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Attorneys for Plaintiff TIM D. DAGE,
on behalf of himself and current and former aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

TIM D. DAGE, on behalf of himself and current
and former aggrieved employees

Plaintiff,

vs.

ENGLISH CHANNEL HOLDINGS, LLC; and
DOES 1 to 100, inclusive,

Defendants.

Case No.: STK-CV-UOE-2025-0010910

PAGA ACTION

**COMPLAINT FOR CIVIL
PENALTIES PURSUANT TO THE
PRIVATE ATTORNEYS GENERAL
ACT OF 2004 ("PAGA"), LABOR
CODE SECTIONS 2698, ET SEQ.**

COMES NOW Plaintiff TIM D. DAGE ("Plaintiff"), who alleges and complains against
Defendants ENGLISH CHANNEL HOLDINGS, LLC; and DOES 1 to 100, inclusive (collectively
"Defendants") as follows:

I. INTRODUCTION

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt

1 employees in California during the relevant time period seeking civil penalties associated with
2 Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours
3 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to
4 authorize or permit all legally required and/or compliant meal periods or pay meal period premium
5 wages; failure to authorize or permit all legally required and/or compliant rest periods or pay rest
6 period premium wages; indemnification for all necessary expenditures or losses incurred by
7 employees in direct consequence of discharging their duties; statutory penalties for failure to timely
8 pay earned wages during employment; statutory penalties for failure to provide accurate wage
9 statements; statutory waiting time penalties in the form of continuation wages for failure to timely
10 pay employees all wages due upon separation of employment. Plaintiff seeks on a representative
11 basis, following notice to the Labor and Workforce Development Agency, civil penalties, reasonable
12 attorneys' fees pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff,
13 the State of California, and others aggrieved.

14 **II. JURISDICTION AND VENUE**

15 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
16 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
17 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
18 non-exempt employees, and the State of California in excess of twenty-five thousand dollars
19 (\$25,000); Defendants employed Plaintiff and all other current and former aggrieved California-
20 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
21 aggrieved California-based hourly non-exempt employees occurred in locations throughout
22 California, including but not limited to San Joaquin County, at 321 W Turner Rd, Lodi, CA 95840.

23 **III. PARTIES**

24 3. Plaintiff brings this action as a representative of the Labor and Workforce
25 Development Agency on behalf of himself and other current and former employees subject to
26 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
27 filed include current, former and/or future employees of Defendants who work, worked, or will work
28 for Defendants as direct employees as well as temporary employees employed through temp

1 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently
2 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
3 Defendants in an hourly position at Defendants' location in San Joaquin within the four (4) years
4 prior to the filing of this Complaint.

5 4. Plaintiff is informed and believes and thereon alleges that Defendant ENGLISH
6 CHANNEL HOLDINGS, LLC is authorized to do business within the State of California and is
7 doing business in the State of California and/or that Defendants DOES 1-50 are, and at all times
8 relevant hereto were persons acting on behalf of Defendant ENGLISH CHANNEL HOLDINGS,
9 LLC in the establishment of, or ratification of, the aforementioned illegal wage and hour practices
10 or policies. Defendant ENGLISH CHANNEL HOLDINGS, LLC operates in San Joaquin County
11 and employed Plaintiff and aggrieved employees in San Joaquin County, including but not limited
12 to, at 321 W Turner Rd, Lodi, CA 95840.

13 5. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1
14 through 50 are corporations, or are other business entities or organizations of a nature unknown to
15 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted
16 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working
17 conditions of employment of Plaintiff and aggrieved employees.

18 6. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51
19 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued
20 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,
21 supervisor, independent contractor and/or employee of each defendant who violated or caused to be
22 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the
23 Industrial Welfare Commission's wage orders regulating hours and days of work.

24 7. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff
25 sues said defendants by said fictitious names, and will amend this complaint when the true names
26 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as
27 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously
28

1 named defendants is in some manner responsible for the events and allegations set forth in this
2 complaint.

3 8. Plaintiff makes the allegations in this complaint without any admission that, as to
4 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff
5 reserves all of Plaintiff's right to plead in the alternative.

6 **FIRST CAUSE OF ACTION**

7 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**
8 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

9 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**
10 **Other Current and Former Aggrieved Employees)**

11 9. Plaintiff incorporates all paragraphs above as though fully set forth herein.

12 10. During Plaintiff's employment and continuing through the present, Plaintiff alleges
13 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 512, 1194, 1197,
14 1198, 2802, and the applicable Wage Orders.

15 11. Specifically, Defendants have committed the following violations of California
16 Labor Code:

17 12. **Failure to pay wages for all hours worked at the legal minimum wage:**
18 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt
19 employees. In California, an employer is required to pay hourly employees for all "hours worked,"
20 which includes all time that an employee is under control of the employer and all time the employee
21 is suffered and permitted to work. This includes the time an employee spends, either directly or
22 indirectly, performing services which inure to the benefit of the employer.

