaintiff seeks to represent a class defined as follows:
22 all individuals employed by Defendants as non-exempt employees within the State of California at
23 any time within four (4) years of the filing of this lawsuit.

24 27. Further, Plaintiff seeks to represent the following Subclasses composed of and
25 defined as follows:

26 a. Subclass 1. Minimum Wages Subclass. All Class members who were not
27 compensated for all hours worked for Defendants at the applicable minimum wage.

28 b. Subclass 2. Wages and Overtime Subclass. All Class members who were not

1 compensated for all hours worked for Defendants at the required rates of pay, including for all
2 hours worked in excess of eight in a day and/or forty in a week.

3 c. Subclass 3. Vacation Wages Subclass. All Class members who were not
4 compensated at the Employee's regular rate of pay for their vacation wages.

5 d. Subclass 4. Sick Pay Subclass. All Class members who were not compensated at
6 the Employee's regular rate of pay for their sick pay wages.

7 e. Subclass 5. Meal Period Subclass. All Class members who were subject to
8 Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-
9 free meal periods or one hour of pay at the Employee's regular rate of pay in lieu thereof.

10 f. Subclass 6. Rest Break Subclass. All Class members who were subject to
11 Defendants' policy and/or practice of failing to authorize and permit Employees to take
12 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
13 thereof, and failing to pay one hour of pay at the Employee's regular rate of pay in lieu thereof.

14 g. Subclass 7. Payroll Records Subclass. All Class members who were subject to
15 Defendants' policy and/or practice of failing to keep accurate time and wage records as required
16 by California wage-and-hour laws.

17 h. Subclass 8. Wage Statement Subclass. All Class members who, within the
18 applicable limitations period, were not provided with accurate itemized wage statements.

19 i. Subclass 9. Failure to Reimburse for Necessary Business Expenditures. All Class
20 members who were subject to Defendants' failure to reimburse for expenses necessarily incurred
21 in the performance of Employees job duties for Defendants.

22 j. Subclass 10. Unauthorized Deductions from Wages Subclass. All Class members
23 who were subject to Defendants' policy and/or practice of automatically deducting wages from
24 Employee's pay checks.

25 k. Subclass 11. Termination Pay Subclass. All Class members who, within the
26 applicable limitations period, either voluntarily or involuntarily separated from their employment
27 and were subject to Defendants' policy and/or practice of failing to timely pay wages upon
28 termination.

1 1. Subclass 12. UCL Subclass. All Class members who are owed restitution as a
2 result of Defendants' business acts and practices, to the extent such acts and practices are found to
3 be unlawful, deceptive, and/or unfair.

4 28. Plaintiff reserves the right under California Rule of Court 3.765 to amend or
5 modify the class description with greater particularity or further division into subclasses or
6 limitation to particular issues.

7 29. This action has been brought and may properly be maintained as a class action
8 under the provisions of Code of Civil Procedure § 382 because there is a well-defined community
9 of interest in litigation and proposed class is easily ascertainable.

10 **A. Numerosity**

11 30. The potential members of the class as defined are so numerous that joinder of all
12 the member of the class is impracticable. While the precise number of class members has not been
13 determined at this time, Plaintiff is informed and believes that Defendants employ or, during the
14 time period relevant to this lawsuit, employed more than 100 individuals within the State of
15 California.

16 31. Accounting for employee turnover during the relevant time period increases this
17 number substantially. Plaintiff alleges that Defendants' employment records will provide
18 information as to the number and location of all class members.

19 **B. Commonality**

20 32. There are questions of law and fact common to the class that predominate over any
21 questions affecting only individual class members. These common questions of law and fact
22 include:

- 23 a. Whether Defendants failed to pay Employees minimum wages;
- 24 b. Whether Defendants failed to pay Employees wages for all hours worked;
- 25 c. Whether Defendants failed to pay Employees overtime as required under Labor
26 Code § 510;
- 27 d. Whether Defendants failed to pay Employees vacation wages as required under
28 Labor Code § 227.3;

