

Lea Enriquez



PAGA NOTICE

Labor Code Violations by The Vartazarian Law Firm

October 8, 2025

VIA ONLINE PORTAL

Labor & Workforce Development Agency (LWDA)
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

Dear LWDA,

Pursuant to California Labor Code §2699.3(a), I, Lea Enriquez, am providing this written notice of alleged Labor Code violations by my former employer, The Vartazarian Law Firm, located at [REDACTED]

Employment Summary

I was employed as a Paralegal from August 11, 2025, through October 6, 2025, primarily assisting attorneys Anthony Morales and Dustin Rabi. I was paid a salary of \$110,000, never provided with a 2810.5 notice, was exempted, and worked approximately 15-25 hours of overtime per week.

Labor Code Violations

During my employment, the Firm:

1. Misclassified me as an exempt employee despite performing non-exempt duties pursuant to Labor Code §§515.5, 1194.2 and DIR Section 11040;
2. Failed to pay overtime wages for hours worked beyond 8 per day or 40 per week pursuant to Labor Code §§510, 1194;
3. Failed to provide accurate itemized wage statements pursuant to Labor Code §226;
4. Failed to provide written notice of pay and classification at hire pursuant to Labor Code §2810.5;
5. Failed to pay all final wages at termination pursuant to Labor Code §§201–203.

The above violations affected me and potentially other current and former employees performing similar duties at the Vartazarian Law Firm.

Intent to File PAGA Claim

I intend to pursue civil penalties under Labor Code §2699(f) and related provisions. Pursuant to the law, this notice is provided to give the employer and LWDA an opportunity to investigate or address these violations.

Sincerely,
/s/ Lea Enriquez

Important: Under Labor Code §2699.3(a), a PAGA lawsuit cannot be filed until 65 calendar days after this notice is served on the employer and LWDA.