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March 31, 2026

SUBMITTED VIA PAGA FILING

California Labor and Workforce Development Agency
Attn: PAGA Administrator
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

*Re: **Tsang Han Wang adv. Dream Team Real Estate Consultants, Inc.**
 PAGA Notice Pursuant to California Labor Code Section 2699.3, et seq.*

Gentlepersons:

My firm represents Dream Team Real Estate Consultants, Inc. (“Dream Team”). My firm was just copied on a letter sent to the Agency by a Tsang Han Wang. Mr. Wang was never employed by Dream Team. He filled out an employment application for work with Dream Team. Dream Team determined he did not meet their employment criteria and he was not hired.

In order to be able to file a PAGA claim, the individual must be an “aggrieved employee.” Mr. Wang is not an aggrieved employee.

Under the Agency’s definition of who is eligible to be an aggrieved employee the Agency requires: “For PAGA notices filed on or after June 19, 2024, any current or former employee who has experienced each of the Labor Code violations alleged may file a PAGA lawsuit. An employee represented by a non-profit legal service organization that litigated PAGA actions in court for at least five years before January 1, 2025, may file a PAGA lawsuit if the employee experienced at least one of the violations alleged.”

Labor code section 2699c)(1) States: “{For purposes of this part, “aggrieved employee”} means any person who was employed by the alleged violator and personally suffered each of the violations alleged during the period prescribed under Section 340 of the Code of Civil Procedure, except that for purposes of actions brought pursuant to paragraph (2), “aggrieved employee” means any person who was employed by the alleged violator against whom one or more of the alleged violations was committed within the period prescribed under Section 340 of the Code of Civil Procedure.”

Mr. Wang was **NEVER** an employee and therefore lacks any standing to even purport to assert a PAGA Claim. A job applicant cannot bring nor assert a PAGA Claim under California law.

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Furthermore, even assuming for a moment that Mr. Wang could validly assert a PAGA claim, his purported Notice is defective: “The notice must specify the section(s) of the Labor Code alleged to have been violated and must include sufficient facts and legal theories to support each alleged violation. It is not enough to merely recite or rephrase the law or code section(s) or make conclusory statements without factual support. The notice must give enough information about the alleged violations to allow LWDA to investigate them and provide employers the opportunity to correct, or cure, them in certain circumstances.”

Mr. Wang’s Notice fails to state facts sufficient to allow the Agency to conduct an investigation. Mr. Wang’s Notice details allegations that are beyond the scope of the Agency’s jurisdiction.

Lastly, Mr. Wang’s alleged complaints are not the proper subject of a PAGA claim or Action: PAGA claims include the: failure to pay minimum wage or overtime; missing or non-compliant meal and rest periods; inaccurate or incomplete wage statement; failure to reimburse employees for business expenses; unlawful deductions from an employee’s pay; and/or health and safety violations regulated by Cal/OSHA. None of Mr. Wang’s alleged complaints fall within these Labor or Health and Safety Codes.

Dream Team also wants the Agency to know that Mr. Wang’s claims are untrue. Mr. Wang was not a suitable candidate to join Dream Team for a variety of legitimate reasons and was not hired.

The Agency should dismiss, disregard, deny, and/or discard his Notice and Claim and take no further action. Please feel free to contact me if you require any additional information.

Very truly yours,

ADAMSKI MOROSKI MADDEN
CUMBERLAND & GREEN LLP



JEFFREY A. HACKER

JAH/ec
CC: Carrick J. Meyers, Esq.