

**FABIO DUARTE**  
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April 14, 2025

VIA ON-LINE FILING AND CERTIFIED MAIL TO EMPLOYER

California Labor & Workforce Development Agency  
Attn. PAGA Administrator  
1515 Clay Street, Suite 801  
Oakland, CA 94612

Re: *Duarte v. Altera Digital Health Inc.*

To Whom It May Concern:

This correspondence shall constitute written notice under Labor Code section 2699.3 of my claims against my former employer, Altera Digital Health Inc. (the "Company"). Specifically, I allege that the Company:

1. Violated Labor Code §§ 201-204, 226.2, 510, 558, 1194, 1197 and 1197.1 by not paying me and other similarly situated aggrieved employees minimum, regular, and overtime wages. Specifically, whenever we were required to work on-call shifts, we were paid less than minimum wage for such hours. As a result of such violations, the Company violated Labor Code § 226(a) as the wage rates, total hours worked, and net/gross wages earned shown on the wage statements were inaccurate due to the violations set forth above.
2. Violated Labor Code §§ 201-204, 510, 558, 1194, 1197, 1197.1 by not paying proper overtime wages to me and other similarly situated aggrieved employees. Specifically, throughout our employment with the Company, non-exempt employees and I earned non-discretionary remuneration, including but not limited to, on-call pay. As these items are non-discretionary forms of remuneration, they should have been included in the regular rate of pay for purposes of paying me and other employees our overtime wages. However, whenever the Company paid me and other employees our overtime wages during periods in which we earned such non-discretionary remuneration, the overtime wages were not paid at 1.5 time the regular rate of pay but rather were paid at a lower rate of pay. Further as a result of such violations, the Company violated Labor Code §§ 201-203 by not paying employees all of their wages upon separation of employment due to the underpaid wages and Labor Code § 226(a) as the net/gross wages earned and hours worked shown on the wage statements were inaccurate due to the wage violations set forth above.
3. Violated Labor Code § 226 by not providing accurate itemized wage statements to me and other similarly situated aggrieved employees. First, the wage statements issued by the employer always displayed the employees as having worked 86.67 regular hours, no matter how many actual hours were worked. As a result, the wage statements failed to identify the accurate hours worked for regular hourly pay, and further, failed to identify the accurate total hours worked. Second, whenever on-call pay was paid, the wage statements failed to identify the applicable hourly rate and hours worked for such on-call time.

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The address for the Company is:

Altera Digital Health Inc.  
305 Church At North Hills St.  
Raleigh, NC 27609

Please contact my attorneys at the address/telephone number listed above if you have any questions regarding this matter.

Sincerely,

Signed by:  
**FABIO DUARTE**  
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Fabio Duarte

cc: Altera Digital Health Inc. (by certified mail)