



April 21, 2025

BY ONLINE SUBMISSION

California Labor & Workforce Development Agency
PAGAfilings@dir.ca.gov

Re: THE SOUTHERN CALIFORNIA LEARNING CORPORATION; SYLVAN LEARNING, LLC; SYLVAN LEARNING; UNLEASHED BRANDS GROUP; UNLEASHED BRANDS, LLC; JOHN MCAULIFFE, AN INDIVIDUAL

Dear Representative:

We have been retained to represent Max Luque against The Southern California Learning Corporation, Sylvan Learning, LLC, Sylvan Learning, Unleashed Brands Group, Unleashed Brands, LLC, and John McAuliffe, an individual (including any and all affiliates, subsidiaries, parents, directors, officers, agents, and executive employees) (collectively referred to as Sylvan”) for violations of California wage-and-hour laws. Max Luque seeks penalties for violations of the California Labor Code, which are recoverable under California Labor Code section 2698, et seq., the Labor Code Private Attorneys General Act of 2004 (“PAGA”) and all other remedies available under PAGA.

John McAuliffe was the Chief Executive Officer of Sylvan Learning, LLC and Sylvan Learning. John McAuliffe, at all times herein relevant, was acting either individually or as an officer, owner, director, agent, or employee of Sylvan, who caused and continues to cause all of the wage and hour violations alleged herein against the “aggrieved employees,” as defined herein, including without limitation violations of Labor Code Section 558 and 1197.

Max Luque seeks these remedies on behalf of the State of California and “aggrieved employees,” as defined herein. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

Sylvan employed Mr. Luque as an hourly-paid, non-exempt employee from approximately February 2024 to approximately May 2024, in the State of California.

The “aggrieved employees” that Mr. Luque may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees who worked for any of the above-referenced entities within the State of California.

Based on the following facts and theories, Sylvan has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and IWC Wage Orders including *inter alia*, Wage Order 4-2001.

Sylvan required Mr. Luque and other aggrieved employees to perform work before their scheduled shifts, after their scheduled shifts, during off-the-clock meal breaks, and/or during rest breaks and failed to compensate Mr. Luque and other aggrieved employees for this time. Such work included, but was not limited to, responding to work related communications, going through security checks, and completing other regular daily tasks/duties.

California Labor Code sections 510 and 1198 require employers to pay time-and-a-half or double time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates at one-and-one-half times or double the regular rate of pay, including additional remuneration. During the relevant time period, Mr. Luque and other aggrieved employees worked in excess of 8 hours in a day and 40 hours in a week. Therefore, Mr. Luque and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each meal or rest period that is not provided. During the relevant time period, Sylvan required Max Luque and other aggrieved employees to work during meal and rest periods and failed to compensate them properly for non-compliant meal and rest periods including, *inter alia*, short, late, interrupted, and missed meal and rest periods.

California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. During the relevant time period, Sylvan failed to pay Max Luque and other aggrieved employees all wages due to them within any time period specified by California Labor Code sections 201 and 202, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Sylvan failed to pay Max Luque and other aggrieved employees all wages due to them within any time period specified by California Labor Code section 204, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, Sylvan

did not provide Max Luque and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from Sylvan were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include the total hours worked by Max Luque and other aggrieved employees, including time spent working off-the-clock and during meal and rest periods as discussed above.

California Labor Code sections 551 and 552 require that every person employed in any occupation of labor is entitled to one day's rest in a seven-day workweek, that no employer of labor shall cause his employees to work more than six days in a workweek, and that an employer shall pay a civil penalty in the amounts of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation. During the relevant time period, Max Luque and the aggrieved employees were required to regularly and/or consistently work in excess of six (6) days in a workweek. During the relevant time period, Max Luque and the aggrieved employees were required to work in excess of thirty (30) hours in a week and/or six (6) hours in any one (1) day thereof, during workweeks in which they were required to work in excess of six (6) days. During the relevant time period, Max Luque and the aggrieved employees were required to work in excess of six (6) days in a workweek without accumulating or being provided the opportunity to take at least one (1) day of rest, and when Max Luque and the aggrieved employees accumulated days of rest, they were not actually provided the opportunity to take the equivalent of one (1) day's rest in seven (7) during each calendar month.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years. During the relevant time period, Sylvan failed to keep accurate and complete payroll records showing the actual hours worked daily and the wages earned by Max Luque and other aggrieved employees, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code section 2810.5 requires an employer to provide written notice to an employee, at the time of hiring, containing the following information:

The rate or rates of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any rates for overtime, as applicable. Allowances, if any, claimed as part of the minimum wage, including meal or lodging allowances. The regular payday designated by the employer in accordance with the requirements of this code. The name of the employer, including any "doing business as" names used by the employer. The physical address of the employer's main office or principal place of business, and a mailing address, if different. The telephone number of the employer. The name, address, and telephone number of the employer's workers' compensation insurance carrier. That an employee: may accrue and use sick leave; has a right to request and

use accrued paid sick leave; may not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and has the right to file a complaint against an employer who retaliates. Any other information the Labor Commissioner deems material and necessary.

Sylvan failed to accurately provide Mr. Luque and other aggrieved employees with the requisite notice in violation of California Labor Code section 2810.5.

California Labor Code sections 1194, 1197, and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, Sylvan did not provide Max Luque and other aggrieved employees with the minimum wages to which they were entitled for work performed “off-the-clock.”

California Labor Code section 1198 provides that “The employment of any employee ... under conditions of labor prohibited by the [Industrial Wage Orders] is unlawful.” The applicable Industrial Wage Orders, including *inter alia*, Wage Order 4-2001, require that for each workday an employee is required to report for work and does report, but is not put to work or is furnished less than half said employee’s usual or scheduled day’s work, the employee shall be paid for half the usual or scheduled day’s work, but in no event for less than two (2) hours nor more than four (4) hours, at the employee’s regular rate of pay. Further, if an employee is required to report for work a second time in any one workday and is furnished less than two (2) hours of work on the second reporting, said employee shall be paid for two (2) hours at the employee’s regular rate of pay. During the relevant time period, Sylvan failed to pay Max Luque and other aggrieved employees half the usual or scheduled day’s work in an amount no less than two (2) hours nor more than four (4) hours at the employee’s regular rate of pay for workdays in which Max Luque and the other aggrieved employees reported to work and were furnished less than half the usual or scheduled day’s work. During the relevant time period, Sylvan failed to pay Max Luque and other aggrieved employees for two (2) hours at the employee’s regular rate of pay on days in which Max Luque and the other aggrieved employees were required to report for work a second time in one workday and were furnished less than two (2) hours of work upon the second reporting.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During the relevant time period, Max Luque and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by Sylvan. These costs include, but are not limited to, the use of personal phones for business-related purposes, and the use of personal vehicles for business-related purposes.

Therefore, on behalf of all aggrieved employees, Max Luque seeks all applicable penalties arising out of the above-referenced wage, hour, and payroll practices, or which could be assessed and collected by the Labor and Workforce Development Agency, for violation of the California Labor Code pursuant to PAGA, including civil penalties pursuant to Labor Code section 558.

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If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

With kind regards,



Arman Marukyan, Esq.

Cc: (By U.S. Certified Mail / Return Receipt Requested)

The Southern California Learning
Corporation
c/o Todd William Crabtree
Agent for Service of Process
741 Glenvia Street, Suite 201
Glendale, CA 91206

Sylvan Learning, LLC
Sylvan Learning
4 North Park Drive, Suite 500
Hunt Valley, MD 21030

Sylvan Learning, LLC
c/o CSC – Lawyers Incorporating
Service
Agent for Service of Process
2710 Gateway Oaks Drive,
Suite 150N
Sacramento, CA 95833

Sylvan Learning, LLC
Sylvan Learning
502 Washington Ave., Suite 400
Towson, MD 21204

Unleashed Brands, LLC
Unleashed Brands Group
Sylvan Learning, LLC
Sylvan Learning
2350 Airport Freeway, Suite 505
Bedford, TX 76022

Unleashed Brands, LLC
c/o Registered Agents Inc.
Agent for Service of Process
1401 21st Street, Suite R
Sacramento, CA 95811

John McAuliffe
4 North Park Drive, Suite 500
Hunt Valley, MD 21030

John McAuliffe
2350 Airport Freeway, Suite 505
Bedford, TX 76022

LAWYERS FOR JUSTICE^{PC}

450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203



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ZIP 91203
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CER PAGA Notice # 1
Domes Luque v. The Southern California Learning Company, et al.