- 1 e. Whether Defendants failed to pay Employees sick pay as required under Labor
2 Code § 245;
- 3 f. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
4 IWC Wage Orders, by failing to provide Employees with requisite meal periods or
5 premium pay in lieu thereof;
- 6 g. Whether Defendants violated Labor Code § 226.7, and the applicable IWC Wage
7 Orders, by failing to provide Employees with requisite rest breaks or premium pay
8 in lieu thereof;
- 9 h. Whether Defendants violated Labor Code § 226(a);
- 10 i. Whether Defendants violated Labor Code §§ 1174 and 1174.5;
- 11 j. Whether Defendants failed to reimburse Employees for necessary business
12 expenses;
- 13 k. Whether Defendants violated Labor Code § 221 by automatically
14 deducting/collecting wages from Employees;
- 15 l. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay
16 wages and compensation due and owing at the time of termination of employment;
- 17 m. Whether Defendants are liable for penalties under Labor Code § 2699, *et seq.*;
- 18 n. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- 19 o. Whether Employees are entitled to equitable relief pursuant to Business and
20 Professions Code § 17200 *et seq.*

21 **C. Typicality**

22 33. The claims of the named plaintiff are typical of those of the other Employees.
23 Employees all sustained injuries and damages arising out of and caused by Defendants' common
24 course of conduct in violation of statutes, as well as regulations that have the force and effect of
25 law, as alleged herein.

26 **D. Adequacy of Representation**

27 34. Plaintiff will fairly and adequately represent and protect the interest of Employees.
28 Counsel who represents Employees are experienced and competent in litigating employment class

actions.

E. Superiority of Class Action

35. A class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Employees is not practicable, and questions of law and fact common to all Employees predominate over any questions affecting only individual Employees. Each Employee has been damaged and is entitled to recovery by reason of Defendants' illegal policies or practices of failing to compensate Employees properly.

36. Class action treatment will allow those persons similarly situated to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system. Plaintiff is unaware of any difficulties in managing this case that should preclude class action.

FIRST CAUSE OF ACTION

FAILURE TO PAY MINIMUM WAGES

(Against All Defendants)

37. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

38. Defendants failed to pay Employees minimum wages for all hours worked. Defendants had a consistent policy of misstating Employees time records and failing to pay Employees for all hours worked. Employees would work hours and not receive wages, including as alleged above in connection with working during meal breaks and not being paid for all overtime hours worked. Defendants thus regularly failed to pay minimum wages to Plaintiff and Class members. Moreover, Defendants did not pay Plaintiff and Employees at the applicable minimum wage for all hours worked. Defendants' uniform pattern of unlawful wage and hour practices manifested, without limitation, applicable to the Class as a whole, as a result of implementing a uniform policy and practice that denied accurate compensation to Plaintiff and the other members of the Class as to minimum wage pay.

39. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage" states:

The minimum wage for employees fixed by the commission is the

1 minimum wage to be paid to employees, and the payment of a less
2 wage than the minimum so fixed is unlawful.

3 40. The applicable minimum wages fixed by the commission for work during the
4 relevant period is found in the Wage Orders. Pursuant to the Wage Orders, Employees are
5 therefore entitled to double the minimum wage during the relevant period.

6 41. The minimum wage provisions of California Labor Code are enforceable by private
7 civil action pursuant to California Labor Code § 1194(a) which states:

8 Notwithstanding any agreement to work for a lesser wage, any
9 employee receiving less than the legal minimum wage or the legal
10 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.

11 42. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
12 incorporates the applicable Wage Order of the California Industrial Welfare Commission.

13 43. California Labor Code § 1194.2 also provides for the following remedies:

14 In any action under Section 1194 . . . to recover wages because of
15 the payment of a wage less than the minimum wages fixed by an
16 order of the commission, an employee shall be entitled to recover
liquidated damages in an amount equal to the wages unlawfully
unpaid and interest thereon.

17 44. Defendants have the ability to pay minimum wages for all time worked and have
18 willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
19 indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Employees.

20 45. Wherefore, Employees are entitled to recover the unpaid minimum wages
21 (including double minimum wages), liquidated damages in an amount equal to the minimum
22 wages unlawfully unpaid, interest thereon and reasonable attorney's fees and costs of suit pursuant
23 to California Labor Code § 1194(a).

