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Assigned for All Purposes:
Judge Randall J. Sherman
Dept. CX105

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

ANDREA GARCIA SCHMIDT,
individually, and on behalf of other
members of the general public similarly
situated and on behalf of other aggrieved
employees pursuant to the California Private
Attorneys General Act;

Plaintiff,

vs.

IN STEPPS, INC., a California corporation;
and DOES 1 through 100, inclusive;

Defendants.

Case No. 30-2022-01279489-CU-OE-CXC

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES AND
ENFORCEMENT UNDER THE
PRIVATE ATTORNEYS GENERAL
ACT, CALIFORNIA § 2698, ET SEQ.**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Failure to Pay Wages Including, *Inter Alia* Minimum Wages)
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment);
- (7) Violation of California Labor Code §

- 226(a) (Non-Compliant Wage Statements);
(8) Violation of California Labor Code § 1174(d) (Failure To Keep Requisite Payroll Records);
(9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
(10) Violation of California Business & Professions Code §§ 17200, et seq.
(11) Violation of California Labor Code § 2698, et seq. (Private Attorneys General Act of 2004)

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff ANDREA GARCIA SCHMIDT (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the California Code of Civil Procedure section 382, and the representative cause of action under PAGA is brought pursuant to California Labor Code section 2968, et seq. The monetary damages, restitution, and statutory and civil penalties sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

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

3. This Court has jurisdiction over Defendant because, upon information and

1 belief, Defendant is a citizen of California, has sufficient minimum contacts in California, or
2 otherwise intentionally avails itself of the California market so as to render the exercise of
3 jurisdiction over it by California courts consistent with traditional notions of fair play and
4 substantial justice.

5 4. Venue is proper in this Court because, upon information and belief, Defendant
6 maintains offices, has agents, employs individuals and/or transacts business in the State of
7 California, County of Orange. The majority of acts and omissions alleged herein relating to
8 Plaintiff, the other class members, and the other aggrieved employees took place in the State of
9 California, including the County of Orange. At all relevant times, Defendant maintained its
10 headquarters/“nerve center” within the State of California, County of Orange.

11 **PARTIES**

12 5. Plaintiff ANDREA GARCIA SCHMIDT is an individual residing in the State of
13 California.

14 6. Defendant IN STEPPS, INC., at all times herein mentioned, was and is, upon
15 information and belief, a California corporation and, at all times herein mentioned, an
16 employer whose employees are engaged throughout the State of California, including the
17 County of Orange.

18 7. At all relevant times, Defendant IN STEPPS, INC was the “employer” of
19 Plaintiff within the meaning of all applicable California laws and statutes.

20 8. At all times herein relevant, Defendants IN STEPPS, INC and DOES 1 through
21 100, and each of them, were the agents, partners, joint venturers, joint employers,
22 representatives, servants, employees, successors-in-interest, co-conspirators and/or assigns,
23 each of the other, and at all times relevant hereto were acting within the course and scope of
24 their authority as such agents, partners, joint venturers, representatives, servants, employees,
25 successors, co-conspirators and/or assigns, and all acts or omissions alleged herein were duly
26 committed with the ratification, knowledge, permission, encouragement, authorization and/or
27 consent of each defendant designated as a DOE herein.

28 9. The true names and capacities, whether corporate, associate, individual or

otherwise, of defendants DOES 1 through 100, inclusive, are unknown to Plaintiff who sues said defendants by such fictitious names. Plaintiff is informed and believes, and based on that information and belief alleges, that each of the defendants designated as a DOE is legally responsible for the events and happenings referred to in this Complaint, and unlawfully caused the injuries and damages to Plaintiff, the other class members, and the other aggrieved employees as alleged in this Complaint. Plaintiff will seek leave of court to amend this Complaint to show the true names and capacities when the same have been ascertained.

10. Defendant IN STEPPS, INC and DOES 1 through 100 will hereinafter collectively be referred to as “Defendants.”

11. Plaintiff further alleges that Defendants, directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiff, the other class members, and the aggrieved employees so as to make each of said Defendants employers liable under the statutory provisions set forth herein.

CLASS ACTION ALLEGATIONS

12. Plaintiff brings this action on her own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under California Code of Civil Procedure section 382.

13. The proposed class is defined as follows:

All current and former hourly-paid or non-exempt employees who worked for any of the Defendants within the State of California at any time during the period from September 7, 2018 to final judgment and who reside in California.

14. Plaintiff reserves the right to establish subclasses as appropriate.

15. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiff at this time; however, the class is estimated to be greater than fifty (50) individuals and the identity of such membership is

1 readily ascertainable by inspection of Defendants' employment records.

- 2 b. Typicality: Plaintiff's claims are typical of all other class members' as
3 demonstrated herein. Plaintiff will fairly and adequately protect the
4 interests of the other class members with whom she has a well-defined
5 community of interest.
- 6 c. Adequacy: Plaintiff will fairly and adequately protect the interests of
7 each class member, with whom she has a well-defined community of
8 interest and typicality of claims, as demonstrated herein. Plaintiff has no
9 interest that is antagonistic to the other class members. Plaintiff's
10 attorneys, the proposed class counsel, are versed in the rules governing
11 class action discovery, certification, and settlement. Plaintiff has
12 incurred, and during the pendency of this action will continue to incur,
13 costs and attorneys' fees, that have been, are, and will be necessarily
14 expended for the prosecution of this action for the substantial benefit of
15 each class member.
- 16 d. Superiority: A class action is superior to other available methods for the
17 fair and efficient adjudication of this litigation because individual joinder
18 of all class members is impractical.
- 19 e. Public Policy Considerations: Certification of this lawsuit as a class
20 action will advance public policy objectives. Employers of this great
21 state violate employment and labor laws every day. Current employees
22 are often afraid to assert their rights out of fear of direct or indirect
23 retaliation. However, class actions provide the class members who are
24 not named in the complaint anonymity that allows for the vindication of
25 their rights.