23 13. Labor Code sections 1194 and 1197 require an employer to compensate employees
24 for all "hours worked" at least at a minimum wage rate of pay as established by the IWC and the
25 Wage Orders.

26 14. In this case, Plaintiff and other current and former aggrieved California-based hourly
27 non-exempt employees worked more minutes per shift than Defendants credited them with having
28 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved

1 California-based hourly non-exempt employees all wages at the applicable minimum wage for all
2 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited
3 to:

4 (a) Defendant required Plaintiff and other current and former aggrieved California-based
5 hourly non-exempt employees to clock out for their meal breaks and continue to work through their
6 off-the-clock meal breaks without being paid for that time.

7 15. Therefore, Defendants suffered, permitted, and required Plaintiff and other current
8 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'
9 control without paying wages for that time. This resulted in Plaintiff and other current and former
10 aggrieved California-based hourly non-exempt employees working time for which they were not
11 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable
12 Wage Order.

13 16. **Failure to pay wages to hourly non-exempt employees for workdays that**
14 **Defendants failed to provide legally required and compliant meal periods and/or failure to**
15 **pay period premium wages:** Plaintiff and other current and former aggrieved California-based
16 hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and
17 shifts of more than ten (10) hours in length.

18 17. California law requires an employer to authorize or permit an employee an
19 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of
20 all duties and the employer relinquishes control over the employee's activities prior to the
21 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 5 at §11;
22 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
23 an employee for a work period of more than ten (10) hours per day without providing the employee
24 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
25 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period
26 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal
27 period is only permitted when: (1) the nature of the work prevents an employee from being relieved
28 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

1 18. If an employer fails to provide an employee a meal period in accordance with the
2 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay
3 for each workday that a legally required and compliant meal period was not provided. Labor Code
4 sections 226.7 and 1198; Wage Order 5 at §11.

5 19. In this case, Defendants failed to authorize or permit legally required and compliant
6 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-
7 exempt employees due to Defendants' policies, practices, and/or procedures, including but not
8 limited to:

9 (a) Defendant failed to provide Plaintiff and other current and former aggrieved
10 California-based hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at
11 least 30 minutes for every five hours worked. Such breaks were routinely interrupted by Defendant.

12 (b) Defendant required Plaintiff and other current and former aggrieved California-based
13 hourly non-exempt employees to clock out for their meal breaks and continue to work through their
14 off-the-clock meal breaks without being paid for that time.

15 (c) Defendant failed to provide Plaintiff and other current and former aggrieved
16 California-based hourly non-exempt employees a third uninterrupted duty-free meal period of no
17 less than thirty (30) minutes for each workday that Plaintiff and other current and former aggrieved
18 California-based hourly non-exempt employees work shifts over fifteen (15) hours.

19 20. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
20 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
21 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that
22 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did
23 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

24 21. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
25 other current and former aggrieved California-based hourly non-exempt employees not receiving
26 wages to compensate them for workdays during which Defendants did not provide them with meal
27 periods in compliance with California law.
28

22. **Failure to pay wages to hourly non-exempt employees for workdays that Defendants failed to provide legally required and compliant rest periods and/or failure to pay rest period premium:** Plaintiff and other current and former aggrieved California-based hourly non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

23. California law requires every employer to authorize and permit an employee a rest period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code section 226.7; Wage Order 5 at §12. Under California law, “[e]mployees are entitled to 10 minutes’ rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.” *Brinker Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7; Wage Order 5 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period. Wage Order 5 at §12. Additionally, the rest period requirement “obligates employers to permit – and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security Services, Inc.*, (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all duties and relinquish control over how employees spend their time. *Id.*

24. If the employer fails to authorize or permit a required rest period, the employer must pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday the employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage Order 5 at § 12.

25. In this case, Defendants failed to authorize or permit all legally required and compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly non-exempt employees due to Defendants’ policies, practices, and/or procedures including, but not limited to:

(a) Defendant failed to provide Plaintiff and other current and former aggrieved California-based hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked or major fraction thereof, due to workload requirements.

(b) Defendant failed to provide Plaintiff and other current and former aggrieved California-based hourly non-exempt employees a fourth uninterrupted duty-free rest period of no

1 less than ten (10) minutes on each workday that Plaintiff and other current and former aggrieved
2 California-based hourly non-exempt employees work shifts over fourteen (14) hours. Such breaks
3 were not scheduled, offered, authorized and/or permitted.

4 26. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
5 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
6 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
7 they did not receive legally required and compliant rest periods, in violation of Labor Code section
8 226.7.

9 27. Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and
10 other current and former aggrieved California-based hourly non-exempt employees not receiving
11 wages to compensate them for workdays in which Defendants did not provide them with rest periods
12 in compliance with California law.

