

AEGIS LAW FIRM, PC

SAMUEL A. WONG, State Bar No. 217104
KASHIF HAQUE, State Bar No. 218672
JESSICA L. CAMPBELL, State Bar No. 280626
ALEX J. VALLE, State Bar No. 334263
Email: avalle@aegislawfirm.com
9811 Irvine Center Drive, Suite 100
Irvine, California 92618
Telephone: (949) 379-6250
Facsimile: (949) 379-6251

Attorneys for Plaintiff Jose Anderson, individually,
and on behalf of all others similarly situated.

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CLARA

JOSE ANDERSON, individually and on
behalf of all others similarly situated,

Plaintiff,

vs.

TOPGOLF PAYROLL SERVICES, LLC;
TOPGOLF INTERNATIONAL, INC.;
TOPGOLF USA EL SEGUNDO, LLC.;
and DOES 1 through 20, inclusive,

Defendants.

Case No. 23CV422616

*Assigned for all purposes to:
Hon. Theodore C. Zayner, Dept. 19*

**FIRST AMENDED COMPLAINT FOR
VIOLATION OF THE CALIFORNIA
LABOR CODE PRIVATE ATTORNEYS
GENERAL ACT OF 2004 (CAL. LAB. CODE
§§ 2698, *ET SEQ.*)**

1 Plaintiff Jose Anderson, individually, and on behalf of other aggrieved employees,
2 alleges as follows:

3 **NATURE OF ACTION AND INTRODUCTORY STATEMENT**

4 1. Plaintiff Jose Anderson (“Plaintiff”) brings this representative action against
5 defendants Topgolf Payroll Services, LLC; Topgolf International, Inc.; Topgolf USA El
6 Segundo, LLC; and DOES 1 through 20, inclusive (collectively, “Defendants”), on behalf of
7 himself individually and on behalf other aggrieved employees who are and were employed by
8 Defendants as non-exempt employees throughout California.

9 2. Defendants provide services and goods throughout California.

10 3. Through this action, Plaintiff alleges that Defendants have engaged in a
11 systematic pattern of wage and hour violations under the California Labor Code and Industrial
12 Welfare Commission (“IWC”) Wage Orders, all of which contribute to Defendants’ deliberate
13 unfair competition.

14 4. Plaintiff is informed and believes, and thereon alleges, that Defendants have
15 increased their profits by violating state wage and hour laws by, among other things:

- 16 (a) failing to pay all wages (including minimum wages and overtime
17 wages);
- 18 (b) issuing wages through payment cards with fees required to obtain cash;
- 19 (c) failing to provide lawful meal periods or compensation in lieu thereof;
- 20 (d) failing to authorize or permit lawful rest breaks or provide compensation
21 in lieu thereof;
- 22 (e) failing to reimburse necessary business-related costs;
- 23 (f) failing to provide accurate itemized wage statements;
- 24 (g) failing to pay all wages due upon separation of employment.

25 5. Plaintiff seeks monetary relief against Defendants on behalf of himself and all
26 others aggrieved employees in California to recover, among other things, civil penalties
27 pursuant to Labor Code §§ 2698 *et seq.*, interest, attorneys’ fees, costs and expenses.
28

JURISDICTION AND VENUE

6. This is a representative action pursuant to Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*) (“PAGA”). The civil penalties sought by Plaintiff exceeds the minimal jurisdictional limits of the Superior Court and will be established according to proof at trial.

7. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, § 10, which grants the Superior Court original jurisdiction in all causes, except those given by statutes to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

8. This Court has jurisdiction over all Defendants because, upon information and belief, they are citizens of California, have sufficient minimum contacts in California, or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by the California courts consistent with traditional notions of fair play and substantial justice.

9. Venue is proper in this Court because, upon information and belief, Defendants reside, transact business, or have offices in this county, or the acts and omissions alleged herein took place in this county.

THE PARTIES

10. Plaintiff is a resident of California and worked for Defendants in California during the relevant time periods as alleged herein.

11. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter mentioned, Defendants were and are subject to the Labor Code and IWC Wage Orders as employers, whose employees were and are engaged throughout this county and the State of California.

12. Plaintiff is unaware of the true names or capacities of the defendants sued herein under the fictitious names DOES 1 through 20, but will seek leave of this Court to amend this Complaint and serve such fictitiously named defendants once their names and capacities become known.

13. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 20 are or were the partners, agents, owners, shareholders, managers, or employees of Defendants at all relevant times.

14. Plaintiff is informed and believes, and thereon alleges, that each defendant acted in all respects pertinent to this action as the agent of the other defendant, carried out a joint scheme, business plan, or policy in all respects pertinent hereto, and the acts of each defendant are legally attributable to the other defendant. Furthermore, defendants in all respects acted as the employer and/or joint employer of Plaintiff and the aggrieved employees.

15. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts and omissions alleged herein were performed by, or are attributable to, Defendants and/or DOES 1 through 20, acting as the agent or alter ego for the other, with legal authority to act on the other's behalf. The acts of any and all Defendants were in accordance with, and represent, the official policy of Defendants.

16. At all relevant times, Defendants, and each of them, acted within the scope of such agency or employment, or ratified each and every act or omission complained of herein. At all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of each and all the other Defendants in proximately causing the damages herein alleged.

17. Plaintiff is informed and believes, and thereon alleges, that each of said Defendants is in some manner intentionally, negligently, or otherwise responsible for the acts, omissions, occurrences, and transactions alleged herein.

GENERAL ALLEGATIONS

18. At all relevant times mentioned herein, Defendants employed Plaintiff and other California residents as non-exempt employees at Defendants' California business location(s).

19. Defendant employed Plaintiff as a non-exempt employee at Defendants' California business location.

20. Defendants continue to employ non-exempt employees within California.

21. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendants were advised by skilled lawyers, employees, and other professionals

1 who were knowledgeable about California's wage and hour laws, employment and personnel
2 practices, and the requirements of California law.

3 22. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
4 should have known that Plaintiff and other aggrieved employees were entitled to receive wages
5 for all time worked (including minimum, sick, vacation, and overtime wages) and that they
6 were not receiving all wages earned for work that was required to be performed. In violation of
7 the Labor Code and IWC Wage Orders, Plaintiff and other aggrieved employees were not paid
8 all wages (including minimum wages and overtime wages) for all hours worked at the correct
9 rate of pay.

10 23. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
11 should have known that Plaintiff and other aggrieved employees were entitled to receive all
12 required meal periods or payment of one (1) additional hour of pay at Plaintiff's and other
13 aggrieved employees' regular rate of pay when they did not receive a timely, uninterrupted
14 meal period. In violation of the Labor Code and IWC Wage Orders, Plaintiff and other
15 aggrieved employees did not receive all meal periods or payment of one (1) additional hour of
16 pay at Plaintiff's and other aggrieved employees' regular rate of pay when they did not receive
17 a timely, uninterrupted meal period.

18 24. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
19 should have known that Plaintiff and other aggrieved employees were entitled to receive all rest
20 breaks or payment of one (1) additional hour of pay at Plaintiff's and other aggrieved
21 employees' regular rate of pay when a rest break was missed. In violation of the Labor Code
22 and IWC Wage Orders, Plaintiff and other aggrieved employees did not receive all rest breaks
23 or payment of one (1) additional hour of pay at Plaintiff's and other aggrieved employees'
24 regular rate of pay when a rest break was missed.

25 25. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
26 should have known that Plaintiff and other aggrieved employees were entitled to
27 reimbursement and/or indemnification for all necessary business expenditures or losses as a
28 direct consequence of the discharge of their duties, or of their obedience to the directions of

1 Defendants. In violation of the Labor Code and IWC Wage Orders, Plaintiff and other
2 aggrieved employees incurred necessary business expenses or losses, but were not reimbursed
3 nor indemnified of such expenses or losses that were incurred as a direct consequence of the
4 discharge of their duties, or of their obedience to the directions of Defendants.

5 26. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
6 should have known that Plaintiff and other aggrieved employees were entitled to receive
7 itemized wage statements that accurately showed the following information pursuant to the
8 Labor Code: (1) gross wages earned; (2) total hours worked by the employee; (3) the number of
9 piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate
10 basis; (4) all deductions, provided that all deductions made on written orders of the employee
11 may be aggregated and shown as one item; (5) net wages earned; (6) the inclusive dates of the
12 period for which the employee is paid; (7) the name of the employee and only the last four
13 digits of his or her social security number or an employee identification number other than a
14 social security number; (8) the name and address of the legal entity that is the employer; and
15 (9) all applicable hourly rates in effect during the pay period and the corresponding number of
16 hours worked at each hourly rate by the employee. In violation of the Labor Code, Plaintiff and
17 other aggrieved employees were not provided with accurate itemized wage statements. Plaintiff
18 is also informed and believes, and thereon alleges, that Defendants knew or should have known
19 that the aggrieved employees were entitled to wage statements and that Defendants were
20 required to keep records as required by the Labor Code. In violation of the Labor Code,
21 Defendants failed to provide wage statements to the aggrieved employees and/or failed to keep
22 required records as required by Labor Code § 226(a).

