

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

Re: Notice of Intent to File Civil Action under PAGA

Employee/Complainant: Darla K. Schoenrock
Employer/Respondent: Petco Animal Supplies Stores, Inc.
Store Location: 165 N McDowell Blvd, Petaluma, CA 94954, Store #1514
Job Title: Dog Trainer Apprentice
Employment Dates: October 14, 2024 – November 21, 2024

Dear Sir or Madam:

I am providing notice under the California Private Attorneys General Act (PAGA), Labor Code §§ 2698 et seq., of multiple Labor Code violations committed by Petco Animal Supplies Stores, Inc. during my employment.

Categories of Violations:

- **Unpaid Wages / Timekeeping Violations:** Failure to properly compensate for all hours worked, including off-the-clock work, and failure to ensure legally required meal and rest breaks.
- **Hostile Work Environment / Retaliation:** Targeted conduct and retaliation by management, creating an unsafe and oppressive work environment for raising concerns about workplace conditions and compliance with labor standards.
- **Failure to Provide Required Training / Tools:** Withholding necessary training, resources, or support to perform assigned duties, while setting up conditions likely to result in mistakes.
- **Misclassification of Managerial Authority:** Confusion and misrepresentation of reporting structure, undermining proper supervision and compliance with labor standards.
- **Failure to Reimburse Business Expenses:** Expectation to use personal resources and time for work without compensation or reimbursement.
- **Failure to Maintain Safe and Healthy Workplace:** Allowing unsafe, improper, or inappropriate conduct by other employees without corrective action.
- **Wrongful Demotion / Termination Threats:** Retaliation, demotion, or threats of termination for asserting labor rights and reporting workplace issues.

Management Contacts:

- **Listed Manager in Company Records:** Bronte Elle Couldwell (per HR records)
- **Direct Reporting Manager / Supervisor:** Eli Warner, General Store Manager

Remedy Sought:

I request that the Labor & Workforce Development Agency investigate these violations and take appropriate enforcement action on behalf of the State of California.

Sincerely,

Darla K. Schoenrock
Date: 10/13/25



CC: (By U.S. Certified Mail / Return Receipt Requested)
Petco Animal Supplies, Inc.
10850 Via Frontera, San Diego, CA 92127