24 **SECOND CAUSE OF ACTION**

25 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

26 **(Against All Defendants)**

27 46. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
28 full herein.

1 47. By their conduct, as set forth herein, Defendants violated California Labor Code §
2 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Employees:
3 (a) time and one-half their regular hourly rates for hours worked in excess of eight (8) hours in a
4 workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours worked
5 on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for hours
6 worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of eight
7 (8) hours on any seventh day of work in a workweek. Defendants had a consistent policy of not
8 paying Employees wages for all hours worked including time spent working during meal breaks.
9 Moreover, Plaintiff alleges that Defendants failed to pay for all overtime hours worked and/or
10 paid overtime hours at the regular hourly rate instead of one and a half times the regular rate.
11 Employees regularly worked over 8 hours on a given day without receiving overtime
12 compensation.

13 48. Furthermore, on information and belief, Defendants did not pay Plaintiff and
14 Employees the correct overtime rate for the recorded overtime hours that they generated. In
15 addition to an hourly wage, Defendants paid Plaintiff and Employees nondiscretionary
16 commissions, incentive pay, and/or nondiscretionary bonuses. However, upon information and
17 belief, Defendants failed to incorporate all remunerations, including nondiscretionary
18 commissions, incentive pay, shift differentials, and/or nondiscretionary bonuses, into the
19 calculation of the regular rate of pay for purposes of calculating the overtime wage rate.
20 Additionally, Defendants failed to incorporate the prevailing wage rate into the regular rate of
21 pay used to calculate and pay for overtime and double time pay overtime pay, double pay, sick
22 pay, vacation pay, and meal and rest break premiums.

23 49. Therefore, during times when Plaintiff and Employees worked overtime and
24 received nondiscretionary commissions, incentive pay, shift differentials, and/or nondiscretionary
25 bonuses, Defendants failed to pay all overtime wages by paying a lower overtime rate than
26 required.

27 50. Defendants' failure to pay compensation in a timely fashion also constituted a
28 violation of California Labor Code § 204, which requires that all wages shall be paid

1 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
2 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
3 and overtime compensation earned by Employees. Each such failure to make a timely payment of
4 compensation to Employees constitutes a separate violation of California Labor Code § 204.

5 51. Employees have been damaged by these violations of California Labor Code §§
6 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

7 52. Consequently, pursuant to California Labor Code §§ 204, 510, and 1194 (and the
8 relevant orders of the Industrial Welfare Commission), Defendants are liable to Employees for
9 the full amount of all their unpaid wages and overtime compensation, with interest, plus their
10 reasonable attorneys' fees and costs.

11 **THIRD CAUSE OF ACTION**

12 **MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7**

13 **(Against All Defendants)**

14 53. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
15 full herein.

16 54. Employees regularly worked shifts greater than five (5) hours and greater than ten
17 (10) hours. Pursuant to Labor Code § 512 an employer may not employ someone for a shift of
18 more than five (5) hours without providing him or her with a meal period of not less than thirty
19 (30) minutes or for a shift of more than ten (10) hours without providing him or her with a second
20 meal period of not less than thirty (30) minutes.

21 55. Defendants failed to provide Employees with compliant meal periods as required
22 under the Labor Code. Employees were required to work through their meal periods which they
23 were denied. Employees were also required to take meal periods after working well beyond the
24 five (5) hour shifts. Furthermore, Employees were regularly required to work for more than 10
25 hours in a given shift without receiving a second thirty (30) minute meal period as required by
26 law. In addition, Defendants' timekeeping system had a "waive" meal period feature that asked
27 Employees if they wanted to waive "meal break 1" and "meal break 2" when they clocked out for
28 the day. Defendants' instructed Employees to "waive" both their meal periods every day in order

1 to avoid paying meal period premiums for noncompliant meal periods.