23 27. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
24 should have known that the aggrieved employees were entitled to timely payment of wages due
25 upon separation of employment. In violation of the Labor Code, the aggrieved employees did
26 not receive payment of all wages within permissible time periods.

27 28. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
28 should have known that the aggrieved employees were entitled to be paid all wages earned at

1 least twice during each calendar month, on days designated in advance by Defendants as the
2 regular paydays. In violation of the Labor Code, the aggrieved employees did not receive
3 payment of all wages earned twice per month, because Defendant did not pay the aggrieved
4 employees all wages on time, or any outstanding wages not paid as a result of the violations
5 alleged herein.

6 29. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or
7 should have known they had a duty to compensate Plaintiff and other aggrieved employees, and
8 Defendants had the financial ability to pay such compensation but willfully, knowingly, and
9 intentionally failed to do so in order to increase Defendants' profits.

10 30. Therefore, Plaintiff brings this lawsuit seeking monetary and injunctive relief
11 against Defendants on behalf of herself and all other aggrieved employees to recover, among
12 other things, unpaid wages, unpaid meal period premium payments, unpaid rest period
13 premium payments, interest, attorneys' fees, penalties, costs, and expenses.

14 **FIRST CAUSE OF ACTION**

15 **ENFORCEMENT OF LABOR CODE §§ 2698 ET SEQ. ("PAGA")**

16 31. Plaintiff re-alleges and incorporates by reference the previous paragraphs as
17 though fully set forth herein.

18 32. Pursuant to Labor Code § 2699(a), any provision of the Labor Code that provides
19 for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency
20 ("LWDA") or any of its departments, divisions, commissions, boards, agencies, or employees for
21 violation of the Labor Code may, as an alternative, be recovered through a civil action brought by
22 an aggrieved employee on behalf of himself or herself and other current or former employees
23 pursuant to the procedures specified in Labor Code § 2699.3.

24 33. For all provisions of the Labor Code except those for which a civil penalty is
25 specifically provided, Labor Code § 2699(f) imposes upon Defendants a civil penalty of one
26 hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and
27 two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent pay
28 period in which Defendants violated these provisions of the Labor Code.

1 34. Defendants' conduct violates numerous Labor Code sections, including, but not
2 limited to, the following:

3 (a) violation of Labor Code §§ 201, 202, 203, 204, 227.3, 246 510, 1194, 1194.2,
4 1197, 1197.1, and 1198 for failure to timely pay all earned wages (including minimum,
5 sick, vacation, and overtime wages) owed to Plaintiff and other aggrieved employees
6 during employment and upon separation of employment as herein alleged;

7 (b) violation of Labor Code §§ 226.7 and 512 for failure to provide meal periods to
8 Plaintiff and other aggrieved employees and failure to pay premium wages for missed
9 meal periods as herein alleged;

10 (c) violation of Labor Code § 226.7 for failure to permit rest breaks to Plaintiff and
11 other aggrieved employees and failure to pay premium wages for missed rest periods as
12 herein alleged;

13 (d) violation of Labor Code §§ 2800 and 2802 for failure to reimburse business
14 expenses;

15 (e) violation of Labor Code § 226 for failure to provide accurate itemized wage
16 statements to Plaintiff and other aggrieved employees as herein alleged; and

17 (f) violation of Labor Code §§ 1174 and 1174.5 for failure to maintain accurate and
18 complete records showing, among other things, the hours worked daily and the wages
19 paid to aggrieved employees as herein alleged.

20 35. Plaintiff is an "aggrieved employee" because he was employed by the alleged
21 violator and had one or more of the violations committed against him, and therefore is properly
22 suited to represent the interests of all other aggrieved employees.

