

MELANIE SIAROT
c/o DIVERSITY LAW GROUP, P.C.
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March 4, 2026

VIA ONLINE FILING

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

Re: Siarot v. ABM Industry Groups, LLC

To Whom It May Concern:

This correspondence shall constitute as my written notice under Labor Code § 2699.3 of my claims against my employer, ABM Industry Groups, LLC (“Defendant” or “the Company”). Specifically, I allege as follows:

1. Violated Labor Code §§ 201-204, 510, 558, 1194, 1197, 1197.1 by not paying proper minimum and overtime wages to me and other similarly situated aggrieved employees. Specifically, while the California minimum wage is \$16.90 per hour, I and other employees were paid below such hourly rates. Similarly, when we worked overtime, the overtime wages were not paid at least 1.5 times the minimum wage rate. 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 the applicable rates of pay shown on the wage statements were inaccurate due to the wage violations set forth above.

The address for the Company is as follows:

ABM Industry Groups, LLC
14141 Southwest Fwy, Suite 425
Sugar Land, TX 77478

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

Sincerely,

DocuSigned by:

FEC8810D5BBF4CF...
Melanie Siarot

Cc: ABM Industry Groups, LLC (via certified mail)