2 56. Moreover, Defendants failed to compensate Employees for each meal period not
3 provided or inadequately provided, as required under Labor Code § 226.7 and paragraphs 11 and
4 20 of the applicable IWC Wage Orders, which provide that, if an employer fails to provide an
5 employee a meal period in accordance with this section, the employer shall pay the employee one
6 hour of pay at the employee's regular rate of compensation for each workday that the meal period
7 is not provided. Additionally, as detailed above, when Defendants did pay meal period premiums,
8 they did so at the normal regular rate of pay without factoring in all forms or
9 remuneration/compensation or by otherwise incorrectly calculating the regular rate.

10 57. Therefore, pursuant to Labor Code § 226.7, Employees are entitled to damages in
11 an amount equal to one (1) hour of wages at their effective hourly rates of pay for each meal
12 period not provided or deficiently provided, a sum to be proven at trial.

13 **FOURTH CAUSE OF ACTION**

14 **REST-BREAK LIABILITY UNDER LABOR CODE § 226.7**

15 **(Against All Defendants)**

16 58. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
17 full herein.

18 59. Employees consistently worked consecutive four (4) hour shifts. Pursuant to the
19 Labor Code and the applicable IWC Wage Order, Employees were entitled to paid rest breaks of
20 not less than ten (10) minutes for each consecutive four (4) hour shift.

21 60. Defendants failed to provide Employees with timely, uninterrupted rest breaks of
22 not less than ten (10) minutes for each consecutive four (4) hour shift.

23 61. Moreover, Defendants failed to compensate Employees for each rest period not
24 provided or inadequately provided, as required under Labor Code § 226.7 and the applicable IWC
25 Wage Orders, which provide that, if an employer fails to provide an employee a rest period in
26 accordance with this section, the employer shall pay the employee one hour of pay at the
27 employee's regular rate of compensation for each workday that the rest period is not provided.
28 Defendants failed to compensate the Employees in the Class for each rest period not provided or

1 inadequately provided, as required under Labor Code § 226.7 and the applicable IWC Wage
2 Order. Additionally, as detailed above, when Defendants did pay rest period premiums, they did
3 so at the normal regular rate of pay without factoring in all forms or remuneration/compensation
4 or by otherwise incorrectly calculating the regular rate.

5 62. Therefore, pursuant to Labor Code § 226.7, Employees are entitled to damages in
6 an amount equal to one (1) hour of wages at their effective hourly rates of pay for each day
7 worked without the required rest breaks, a sum to be proven at trial.

8 **FIFTH CAUSE OF ACTION**
9 **FAILURE TO PAY VACATION WAGES**
10 **(Against All Defendants)**

11 63. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
12 full herein.

13 64. Pursuant to California Labor Code § 227.3, whenever a contract of employment or
14 employment policy provides for paid vacation and an employee is terminated without having
15 taken off her vested vacation time, all vested vacation shall be paid to her as wages at her final rate
16 in accordance with said contract of employment or policy respecting eligibility or time served.

17 65. Defendants paid nondiscretionary commissions, incentive pay, shift differentials,
18 and/or nondiscretionary bonuses to Employees but Defendants failed to include these forms of
19 remuneration in the regular rate of pay upon which vacation wages were calculated and paid.
20 Defendants also failed to incorporate the prevailing wage rate into the regular rate of pay used to
21 calculate and pay vacation wages.

22 66. Therefore, Plaintiff and Employees seek to recover penalties pursuant to Labor
23 Code § 227.3.

24 **SIXTH CAUSE OF ACTION**
25 **FAILURE TO COMPLY WITH LABOR CODE §§ 245 *ET SEQ.* AND 246**
26 **(Against All Defendants)**

27 67. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
28 full herein.

1 68. California Labor Code § 245 *et seq.* requires that Defendants provide paid sick time
2 to Employees, including at the amount, terms, and rate of compensation set forth in said law. At
3 times relevant, Defendants have failed compute the amount due for paid sick time in conformance
4 with the pay calculation under California Labor Code § 246(1).

5 69. Defendants paid nondiscretionary commissions, incentive pay, shift differentials,
6 and/or nondiscretionary bonuses to Employees but Defendants failed to include these forms of
7 remuneration in the regular rate of pay upon which sick pay was calculated and paid. Defendants
8 also failed to incorporate the prevailing wage rate into the regular rate of pay used to calculate and
9 pay sick pay. Rather than calculating the amount of paid sick time due when sick time is used
10 according to the requirements set forth in California Labor Code § 246(1), Defendants paid sick
11 leave to Employees at a lower rate, in violation of the law.

