

State of California
Department of Industrial Relations
Labor Commissioner's Office

CITATION

Case Number: 35-CM-909280-22

Citation Number: PA 738148

1. Date of Issue 05/21/2024	2. Time 8:00 AM	3. Day of Week Tuesday	4. License / Registration Number
5. Legal Entity Amazon.com Services LLC, a Delaware Limited Liability Company			
6. Doing Business As (DBA)			
7. Business Address 410 Terry Avenue North		City Seattle	State WA
		Zip 98109	
8. Name of Person Served		9. Title of Person Served	
10. Place Served, if different from item 7 above 2710 Gateway Oaks Dr., Ste 150N, Sacramento, CA 95833			
11. Location of Violation, if different from item 7 above 2125 West San Bernardino Avenue, Redlands, CA 92374			
12. Date/Period of Violation for Civil Penalty Assessment 10/20/2023-3/09/2024			
13. VIOLATION AND CIVIL PENALTY (See attached for details on applicable L.C. and/or IWC Section) The investigation revealed the following violation(s) of California Labor Code Section(s) (L.C.) and/or Industrial Welfare Commission Order (IWC) and Section(s).			
Violation of Labor Code or IWC Order Section(s)	Description	Civil Penalty Section	Total Penalty Assessed
A LC 2101	Failure to provide written notice of quotas	LC 2699(f)	\$1,232,000.00
Calculation: Calculation 100 x 12320 of aggrieved employee per pay period.			
Grand Total: Civil Penalty Amount Assessed: \$1,232,000.00			
14. You may appeal by requesting in writing a hearing on this Wage and Penalty Assessment within the time limit as shown on the next page.			
15. Issued by (Name) Elecia Peters		16. Title Deputy Labor Commissioner Authorized Delegee of the Director of Industrial Relations	
17. District Office Address 3737 Main St., Suite 850, Riverside, CA 92501			
18. Telephone (951) 320-2253		Fax Number (951) 248-0238	
19. Service In Person			

State of California
Department of Industrial Relations
Labor Commissioner's Office

APPEAL RIGHTS

If a person desires to contest a citation or proposed assessment of civil penalty in its entirety or any specific part(s), he or she shall **WITHIN 15 BUSINESS DAYS** after service of the citation, notify (in writing) the office of the Labor Commissioner which appears on box 18 of the citation of his or her request for an informal hearing. The request for informal hearing **must be received** at the office of the Labor Commissioner by the appeal deadline indicated on box 15 of the citation. The Labor Commissioner or his or her deputy or agent shall, within **30** days of receipt of the petition objecting to the citation, hold a hearing at the conclusion of which the citation or proposed assessment of a civil penalty shall be affirmed, modified, or dismissed.

The decision of the Labor Commissioner shall consist of a notice of findings, findings and order which shall be served on all parties to the hearing within **15** days after the hearing by regular first-class mail at the last known address of the party on file with the Labor Commissioner. Service shall be completed pursuant to Section 1013 of the Code of Civil Procedure. Any amount found due by the Labor Commissioner as a result of a hearing shall become due and payable **45** days after notice of the findings and written findings and order have been mailed to the party assessed. A writ of mandate may be taken from this finding to the appropriate superior court, as long as the party agrees to pay any judgment and costs ultimately rendered by the court against the party for the assessment. The writ shall be taken within **45** days of service of the notice of findings, findings, and order thereon. Failure to file a writ of mandate within the **45** day period will result in the entry of a judgment in the appropriate superior court in the amount shown on the order.

If no petition objecting to the citation is filed with the Labor Commissioner as outlined above, a certified copy of the citation may be filed by the Labor Commissioner in the office of the appropriate superior court and the clerk of that court shall enter judgment against the person assessed in the amount shown on the citation or proposed assessment of civil penalty.

PAYMENT INSTRUCTION

A person to whom a citation has been issued shall, in lieu of contesting the citation as outlined above, transmit to the office of the Labor Commissioner as indicated on the right, the amount specified for the violation(s) with a copy of this citation within **15** business days after the issuance of the citation.

Payment(s) shall be sent to:

**State of California
Department of Industrial Relations
Labor Commissioner's Office
Bureau of Field Enforcement Cashiering Unit
2031 Howe Ave., Suite 100
Sacramento, CA 95825**

LABOR CODES

LC 2101

Failure to provide written notice of quotas to which each employee is subject.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS ENFORCEMENT

DECLARATION OF PERSONAL SERVICE
(NOT FOR SUMMONS AND COMPLAINT)

I, JERRY MCCLAIN (name), declare that I am a resident or employed in the county of SACRAMENTO (county), over the age of 18, not a party to the action, and employed at the business address:

Division of Labor Standards Enforcement

2031 HOWE AVENUE, STE. 100 (address line 2)

SACRAMENTO, CA 95825 (address line 3)

_____ (address line 4)

On MAY 21, 2024 (date), at 12:01 PM (time), I personally delivered and served upon (name/entity/agent for service) NICOLE STAUSS
CSC AGENT FOR AMAZON.COM SERVICES LLC

at (address) 2710 GATEWAY OAKS DR. STE 150 N SACRAMENTO, CA 95833
a true copy of the attached (list documents): CITATION: PA 738148, CITATION: PA 738154; NTD LC 2101 & NTD LC 2101 (COPY)

I declare under penalty of perjury that the foregoing is true and correct.

Executed on MAY 21, 2024 (date) at SACRAMENTO (city), California.