For delivery visit our website at www.usps.com

Certified Mail Fee

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

☐ Return Receipt (hardcopy) \$
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

Postmark
Here

The Southern California Learning Corporation
c/o Todd William Crabtree
Agent for Service of Process
741 Glenvia Street, Suite 201
Glendale, CA 91206

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

The Southern California Learning Corporation
c/o Todd William Crabtree
Agent for Service of Process
741 Glenvia Street, Suite 201
Glendale, CA 91206



9590 9402 8701 3310 8052 86

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9609 57

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes

If YES, enter delivery address below:

☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☐ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

☐ all Restricted Delivery

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

Certified Mail

- A receipt (this portion of the card) is provided to the sender.
- A unique identifier for tracking and delivery.
- Electronic verification of delivery.
- A record of delivery (in the form of a signature) that is retained for a specified period.

Important Reminders

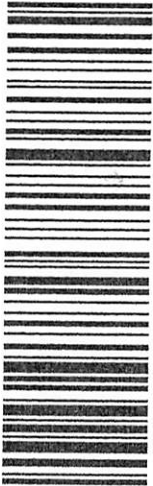
- You may purchase Certified Mail® with First-Class Mail®, First-Class Mail® service, or Priority Mail® service.
- Certified Mail service is available for international mail.
- Insurance coverage is provided with Certified Mail service.
- Insurance coverage of Certified Mail service is provided at no additional charge on certain Priority Mail items.

For an additional fee, a return receipt may be requested on the mailpiece. Return receipt service is available for delivery (including electronic version). If you request a return receipt, attach PS Form 3811 to the mailpiece.

PS Form 3800, January 2019



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APR 21 2025



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U.S. MAIL	
PAGA Notice # 2	
Luque v. The Southern California Learning Company, et al.	
Do not affix postage	
For delivery information, visit our website at www.usps.com	
OFFICIAL USE	
Certified Mail Fee	\$
Extra Services & Fees (check box, add fee as appropriate)	
☐ Return Receipt (hardcopy)	\$
☐ Return Receipt (electronic)	\$
☐ Certified Mail Restricted Delivery	\$
☐ Adult Signature Required	\$
☐ Adult Signature Restricted Delivery	\$
Postage	
Sylvan Learning, LLC Sylvan Learning 4 North Park Drive, Suite 500 Hunt Valley, MD 21030	
PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions	

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Here

**LAWYERS FOR
JUSTICE**
450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Sylvan Learning, LLC
Sylvan Learning
4 North Park Drive, Suite 500
Hunt Valley, MD 21030



9590 9402 8701 3310 8052 79

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9609 40

COMPLETE THIS SECTION ON DELIVERY
A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)
C. Date of Delivery
D. Is delivery address different from item 1?

☐ Yes

If YES, enter delivery address below:

☐ No

3. Service Type

☐ Adult Signature

☐ Priority Mail Express®

☐ Adult Signature Restricted Delivery

☐ Registered Mail™

☐ Certified Mail®

☐ Registered Mail Restricted Delivery

☐ Certified Mail Restricted Delivery

☐ Signature Confirmation™

☐ Collect on Delivery

☐ Signature Confirmation Restricted Delivery

☐ Collect on Delivery Restricted Delivery

☐ Insured Mail

☐ Restricted Delivery

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

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- A receipt (this portion of the card)
- A unique identifier for your article
- Electronic verification of delivery.
- A record of delivery (including signature) that is retained for a specified period.

Important Reminders:

- You may purchase Certified Mail® First-Class Mail® First-Class Mail® or Priority Mail® service is International mail.
- Insurance coverage is provided with Certified Mail service.
- Insurance coverage for certain Priority Mail items is provided with Certified Mail service.
- For an additional fee, an endorsement on the mailpiece may be added for the following services:

- Return receipt service
- Signature Confirmation

You can request a hard copy of the receipt (including electronic version). For complete PS Form 3811, January 2020, attach PS Form 3800, January 2020.