12 70. Therefore, Plaintiff and Employees seek to recover penalties pursuant to Labor
13 Code §§ 245 *et seq.* and 246.

14 **SEVENTH CAUSE OF ACTION**
15 **FAILURE TO REIMBURSE FOR NECESSARY BUSINESS EXPENDITURES**
16 **IN VIOLATION OF LABOR CODE § 2802**
17 **(Against All Defendants)**

18 71. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set
19 forth in full herein.

20 72. Under Labor Code § 2802(a), an employer must indemnify its employees for all
21 necessary expenditures or losses incurred by the employee in direct consequence of the discharge
22 of his or her duties, or of his or her obedience to the directions of the employer.

23 73. Employees incurred necessary expenditures in the performance of their job duties
24 for Defendants, namely home internet usage and personal cell phone usage, which were necessary
25 to perform their duties under Defendants' employ. From four (4) years prior to the original filing
26 of this lawsuit and continuing to the present, Defendants consistently failed to reimburse
27 Employees for these necessarily incurred business expenses.

28 74. As a result of the unlawful acts of Defendants, Employees have been deprived of

1 reimbursement in amounts to be determined at trial; they are entitled to recovery of such amounts,
2 plus interest and penalties thereon, attorneys' fees, and costs.

3 **EIGHTH CAUSE OF ACTION**
4 **VIOLATION OF LABOR CODE § 226(a)**
5 **(Against All Defendants)**

6 75. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
7 full herein.

8 76. California Labor Code § 226(a) requires an employer to furnish each of his or her
9 employees with an accurate, itemized statement in writing showing the gross and net earnings,
10 total hours worked, and the corresponding number of hours worked at each hourly rate; these
11 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
12 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these
13 statements may be given to the employee separately from the payment of wages; in either case the
14 employer must give the employee these statements twice a month or each time wages are paid.

15 77. Defendants failed to provide Employees with accurate itemized wage statements in
16 writing, as required by the Labor Code. Specifically, the wage statements given to Employees, by
17 Defendants, failed to include the above requirements enumerated above. Employees' wage
18 statements did not include: the total hours worked in violation of Labor Code § 226(a)(2) and
19 failed to accurately set forth all applicable hourly rates in effect during the pay period and the
20 corresponding number of hours worked at each such rate in violation of Labor Code § 226 (a)(9).
21 The wage statements provided to Employees were confusing and required Employees to engage in
22 discovery and refer to outside sources to verify whether their pay was correct and potentially
23 resulting in a miscalculation by the Employees. Additionally, specifically, Defendants failed in
24 their affirmative obligation to keep accurate records of the correct overtime wages based on proper
25 regular rate calculations that included nondiscretionary commissions, incentive pay, and/or
26 nondiscretionary bonuses earned, and the total amount of compensation of their Employees.
27 Moreover, the wage statements given to Employees by Defendants failed to accurately account for
28 wages, overtime, and premium pay for deficient meal periods and rest breaks, all of which

1 Defendants knew or reasonably should have known were owed to Employees, as alleged
2 hereinabove. The wage statements provided to Employees were confusing and required
3 Employees to engage in discovery and refer to outside sources to verify whether their pay was
4 correct and potentially resulting in a miscalculation by the Employees.

5 78. As a direct and proximate cause of Defendants' violation of Labor Code § 226(a),
6 Employees suffered injuries, including among other things confusion over whether they received
7 all wages owed them, the difficulty and expense involved in reconstructing pay records, and
8 forcing them to make mathematical computations to analyze whether the wages paid in fact
9 compensated them correctly for all hours worked.

10 79. Pursuant to Labor Code §§ 226(a) and 226(e), Employees are entitled to recover
11 the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation
12 occurs and one hundred dollars (\$100) for each violation in a subsequent pay period, not
13 exceeding an aggregate penalty of four thousand dollars (\$4,000). They are also entitled to an
14 award of costs and reasonable attorneys' fees.

