

Starsky Robinson
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 310.424.8463

May 28, 2025

Labor and Workforce Development Agency
 P.O. Box 420603
 San Francisco, CA 94142
 Via Online Submission:
<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

Highly Concentr8ed LLC
 2144 Gulf Gate Dr
 Sarasota, FL 34231
 Via Certified Mail, Return Receipt Requested

Re: PAGA Notice of Labor Code Violations by Highly Concentr8ed LLC

Dear Labor and Workforce Development Agency and Highly Concentr8ed LLC,

I, Starsky Robinson, an aggrieved employee of Highly Concentr8ed LLC, submit this notice under Labor Code Section 2699.3 on behalf of myself and potentially other current or former employees. I was employed as a Digital Marketing Manager from March 31, 2025, to April 20, 2025, and estimate approximately 20 employees may be impacted based on my experience and the employer's payroll practices affecting a workforce of this size, as noted in my wage claim (WC-CM-1096967, filed May 6, 2025). This notice seeks civil penalties for systemic violations, distinct from individual remedies pursued in other proceedings.

Violations:

- **Labor Code Section 226(a) – Improper or Incomplete Wage Statements:** My pay stubs (April 4, 18, May 2, 2025) fail to include hours worked and accurate gross/net wages (e.g., \$576.92 paid vs. \$865.38 owed for April 17–19, 2025), violating Section 226(a). I believe this reflects a uniform payroll practice affecting approximately 20 California-based employees, including remote workers, from March 31, 2025, to present, per my wage claim evidence.
- **Labor Code Sections 201, 201.3, 203 – Improper Payment and Waiting-Time Penalties:** Highly Concentr8ed LLC under-withheld California state income taxes (6% vs. 8% on \$576.92, May 2, 2025 pay stub) and failed to timely pay final wages, violating

Sections 201, 201.3, and 203. I believe these payment practices may affect approximately 20 employees, per patterns in my EDD report (May 21, 2025), from March 31, 2025, to present. PAGA penalties are sought here, separate from individual wage claims.

- **Labor Code Sections 510, 1194, 1198 – Misclassification and Denial of Overtime Pay:** I was misclassified as exempt, despite duties (e.g., SEO, analytics, per offer letter and LinkedIn job posting) lacking discretion under 29 C.F.R. §541.200, denying me overtime for approximately 30 hours, violating Sections 510, 1194, and 1198. I believe this practice may affect approximately 20 employees, given company-wide classification policies, from March 31, 2025, to present.
- **Labor Code Section 227.3 – Failure to Pay Accrued PTO:** The employer failed to pay \$1,442.31 for 40 hours of accrued PTO upon termination (April 20, 2025), violating Section 227.3. I believe this policy may affect approximately 20 employees, per the offer letter's standard PTO terms, from March 31, 2025, to present.
- **Labor Code Section 2802 – Unreimbursed Business Expenses:** The employer failed to reimburse \$75.42 for internet/mobile expenses required for remote work, violating Section 2802. I believe this practice may affect approximately 20 employees, given uniform remote work requirements, from March 31, 2025, to present.

These violations occurred during my employment and may continue to affect others due to Highly Concentr8ed LLC's policies. I filed related proceedings: California Labor Commissioner wage claim (WC-CM-1096967, May 6, 2025), U.S. DOL Wage and Hour Division complaint (May 16, 2025), and EDD payroll tax fraud report (May 21, 2025). These seek individual or regulatory remedies, while this PAGA notice seeks civil penalties for systemic violations. I attempted resolution via a demand on May 20, 2025, acknowledged by Maria Abney, but received no substantive response by May 26, 2025. A final notice was sent on May 27, 2025, with no resolution by May 28, 2025.

I intend to pursue civil penalties under PAGA on behalf of myself, other current and former aggrieved employees, and the State of California. I request that the LWDA review this notice and determine whether to investigate within 65 days. I am filing this online with the LWDA and serving Highly Concentr8ed LLC via certified mail as required.

Sincerely,
Starsky Robinson



In Pro Per

hire.starskyrobinson@gmail.com

310.424.8463

Note: This notice is submitted in compliance with California Labor Code Section 2699.3(a)(1). A copy has been sent via certified mail to Highly Concentr8ed LLC and filed online with the LWDA on May 28, 2025.