PS Form 3800, January 2020

PS Form 3800, January 2020

PS Form 3800, January 2020

PS Form 3800, January 2020

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PS Form 3800, January 2020

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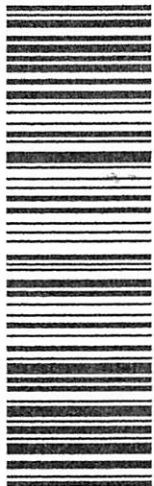
PS Form 3800, January 2020

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LAWYERS FOR JUSTICE
 450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203

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PAGA Notice # 3

Luque v. The Southern California Learning Company, et al.

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

- ☐ Return Receipt (hardcopy) \$
- ☐ Return Receipt (electronic) \$
- ☐ Certified Mail Restricted Delivery \$
- ☐ Adult Signature Required \$
- ☐ Adult Signature Restricted Delivery \$

Postmark
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Sylvan Learning, LLC
 c/o CSC – Lawyers Incorporating Service
 Agent for Service of Process
 2710 Gateway Oaks Drive,
 Suite 150N
 Sacramento, CA 95833

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Sylvan Learning, LLC
c/o CSC – Lawyers Incorporating Service
Agent for Service of Process
2710 Gateway Oaks Drive,
Suite 150N
Sacramento, CA 95833



9590 9402 8701 3310 8052 93

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9610 15

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☐ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

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mail Restricted Delivery

(over \$500)

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

Certified Mail

- A receipt (this portion of the form) is provided to you.
- A unique identifier for your mailpiece.
- Electronic verification of delivery.
- A record of delivery (including signature) that is retained for a specified period.

Important Reminders:

- You may purchase Certified Mail® service, First-Class Mail® service, or Priority Mail® service.
- Certified Mail service is available for international mail.

Insurance coverage is not available for Certified Mail service with Certified Mail service. Insurance coverage is available for certain Priority Mail items.

For an additional fee, and endorsement on the mail, the following services are available:

- Return receipt service, including electronic version. For complete PS Form 3811, attach PS Form 3811.

PS Form 3800, January 2019

LAWYERS FOR JUSTICE

450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203



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PAGA Notice # 4
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Certified Mail Fee

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

☐ Return Receipt (hardcopy) \$
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

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Sylvan Learning, LLC
Sylvan Learning
502 Washington Ave., Suite 400
Towson, MD 21204

PS Form 3800, January 2023 PSN 7530-02-000-90-07 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1.

Sylvan Learning, LLC
Sylvan Learning
502 Washington Ave., Suite 400
Towson, MD 21204



9590 9402 8701 3310 8053 09

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9610 08

(over \$500)

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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

3. Service Type

☐ Adult Signature☐ Adult Signature Restricted Delivery☐ Certified Mail®☐ Certified Mail Restricted Delivery☐ Collect on Delivery☐ Collect on Delivery Restricted Delivery☐ Priority Mail Express®☐ Registered Mail™☐ Registered Mail Restricted Delivery☐ Signature Confirmation™☐ Signature Confirmation Restricted Delivery

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Domestic Return Receipt

Certified Mail

- A receipt (this portion)
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- Electronic verification
- delivery.

- A record of delivery (in
- signature) that is retained
- for a specified period.

Important Reminders

- You may purchase Certified Mail® First-Class Mail® First-Class Mail® service
- Certified Mail service for international mail.

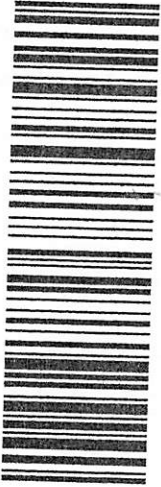
- Insurance coverage is provided with Certified Mail service of Certified Mail service
- Insurance coverage at certain Priority Mail International Mail

- For an additional fee, endorsement on the return receipt services
- Return receipt service of delivery (including electronic version)
- You can request a hard electronic version. Complete PS Form 3811, January 2019 PSN 7530-02-000-9053

PS Form 3800, January 2019 PSN 7530-02-000-9053



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APR 21 2025



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PAGA Notice # 5

Luque v. The Southern California Learning Company, et al.