15 80. With respect to violations of Labor Code § 226, Labor Code § 226.3 imposes a
16 civil penalty of two hundred and fifty dollars (\$250) for initial violations for each employee for
17 each pay period, and one thousand dollars (\$1000) for each subsequent violation for each
18 employee for each pay period.

19 81. Plaintiff is seeking penalties against Defendants under Labor Code § 226.3, and
20 any other applicable statute allowing recovery of penalties as alleged herein in an amount to be
21 shown according to proof.

22 **NINTH CAUSE OF ACTION**

23 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE §§ 1174**

24 **AND 1174.5**

25 **(Against All Defendants)**

26 82. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
27 full herein.

28 83. California Labor Code § 1174 requires that all employers shall keep accurate time

1 and wage records for all employees. California Labor Code § 1174.5 further requires that any
2 employee suffering injury due to a willful violation of the aforementioned obligations may seek
3 damages, including civil penalties, from the employer.

4 84. During the course of Plaintiff's and Employees' employment, Defendants
5 consistently failed to maintain accurate time and wage records for Plaintiff and Employees as
6 required by California Labor Code § 1174 by failing to pay Plaintiff and Employees proper wages,
7 overtime, and premium pay as discussed above.

8 85. Accordingly, Defendants are liable for civil penalties pursuant to the California
9 Labor Code § 1174.5. for the three (3) years prior to the filing of this Complaint.

10 **TENTH CAUSE OF ACTION**
11 **VIOLATION OF LABOR CODE § 221**
12 **(Against All Defendants)**

13 86. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
14 full herein.

15 87. Labor Code § 221 provides, "It shall be unlawful for any employer to collect
16 or receive from an employee any part of wages theretofore paid by said employer to
17 said employee."

18 88. Defendants unlawfully received and/or collected wages from Employees.
19 Defendants' timekeeping system had a "waive" meal period feature that asked Employees if they
20 wanted to waive "meal break 1" and "meal break 2" when they clocked out for the day.
21 Defendants' instructed Employees to "waive" both their meal periods every day in order to avoid
22 paying meal period premiums for noncompliant meal periods. As a result, Defendants'
23 automatically deducted thirty minutes of time and wages from Employees even when Employees
24 performed work during their meal periods.

25 89. As a direct and proximate cause of the unauthorized deductions, Employees have
26 been damaged, in an amount to be determined at trial.

27 ///

28 ///

ELEVENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 203
(Against All Defendants)

90. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

91. Numerous Employees are no longer employed by Defendants; they either quit Defendants' employ or were fired therefrom.

92. Defendants failed to pay these Employees all wages due and certain at the time of termination or within seventy-two (72) hours of resignation.

93. The wages withheld from these Employees by Defendants remained due and owing for more than thirty (30) days from the date of separation of employment.

94. Defendants' failure to pay wages, as alleged above, was willful in that Defendants knew wages to be due but failed to pay them; this violation entitles these Employees to penalties under Labor Code § 203, which provides that an employee's wages shall continue until paid for up to thirty (30) days from the date they were due.

TWELFTH CAUSE OF ACTION
VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.*
(Against All Defendants)

95. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

96. Plaintiff, on behalf of herself, Employees, and the general public, brings this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Employees and the general public. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

97. Plaintiff is a "person" within the meaning of Business & Professions Code § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive relief, restitution, and other appropriate equitable relief.

1 98. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
2 business practices.

3 99. Wage-and-hour laws express fundamental public policies. Paying employees their
4 wages and overtime, providing them with meal and rest periods, etc., are fundamental public
5 policies of California. Labor Code § 90.5(a) articulates the public policies of this State vigorously
6 to enforce minimum labor standards, to ensure that employees are not required or permitted to
7 work under substandard and unlawful conditions, and to protect law-abiding employers and their
8 employees from competitors who lower costs to themselves by failing to comply with minimum
9 labor standards.