23 36. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3
24 as to Defendants and is therefore able to pursue a claim for penalties on behalf of himself and
25 all other aggrieved employees under PAGA.

26 37. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to
27 recover civil penalties in addition to other remedies, for violation of the Labor Code sections
28 cited above.

1 38. For bringing this action, Plaintiff is entitled to attorneys' fees and costs incurred
2 herein.

3 **PRAYER FOR RELIEF**

4 Plaintiff, on his own behalf and on behalf of all others similarly situated, prays for relief
5 and judgment against Defendants, jointly and severally, as follows:

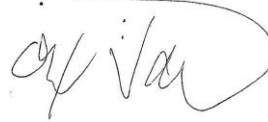
6 1. For civil penalties against Defendants on behalf of all aggrieved employees and
7 the LWDA pursuant to Labor Code § 2698, *et seq.*;

8 2. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by
9 law, including, but not limited to, Code of Civil Procedure § 1021.5 and Labor Code § 2698 *et*
10 *seq.*; and;

11 3. For such other relief as the Court deems just and proper.

12
13 Dated: May 17, 2024

AEGIS LAW FIRM, PC

14 

15
16 By: _____
17 Alex J. Valle
18 Attorneys for Plaintiff Jose Anderson
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1 **CERTIFICATE OF SERVICE**

2 I, the undersigned, am employed in the County of Orange, State of California. I am over
3 the age of 18 and not a party to the within action; am employed with Aegis Law Firm PC and
my business address is 9811 Irvine Center Drive, Suite 100, Irvine, California 92618.

4 On May 17, 2024, I served the foregoing document(s) entitled:

5 **FIRST AMENDED COMPLAINT FOR VIOLATION OF THE CALIFORNIA**
6 **LABOR CODE PRIVATE ATTORNEYS GENERAL ACT OF 2004 (CAL. LAB.**
7 **CODE §§ 2698, ET SEQ.)**

8 on all the appearing and/or interested parties in this action by delivering ☐ *the original* ☒ *a true*
9 *copy* thereof on the party(ies) addressed below as follows:

10 Michael J. Nader
11 Alexandra M. Asterlin
12 Paul M. Smith
13 **OGLETREE, DEAKINS, NASH,**
14 **SMOAK & STEWART, P.C.**
15 500 Capitol Mall, Suite 2500
16 Sacramento, CA 95814
Michael.nader@ogletree.com
Alexandra.asterlin@ogletree.com
Paul.smith@ogletree.com
maria.davis@ogletreedekins.com
Noreen.witt@ogletree.com

17 *Attorneys for Defendants:*
18 Topgolf Payroll Services, LLC, Topgolf International, Inc.,
Topgolf USA El Segundo, LLC

19 ☐ **(BY MAIL)** I am readily familiar with the firm's practice of collection and processing
20 correspondence for mailing. Under that practice it would be deposited with the U.S.
21 Postal Service on that same day with postage thereon fully prepaid at Irvine, California
22 in the ordinary course of business. I am aware that on motion of the party served, service
is presumed invalid if postage cancellation date or postage meter date is more than one
day after date of deposit for mailing this affidavit. (*Cal Code Civ. Proc.* § 1013(a); *Fed.*
R. Civ. Proc. 5(a); *Fed. R. Civ. Proc.* 5(c).)

23 ☐ **(BY OVERNIGHT MAIL)** I am personally and readily familiar with the business
24 practice of Aegis Law Firm PC for collection and processing correspondence for
25 overnight delivery, and I caused such document(s) described herein to be deposited for
delivery to a facility regularly maintained Federal Express for overnight delivery. (*Cal*
Code Civ. Proc. § 1013(c); *Fed. R. Civ. Proc.* 5(c).)

26 ☒ **(BY ELECTRONIC TRANSMISSION)** I caused said document(s) to be served via
27 electronic transmission via the above listed email addresses on the date below. (*Cal.*
Code Civ. Proc. § 1010.6(6); *Fed. R. Civ. Proc.* 5(b)(2)(E); *Fed. R. Civ. Proc.* 5(b)(3).)

☐ **(BY PERSONAL SERVICE)** I delivered the foregoing document by hand delivery to the addressed named above. (*Cal Code Civ. Proc. § 1011; Fed. R. Civ. Proc. 5(b)(2)(A).*)

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

Executed on May 17, 2024, at Irvine, California.



Jacquelyn Enciso