



Starsky Robinson <[REDACTED]>

Final Notice – Immediate Action Required for Compliance with CA Labor Code

4 messages

Starsky Robinson [REDACTED]

Fri, Apr 25 at 8:59 AM

To: Maria <maria@highlyconcentr8ed.com>, Erik <erik@highlyconcentr8ed.com>

Cc: [REDACTED] <[REDACTED]> <support@highlyconcentr8ed.com>

Without Prejudice / For Settlement Purposes Only

Hello Maria and Erik,

This is a final reminder to resolve unpaid wages and expenses owed under California law. As of today (**April 25, 2025**), I have not received confirmation that the following amounts will be paid on the **May 2, 2025 payroll**:

Item	Legal Basis	Amount (Gross)
Salary for April 13–19, 2025	Lab. Code § 201	\$1,442.31
PTO Payout (40 hours)	Lab. Code § 227.3	\$1,442.31
Expense Reimbursement	Lab. Code § 2802	\$75.42
Total Due		\$2,960.04

Action Required

1. **Confirm by 5:00 PM PT on Friday, April 25, 2025:** State whether payment will be issued on May 2, 2025.
2. **Remit Payment by May 2:** Use the regular payroll ACH details.

Consequences of Non-Confirmation/Payment

- **Failure to Confirm by April 25:** I will file a wage claim with the DLSE on **Monday, April 28, 2025**, to recover all amounts plus penalties.

288.46/day

- **Failure to Pay by May 2:** Waiting time penalties will accrue at *
*under Lab. Code §
203 (total potential penalties *
:
***43,269.30**).

Legal Authority

- **Jurisdiction:** California law governs this dispute (*Sullivan v. Oracle Corp.*, 51 Cal.4th 1191).
- **Workweek:** April 13–19 (Sunday–Saturday) includes work performed on April 19.
- **PTO:** Front-loaded PTO is vested wages under § 227.3, regardless of Florida policies.

Attached are supporting documents for your payroll team's review.

This concludes all opportunities for informal resolution.

Best regards,

Starsky Robinson

Los Angeles, CA | (310) 424-8463

Screenshot 2025-04-22 at 8.29.16 AM.png, Expense Log - Starsky Robinson for HC8.zip, Statement for Apr 18, 2025.pdf, _Offer Letter - Starsky Robinson 3.26.pdf, Gmail - Digital Marketing Manager Offer Letter.pdf

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: <hire.starskyrobinson@gmail.com>

Fri, Apr 25 at 8:59 AM

Error Icon



Address not found

Your message wasn't delivered to **maria.abney@gmail.com** because the address couldn't be found, or is unable to receive

mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. For more information, go to <https://support.google.com/mail/?p=NoSuchUser> ada2fe7ead31-4d3d76b8938sor603176137.11 - gsmt

----- Forwarded message -----

From: Starsky Robinson [REDACTED]
To: Maria <maria@highlyconcentr8ed.com>, Erik <erik@highlyconcentr8ed.com>
Cc: [REDACTED] <support@highlyconcentr8ed.com>
Bcc:
Date: Fri, 25 Apr 2025 08:59:15 -0700
Subject: Final Notice – Immediate Action Required for Compliance with CA Labor Code
----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: <hire.starskyrobinson@gmail.com>

Fri, Apr 25 at 8:59 AM

Error Icon



Recipient inbox full

Your message couldn't be delivered to **beckyyyabney@icloud.com**. Their inbox is full, or it's getting too much mail right now.

The response from the remote server was:

552 5.2.2 : user is over quota

[Quoted text hidden]

Maria Abney <maria@highlyconcentr8ed.com>

Fri, Apr 25 at 9:57 AM

To: Starsky Robinson [REDACTED]

Cc: Erik <erik@highlyconcentr8ed.com>

Hi Starsky,

We've thoroughly reviewed your emails dated April 22 and April 25 and have already provided a full response addressing all claims on April 22, 2025.

Our position remains unchanged. The statutes you've referenced are being misinterpreted under the circumstances and additionally do not override the terms of our policies and your signed employment agreement, which additionally clearly establishes Florida as the governing law.

As no new information has been presented, we consider this matter addressed. Should you choose to pursue a formal claim, we are fully prepared to present our supporting documentation at that time.

[Quoted text hidden]

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Maria Abney

President

941-274-7267

maria@highlyconcentr8ed.com

[2144 Gulf Gate Dr. | Sarasota, FL 34231](#)

www.highlyconcentr8ed.com



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