10 100. Defendants have violated statutes and public policies. Through the conduct alleged
11 in this Complaint, Defendants have acted contrary to these public policies, have violated specific
12 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in
13 violation of Business & Professions Code § 17200 *et seq.* Defendants' conduct has deprived
14 Plaintiff, and all persons similarly situated, and all interested persons, of the rights, benefits, and
15 privileges guaranteed to all employees under the law.

16 101. Defendants' conduct, as alleged hereinabove, constitutes unfair competition in
17 violation of the Business & Professions Code § 17200 *et seq.*

18 102. Defendants, by engaging in the conduct herein alleged, by failing to pay wages and
19 overtime, failing to provide meal and rest periods, etc., either knew or in the exercise of reasonable
20 care should have known that their conduct was unlawful; therefore their conduct violates the
21 Business & Professions Code § 17200 *et seq.*

22 103. As a proximate result of the above-mentioned acts of Defendants, Employees have
23 been damaged, in a sum to be proven at trial.

24 104. Unless restrained by this Court, Defendants will continue to engage in such
25 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
26 should make such orders or judgments, including the appointment of a receiver, as may be
27 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
28 deceptive practice prohibited by the Business & Professions Code, including but not limited to the

1 disgorgement of such profits as may be necessary to restore Employees to the money Defendants
2 have unlawfully failed to pay.

3 **THIRTEENTH CAUSE OF ACTION**

4 **PENALTIES PURSUANT TO LABOR CODE § 2699, ET SEQ.**

5 **(Against All Defendants)**

6 105. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
7 full herein.

8 106. Plaintiff and Employees are aggrieved employees as defined under Labor Code §
9 2699(c) in that they suffered the violations alleged in this Complaint and were employed by the
10 alleged violators, Defendants.

11 107. Plaintiff seeks penalties under Labor Code §§ 2698 and 2699 for Defendants'
12 violation of all Labor Code provisions included under Labor Code § 2699.5 and includes the
13 penalty provisions, without limitation, based on the following California Labor Code sections:
14 201, 202, 203, 204, 210, 221, 226, 226.7, 227.3, 245 *et seq.*, 246, 510, 512, 558, 558.1, 1174,
15 1174.5, 1182.12, 1185, 1194, 1194.2 1197, 1198, 1199, 2698, 2699, *et seq.*, and 2802.

16 108. The penalties shall be allocated as follows: 65% to the Labor and Workforce
17 Development Agency ("LWDA") and 35% to the affected employee.

18 109. Employees also seek any and all penalties and remedies set forth in Labor Code §
19 558, which states:

20 (a) Any employer or other person acting on behalf of an employer who
21 violates, or causes to be violated, a section of this chapter or any provision
22 regulating hours and days of work in any order of the Industrial Welfare
23 Commission shall be subject to a civil penalty as follows: (1) For any initial
24 violation, fifty dollars (\$50) for each underpaid employee for each pay period for
25 which the employee was underpaid in addition to an amount sufficient to recover
underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for
each underpaid employee for each pay period for which the employee was
underpaid in addition to an amount sufficient to recover underpaid wages. (3)
Wages recovered pursuant to this section shall be paid to the affected employee.

26 as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid
27 employee for each pay period for which the employee was underpaid in addition to
28 an amount sufficient to recover underpaid wages. (2) For each subsequent
violation, one hundred dollars (\$100) for each underpaid employee for each pay
period for which the employee was underpaid in addition to an amount sufficient to

1 recover underpaid wages. (3) Wages recovered pursuant to this section shall be
2 paid to the affected employee.

3 n, one hundred dollars (\$100) for each underpaid employee for each pay period for
4 which the employee was underpaid in addition to an amount sufficient to recover
underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the
affected employee.

5 (b) If upon inspection or investigation the Labor Commissioner determines that
6 a person had paid or caused to be paid a wage for overtime work in violation of any
7 provision of this chapter, or any provision regulating hours and days of work in any
8 order of the Industrial Welfare Commission, the Labor Commissioner may issue a
citation. The procedures for issuing, contesting, and enforcing judgments for
9 citations or civil penalties issued by the Labor Commissioner for a violation of this
chapter shall be the same as those set out in Section 1197.1.

10 same as those set out in Section 1197.1.

11 same as those set out in Section 1197.1.