For delivery information, visit our website at www.usps.com

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

- | | |
|--|----|
| ☐ Return Receipt (hardcopy) | \$ |
| ☐ Return Receipt (electronic) | \$ |
| ☐ Certified Mail Restricted Delivery | \$ |
| ☐ Adult Signature Required | \$ |
| ☐ Adult Signature Restricted Delivery | \$ |

Postmark
Here

Unleashed Brands, LLC
Unleashed Brands Group
Sylvan Learning, LLC
Sylvan Learning
2350 Airport Freeway, Suite 505
Bedford, TX 76022

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

**LAWYERS FOR
JUSTICE**
450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

Unleashed Brands, LLC
Unleashed Brands Group
Sylvan Learning, LLC
Sylvan Learning
2350 Airport Freeway, Suite 505
Bedford, TX 76022



9590 9402 8701 3310 8052 62

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9609 95

(over 3500)

PS Form 3811, July 2020 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☐ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

Restricted Delivery

Domestic Return Receipt

Certified Mail

- A receipt (this portion)
- A unique identifier for
- Electronic verification
- delivery.

- A record of delivery (if
- signature) that is retail
- for a specified period.

Important Reminder

- You may purchase Ca
- First-Class Mail®. First
- or Priority Mail® servi
- Certified Mail service
- international mail.

- Insurance coverage is
- with Certified Mail se
- of Certified Mail serv
- insurance coverage i
- certain Priority Mail

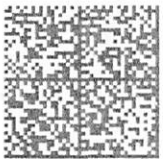
- For an additional fee
- endorsement on the
- the following service
- Return receipt sen
- of delivery (includ

- You can request a
- electronic version
- complete PS Form
- Receipt attach P

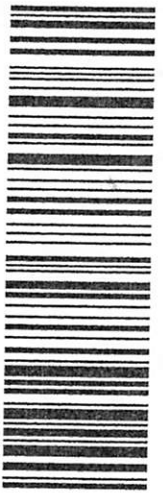
PS Form 3800, Janu

CERTIFIED MAIL

LAWYERS FOR JUSTICE
450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203



PITNEY BOWES
\$9.92 0
US POSTAGE
FIRST-CLASS
028W0002310300
ZIP 91203
APR 21 2025



9589 0710 5270 0409 9609 88
9589 0710 5270 0409 9609 88

U.S. CERTIFIED MAIL	
PAGA Notice # 6 Luque v. The Southern California Learning Company, et al.	
For delivery information, visit our website at www.usps.com	
OFFICIAL USE	
Certified Mail Fee \$	Postmark Here
Extra Services & Fees (check box, add fee as appropriate)	
☐ Return Receipt (hardcopy) \$	
☐ Return Receipt (electronic) \$	
☐ Certified Mail Restricted Delivery \$	
☐ Adult Signature Required \$	
☐ Adult Signature Restricted Delivery \$	
Unleashed Brands, LLC c/o Registered Agents Inc. Agent for Service of Process 1401 21st Street, Suite R Sacramento, CA 95811	
PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions	

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Unleashed Brands, LLC
c/o Registered Agents Inc.
Agent for Service of Process
1401 21st Street, Suite R
Sacramento, CA 95811



9590 9402 8701 3310 8052 31

2. Article Number (Transfer from service label)

9589 0710 5270 0409 9609 88

(over \$500)

COMPLETE THIS SECTION ON DELIVERY
A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)
C. Date of Delivery
D. Is delivery address different from item 1? If YES, enter delivery address below:

☐ Yes

☐ No

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☐ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Collect on Delivery Restricted Delivery

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

☐ Restricted Delivery

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

Certified Mail®

- A receipt (this portion of the form) that is retained for a specified period.
- A unique identifier for you
- Electronic verification of delivery
- A record of delivery (including signature) that is retained for a specified period.

Important Reminders:

- You may purchase Certified Mail® service, First-Class Mail® service, or Priority Mail® service.
- Certified Mail service is for international mail.
- Insurance coverage is not available for Certified Mail service.
- With Certified Mail service, insurance coverage is available for certain Priority Mail items.
- For an additional fee, an endorsement on the mailpiece can be added for the following services:
 - Return receipt service
 - Signature Confirmation
- You can request a hard copy of the receipt or an electronic version. For complete PS Form 3811 instructions, visit psforms.usps.com. Receipt attach PS Form 3811, January 2020.