JERRY MCCLAIN (signature)

JERRY MCCLAIN (print name)

State of California
Department of Industrial Relations
Labor Commissioner's Office

CITATION

Case Number: 35-CM-909280-22

Citation Number: PA 738154

1. Date of Issue 05/21/2024	2. Time 8:00 AM	3. Day of Week Tuesday	4. License / Registration Number
5. Legal Entity Amazon.com Services LLC, a Delaware Limited Liability Company			
6. Doing Business As (DBA)			
7. Business Address 410 Terry Avenue North		City Seattle	State WA
			Zip 98109
8. Name of Person Served		9. Title of Person Served	
10. Place Served, if different from item 7 above 2710 Gateway Oaks Dr., Ste 150N, Sacramento, CA 95833			
11. Location of Violation, if different from item 7 above 24300 Nandina Ave, Moreno Valley, CA 92551			
12. Date/Period of Violation for Civil Penalty Assessment 10/20/2023-3/09/2024			
13. VIOLATION AND CIVIL PENALTY (See attached for details on applicable L.C. and/or IWC Section) The investigation revealed the following violation(s) of California Labor Code Section(s) (L.C.) and/or Industrial Welfare Commission Order (IWC) and Section(s).			
Violation of Labor Code or IWC Order Section(s)	Description	Civil Penalty Section	Total Penalty Assessed
A LC 2101	Failure to provide written notice of quotas	LC 2699(f)	\$4,669,700.00
Calculation: Calculation 100 x 46697 of aggrieved employee per pay period.			
Grand Total: Civil Penalty Amount Assessed: \$4,669,700.00			
14. You may appeal by requesting in writing a hearing on this Wage and Penalty Assessment within the time limit as shown on the next page.			
15. Issued by (Name) Elecia Peters		16. Title Deputy Labor Commissioner Authorized Delegee of the Director of Industrial Relations	
17. District Office Address 3737 Main St., Suite 850, Riverside, CA 92501			
18. Telephone (951) 320-2253		Fax Number (951) 248-0238	
19. Service In Person			

State of California
Department of Industrial Relations
Labor Commissioner's Office

APPEAL RIGHTS

If a person desires to contest a citation or proposed assessment of civil penalty in its entirety or any specific part(s), he or she shall **WITHIN 15 BUSINESS DAYS** after service of the citation, notify (in writing) the office of the Labor Commissioner which appears on box 18 of the citation of his or her request for an informal hearing. The request for informal hearing **must be received** at the office of the Labor Commissioner by the appeal deadline indicated on box 15 of the citation. The Labor Commissioner or his or her deputy or agent shall, within **30** days of receipt of the petition objecting to the citation, hold a hearing at the conclusion of which the citation or proposed assessment of a civil penalty shall be affirmed, modified, or dismissed.

The decision of the Labor Commissioner shall consist of a notice of findings, findings and order which shall be served on all parties to the hearing within **15** days after the hearing by regular first-class mail at the last known address of the party on file with the Labor Commissioner. Service shall be completed pursuant to Section 1013 of the Code of Civil Procedure. Any amount found due by the Labor Commissioner as a result of a hearing shall become due and payable **45** days after notice of the findings and written findings and order have been mailed to the party assessed. A writ of mandate may be taken from this finding to the appropriate superior court, as long as the party agrees to pay any judgment and costs ultimately rendered by the court against the party for the assessment. The writ shall be taken within **45** days of service of the notice of findings, findings, and order thereon. Failure to file a writ of mandate within the **45** day period will result in the entry of a judgment in the appropriate superior court in the amount shown on the order.

If no petition objecting to the citation is filed with the Labor Commissioner as outlined above, a certified copy of the citation may be filed by the Labor Commissioner in the office of the appropriate superior court and the clerk of that court shall enter judgment against the person assessed in the amount shown on the citation or proposed assessment of civil penalty.

PAYMENT INSTRUCTION

A person to whom a citation has been issued shall, in lieu of contesting the citation as outlined above, transmit to the office of the Labor Commissioner as indicated on the right, the amount specified for the violation(s) with a copy of this citation within **15** business days after the issuance of the citation.

Payment(s) shall be sent to:

**State of California
Department of Industrial Relations
Labor Commissioner's Office
Bureau of Field Enforcement Cashiering Unit
2031 Howe Ave., Suite 100
Sacramento, CA 95825**

LABOR CODES

LC 2101

Failure to provide written notice of quotas to which each employee is subject.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS ENFORCEMENT

DECLARATION OF PERSONAL SERVICE
(NOT FOR SUMMONS AND COMPLAINT)

I, JERRY MCCLAIN (name), declare that I am a resident or employed in the county of SACRAMENTO (county), over the age of 18, not a party to the action, and employed at the business address:

Division of Labor Standards Enforcement

2031 HOWE AVENUE, STE. 100 (address line 2)

SACRAMENTO, CA 95825 (address line 3)

_____ (address line 4)

On MAY 21, 2024 (date), at 12:01 PM (time), I personally delivered and served upon (name/entity/agent for service) NICOLE STAUSS
CSC AGENT FOR AMAZON.COM SERVICES LLC

at (address) 2710 GATEWAY OAKS DR. STE 150 N SACRAMENTO, CA 95833
a true copy of the attached (list documents): CITATION: PA 738148, CITATION:
PA 738154; NTD LC 2101 & NTD LC 2101 (COPY)

I declare under penalty of perjury that the foregoing is true and correct.

Executed on MAY 21, 2024 (date) at SACRAMENTO (city), California.

Jerry McClain (signature)

JERRY MCCLAIN (print name)