12 (c) The civil penalties provided for in this section are in addition to any other
13 civil or criminal penalty provided by law.

14 110. Labor Code § 226.3 provides that “[a]ny employer who violates subdivision (a) of
15 Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250)
16 per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee
17 for each violation in a subsequent citation, for which the employer fails to provide the employee a
18 wage deduction statement or fails to keep the required in subdivision (a) of Section 226.” To the
19 extent that Labor Code § 226.3 applies, Plaintiff and Employees also seeks such penalties on.

20 111. Plaintiff has exhausted her administrative remedy by sending a certified letter to the
21 LWDA and Defendants postmarked on March 5, 2025. The LWDA has not provided notice of its
22 intent to investigate the alleged violations within 65 calendar days of the postmark date of the
23 letter.

24 **RELIEF REQUESTED**

25 WHEREFORE, Plaintiff prays for the following relief:

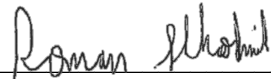
- 26 1. For an order certifying this action as a class action;
- 27 2. For compensatory damages in the amount of the unpaid minimum wages for work
28 performed by Employees and unpaid overtime compensation from at least four (4) years prior to
the filing of this action, as may be proven;

3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of the hourly wage made by Employees for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Employees for each day requisite rest breaks were not provided or were deficiently provided and where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
6. For penalties pursuant to Labor Code § 226(e) for Employees, as may be proven;
7. For penalties pursuant to Labor Code § 226.3, as may be proven;
8. For penalties pursuant to Labor Code § 203 for all Employees who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
9. For penalties pursuant to Labor Code § 227.3, as may be proven;
10. For penalties pursuant to Labor Code §§ 245 and 246, as may be proven;
11. For penalties pursuant to Labor Code § 1174.5, as may be proven;
12. For restitution and/or damages for all amounts unlawfully withheld from the wages of all class members in violation of Labor Code § 221, as may be proven;
13. For restitution for unfair competition pursuant to Business & Professions Code § 17200 *et seq.*, including disgorgement or profits, as may be proven;
14. For penalties pursuant to Labor Code § 2699, *et seq.*, as may be proven;
15. For compensatory damages in the amount of all previously unreimbursed business expenditures necessarily incurred by Employees in the discharge of their job duties for Defendants from four (4) years prior to the original filing of this action, as may be proven;
16. For an order enjoining Defendants and their agents, servants, and employees, and all persons acting under, in concert with, or for them, from acting in derogation of any rights or duties adumbrated in this Complaint;
17. For all general, special, and incidental damages as may be proven;

- 1 18. For an award of pre-judgment and post-judgment interest;
2 19. For an award providing for the payment of the costs of this suit;
3 20. For an award of attorneys' fees; and
4 21. For such other and further relief as this Court may deem proper and just.

5
6
7 DATED: May 22, 2025

D.LAW, INC.

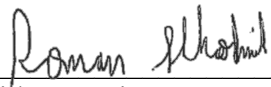
8
9 By 
10 David Yeremian
11 Roman Shkodnik
12 Emma Geesaman
13 Attorneys for Plaintiff
14 ASHLEY WHITAKER
15 and the putative class
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DEMAND FOR JURY TRIAL

Plaintiff hereby demands trial of her claims by jury to the extent authorized by law.

DATED: May 22, 2025

D.LAW, INC.

By 
David Yermian
Roman Shkodnik
Emma Geesaman
Attorneys for Plaintiff
ASHLEY WHITAKER
and the putative class

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I am employed in the aforesaid county, State of California; I am over the age of 18 years and not a party to the within action; my business address is 450 N Brand Blvd., Suite 805, Glendale, CA 91203.

Ashley N. Batiste
abatiste@grsm.com
Lin Hua
lhua@grsm.com
GORDON REES SCULLY MANSUKHANI, LLP
633 West Fifth Street, 52nd Floor
Los Angeles, CA 90071

[] (BY OVERNIGHT DELIVERY) I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the address above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

[X] (STATE) I certify (or declare) under penalty of perjury under the laws of the State of California that the foregoing is true and correct.


Kathryn Perez