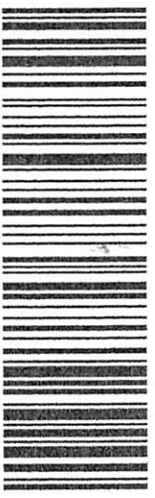
PS Form 3800, January 2020

CERTIFIED MAIL

LAWYERS FOR JUSTICE
450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203



PITNEY BOWES
\$9.92 0
US POSTAGE[®]
FIRST-CLASS
028W0002310300
ZIP 91203
APR 21 2023



9589 0710 5270 0409 9609 64
9589 0710 5270 0409 9609 64

PAGA Notice # 7
Luque v. The Southern California Learning Company, et al.

For delivery information, visit our website at www.usps.com.

OFFICIAL USE

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

Postmark
Here

John McAuliffe
4 North Park Drive, Suite 500
Hunt Valley, MD 21030

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1.

John McAuliffe
4 North Park Drive, Suite 500
Hunt Valley, MD 21030



9590 9402 8701 3310 8052 48

2. Article Number (Transfer from)

9589 0710 5270 0409 9609 64

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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

3. Service Type

☐ Adult Signature

☐ Adult Signature Restricted Delivery

☐ Certified Mail®

☐ Certified Mail Restricted Delivery

☐ Collect on Delivery

☐ Signature Confirmation Restricted Delivery

☐ Signature Confirmation Restricted Delivery (over \$500)

☐ Priority Mail Express®

☐ Registered Mail™

☐ Registered Mail Restricted Delivery

☐ Signature Confirmation™

☐ Signature Confirmation Restricted Delivery

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

Certified Mail

- A receipt (this portion of form 3811) is provided to you.
- A unique identifier for your mailpiece is provided to you.
- Electronic verification of delivery.
- A record of delivery (including signature) that is retained for a specified period.

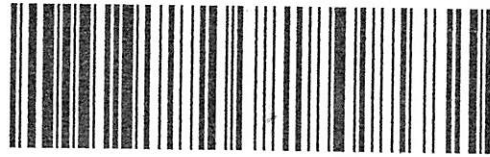
Important Reminders:

- You may purchase Certified Mail® service, First-Class Mail® service, or Priority Mail® service.
- Certified Mail service is not available for international mail.
- Insurance coverage is not provided with Certified Mail service.
- Insurance coverage is provided with Certified Mail service.
- Insurance coverage is provided with certain Priority Mail items.
- For an additional fee, and endorsement on the mailpiece, you may purchase the following services:
 - Return receipt service, including hard copy or delivery (including the electronic version). For a complete PS Form 3811 Receipt, attach PS Form 3800, January 2020.

PS Form 3800, January 2020

LAWYERS FOR JUSTICE

450 N. BRAND BLVD., SUITE 900 / GLENDALE, CA 91203



9589 0710 5270 0409 9609 71

9589 0710 5270 0409 9609 71

PITNEY BOWES
\$9.92⁰
US POSTAGE[®]
FIRST-CLASS
028W0002311067
2000152203
ZIP 91203
APR 21 2025



PAGA Notice # 8
Luque v. The Southern California Learning Company, et al.

For delivery information, visit our website at www.usps.com

OFFICIAL USE

Certified Mail Fee

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

Postmark
Here

John McAuliffe
2350 Airport Freeway, Suite 505
Bedford, TX 76022

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

John McAuliffe
2350 Airport Freeway, Suite 505
Bedford, TX 76022



9590 9402 8701 3310 8052 55

9589 0710 5270 0409 9609 71

PS Form 3811, July 2020 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

- ☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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

3. Service Type

- | | |
|--|---|
| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☐ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Collect on Delivery Restricted Delivery | |

lail
lail Restricted Delivery

Domestic Return Receipt

Certified Mail

- A receipt (this portion of the card) that is retained for a specified period.
- Electronic verification of delivery.
- A record of delivery (indicated by a signature) that is retained for a specified period.

Important Reminders:

- You may purchase Certified Mail® service, First-Class Mail® service, or Priority Mail® service.
- Certified Mail service is available for international mail.
- Insurance coverage is provided with Certified Mail service.
- Insurance coverage for Certified Mail service is provided for certain Priority Mail items.
- For an additional fee, an endorsement on the mailpiece may be obtained for the following services:
 - Return receipt service (including electronic version). For complete PS Form 3811, attach PS Form 3811.

PS Form 3800, January 2019