

CURTIS WOOTEN

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May 10, 2023

VIA ON-LINE FILING AND CERTIFIED MAIL TO EMPLOYER

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

Re: *Wooten v. PRIDE Industries*

To Whom It May Concern:

This correspondence shall constitute written notice under Labor Code section 2699.3 of my claims against my former employer, PRIDE Industries (the "Company"). Specifically, I allege that the Company:

1. Violated Labor Code §§ 201-204, 510, 558, 1194, 1197, 1197.1 by not paying proper overtime wages to me and other similarly situated aggrieved employees. Specifically, throughout our employment with the Company, non-exempt employees and I earned non-discretionary remuneration, including but not limited to, shift differential pay. As these items are non-discretionary forms of remuneration, they should have been included in the regular rate of pay for purposes of paying me and other employees our overtime wages. However, whenever the Company paid me and other employees our overtime wages during periods in which we earned such non-discretionary remuneration, the overtime wages were not paid at 1.5 time the regular rate of pay but rather were paid at a lower rate of pay. Further as a result of such violations, the Company violated Labor Code §§ 201-203 by not paying employees all of their wages upon separation of employment due to the underpaid wages and Labor Code § 226(a) as the net/gross wages earned and hours worked shown on the wage statements were inaccurate due to the wage violations set forth above.

2. Violated Labor Code §§ 201-203 by failing to pay me and all similarly situated aggrieved employees our final wages, including vacation wages, at the final regular rate of pay by failing to include all non-discretionary pay into the pay rate calculation. Rather, our final wages, including vacation pay, were paid at a lower rate of pay.

3. Violated Labor Code § 226 by not providing accurate itemized wage statements to me and other similarly situated aggrieved employees whenever shift differential wages were paid. Specifically, whenever such wages were paid, the wage statements failed to identify the accurate total hours worked.

May 10, 2023

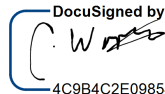
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The address for the Company is:

PRIDE Industries
10030 Foothills Blvd
Roseville, CA 95747

Please contact my attorneys at the address/telephone number listed above if you have any questions regarding this matter.

Sincerely,

DocuSigned by:

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Curtis Wooten

cc: PRIDE Industries (by certified mail)