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MELISSA DAVIS
c/o DIVERSITY LAW GROUP, P.C.
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LOS ANGELES, CALIFORNIA 90071
TELEPHONE (213) 488-6555
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November 3, 2025

VIA ONLINE FILING

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

Re: Davis v. Chancelight, Inc./Spectrum Center Inc.

To Whom It May Concern:

This correspondence shall constitute as my written notice under Labor Code § 2699.3 of my claims against my former employer, Chancelight, Inc./Spectrum Center Inc. ("Defendant" or "the Company"). Specifically, I allege as follows:

1. The Company Violated Labor Code §§ 201-203, 212 and 213 by issuing paycards as payment of final wages to me and other similarly situated aggrieved employees without our authorization or consent as it was the only option for wages to be paid and which were not negotiable and payable in cash, on demand, and without discount at established businesses in the State of California. The Company issued to me and other employees payment of final wages in the form of a paycard as the only method of final wage payment, and without obtaining our authorization or consent, and which required employees to incur fees to use, was not fully cashable, and not usable at all financial institutions. As a result of such violations, the Company failed to pay all wages upon the separation of employment to me and other similarly situated employees as a result of the fees incurred with the use of the paycards. Because of such fees, we did not receive all of our earned wages.

The address for the Company is as follows:

Chancelight, Inc./Spectrum Center Inc.
5201 Virginia Way, Suite 100
Brentwood, TN 37027

Please contact my attorney Larry W. Lee at the above address/phone number if you have any questions regarding this matter.

Sincerely,

DocuSigned by:
Melissa Davis
[redacted]
Melissa Davis

Cc: Chancelight, Inc./Spectrum Center Inc. (via certified mail)