13 28. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
14 **Employment:** California law requires that every employer must indemnify its employees for all
15 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
16 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
17 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

18 29. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
19 and other current and former aggrieved California-based non-exempt hourly employees' necessary
20 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed
21 policies, practices, and/or procedures included, but not limited to, requiring Plaintiff and other
22 current and former aggrieved California-based non-exempt hourly employees to use or purchase
23 their own tools and/or resources in order to work for Defendants. Such resources included, without
24 limitation, surgical scrubs and/or other uniform attire.

25 30. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
26 aggrieved employees would not receive indemnification for their employment related expenses.
27 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
28 compliance with California law.

1 31. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
2 employment related expenses, including but not limited to costs related to use of their personal cell
3 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

4 32. **Failure to timely pay earned wages during employment:** In California, wages
5 must be paid at least twice during each calendar month on days designated in advance by the
6 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
7 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
8 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
9 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
10 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
11 calendar days following the close of the payroll period in which wages were earned. Labor Code
12 section 204(d).

13 33. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to
14 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt
15 employees' earned wages (including minimum wages, meal period premium wages and/or rest
16 period premium wages), in violation of Labor Code section 204. Defendants' aforementioned
17 policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and other current and
18 former aggrieved California-based hourly non-exempt employees' their earned wages within the
19 applicable time frames outlined in Labor Code section 204.

20 34. **Secret payment of lower wages than designated by statute:** Labor Code section
21 223 provides that, where any statute or contract requires an employer to maintain the designated
22 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
23 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
24 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
25 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
26 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
27 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while
28 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

1 **35. Failure to provide complete and accurate wage statements:** Labor Code section
2 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
3 his or her wages, the employer must “furnish each of his or her employees ... an itemized statement
4 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
5 employee whose compensation is solely based on a salary and who is exempt from payment of
6 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
7 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
8 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
9 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
10 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
11 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
12 applicable hourly rates in effect during the pay period and the corresponding number of hours
13 worked at each hourly rate by the employee.”

14 **36.** As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff
15 and other current and former aggrieved California-based hourly non-exempt employees all wages
16 earned (including minimum wages, meal period premium wages, and/or rest period premium wages)
17 rendered Plaintiff’s and other current and former aggrieved California-based hourly non-exempt
18 employees’ wage statements inaccurate, in violation of Labor Code section 226(a)(1, 2, 5 & 9).

19 **37. Failure to pay employees all wages due at time of termination/resignation:** An
20 employer is required to pay all unpaid wages timely after an employee’s employment ends. The
21 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)
22 hours of resignation (Labor Code section 202).

23 **38.** As a derivative of Plaintiff’s allegations above, because Defendants failed to pay
24 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all
25 their earned wages (including minimum wages, , meal period premium wages, and/or rest period
26 premium wages), Defendants failed to pay those employees timely after each employee’s
27 termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

1 39. Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,
2 on behalf of himself or herself and other current or former employees, to bring a civil action to
3 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code
4 section 2699.3.

5 40. Plaintiff has complied with the procedures for bringing suit specified in Labor Code
6 section 2699.3. On June 5, 2025, Plaintiff filed a PAGA Claim Notice with the LWDA and provided
7 notice to Defendants by certified mail which provided notice of the specific provisions of the Labor
8 Code alleged to have been violated, including the facts and theories to support the violations alleged.

9 41. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
10 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
11 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
12 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
13 to investigate Plaintiff's claims.

14 42. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
15 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,
16 512, 1194, and 1198., During Plaintiff's employment and continuing through the present, preceding
17 Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the following
18 amounts:

19 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, 1198, and
20 2802; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation
21 and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
22 violation [penalty amounts established by Labor Code section 2699(f)(2)].

23 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty
24 dollars (\$250) for each employee for each pay period for the initial violation, and for each
25 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
26 [penalty amounts established by Labor Code section 226.3].

27 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each
28 employee for each pay period for the initial violation, and for each subsequent violation, one

1 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts
2 established by Labor Code section 558].

3 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
4 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
5 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
6 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
7 section 210].

8 e. For violations of Labor Code section 223, one hundred dollars (\$100) for
9 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
10 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,
11 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
12 section 225.5].

13 43. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of
14 reasonable attorneys' fees and costs in connection with his claims for civil penalties.

15 **PRAYER FOR RELIEF**

16 **WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED**
17 **EMPLOYEES, PRAYS AS FOLLOWS:**

18 **ON THE FIRST CAUSE OF ACTION:**

19 1. That Defendants be found to have violated the provisions of the Labor Code and the
20 IWC Wages Orders as to the Plaintiff and aggrieved employees;

21 2. For any and all legally applicable penalties during the relevant statute of limitations
22 subject to any permissible tolling, including but not limited to those recoverable under the California
23 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

24 3. For attorneys' fees and costs of suit, including but not limited to those recoverable
25 under California Labor Code section 2699(g); and

26 4. For such and other further relief, in law and/or equity, as the Court deems just or
27 appropriate.
28

1 Dated: August 11, 2025

LAVI & EBRAHIMIAN, LLP

2
3 By:



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