26 16. There are common questions of law and fact as to the class members that
27 predominate over questions affecting only individual members. The following common
28 questions of law or fact, among others, exist as to the members of the class:

- a. Whether Defendants' failure to pay wages, without abatement or reduction, in accordance with the California Labor Code, was willful;
- b. Whether Defendants' had a corporate policy and practice of failing to pay their hourly-paid or non-exempt employees within the State of California for all hours worked and for non-compliant meal and rest periods (i.e., short, late, interrupted, and/or missed meal periods and rest periods) in violation of California law;
- c. Whether Defendants required Plaintiff and the other class members to work over eight (8) hours per day and/or over forty (40) hours per week, and failed to pay the legally required overtime compensation to Plaintiff and the other class members;
- d. Whether Defendants deprived Plaintiff and the other class members of meal and/or rest periods or required Plaintiff and the other class members to work during meal and/or rest periods without compensation;
- e. Whether Defendants failed to pay minimum wages to Plaintiff and the other class members for all hours worked;
- f. Whether Defendants failed to pay all wages due to Plaintiff and the other class members within the required time upon their discharge or resignation;
- g. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class members during their employment;
- h. Whether Defendants complied with wage reporting as required by the California Labor Code; including, *inter alia*, section 226;
- i. Whether Defendants kept complete and accurate payroll records as required by the California Labor Code, including, *inter alia*, section 1174(d);
- j. Whether Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses and costs;

- k. Whether Defendants' conduct was willful or reckless;
- l. Whether Defendants engaged in unfair business practices in violation of California Business & Professions Code section 17200, et seq.;
- m. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- n. Whether Plaintiff and the other class members are entitled to compensatory damages pursuant to the California Labor Code.

PAGA ALLEGATIONS

17. At all times herein set forth, PAGA was applicable to Plaintiff's employment by Defendants.

18. At all times herein set forth, PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty to be assessed and collected by the Labor and Workforce Development Agency ("LWDA") for violations of the California Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of herself and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

19. Pursuant to PAGA, a civil action under PAGA may be brought by an "aggrieved employee," who is any person that was employed by the alleged violator and against whom one or more of the alleged violations was committed.

20. Plaintiff was employed by Defendants and the alleged violations were committed against her during her time of employment, and she is, therefore, an aggrieved employee. Plaintiff and the other employees are "aggrieved employees" as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations were committed against them.

22. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee, including Plaintiff, may pursue a civil action arising under PAGA after the following requirements have been met:

- a. The aggrieved employee shall give written notice by online submission

(hereinafter “Employee’s Notice”) to the Labor and Workforce Development Agency (herein “LWDA”) and the employer of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

b. The LWDA shall provide notice (herein “LWDA Notice”) to the employer and the aggrieved employee by certified mail that it does not intend to investigate the alleged violation within sixty (60) calendar days of the postmark date of the Employee’s Notice. Upon receipt of the LWDA Notice, or if the LWDA Notice is not provided within sixty-five (65) calendar days of the postmark date of the Employee’s Notice, the aggrieved employee may commence civil action pursuant to California Labor Code section 2699 to recover civil penalties in addition to any other penalties or relief to which the employee may be entitled.

23. On September 7, 2023, Plaintiff ANDREA GARCIA SCHMIDT provided written notice by online submission to the LWDA and by U.S. Certified Mail to Defendant IN STEPPS, INC. of the specific provisions of the California Labor Code alleged to have been violated, including the facts and theories to support the alleged violations. Plaintiff has not received a LWDA Notice within sixty-five (65) calendar days of the date of Plaintiff’s notice.

24. Therefore, Plaintiff has satisfied the administrative prerequisites under California Labor Code section 2699.3(a) to recover civil penalties against Defendants, in addition to other remedies, for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and Industrial Welfare Commission Wage Orders.

GENERAL ALLEGATIONS

21. At all relevant times set forth herein, Defendants employed Plaintiff, the other class members, and the other aggrieved employees as hourly-paid or non-exempt employees in the State of California, including the County of Orange.

22. Defendants, jointly and severally, employed Plaintiff as an hourly-paid, non-

1 exempt employee, from approximately August 2019 to approximately April 2020 in the State
2 of California, County of Orange.

3 23. Defendants hired Plaintiff, the other class members, and the other aggrieved
4 employees and classified them as hourly-paid or non-exempt employees, and failed to
5 compensate them for all hours worked and missed, late, short, and/or interrupted meal periods
6 and/or rest breaks.

7 24. Defendants had the authority to hire and terminate Plaintiff, the other class
8 members, and the other aggrieved employees, to set work rules and conditions governing
9 Plaintiff's, the other class members, and the other aggrieved employees' employment, and to
10 supervise their daily employment activities.

11 25. Defendants exercised sufficient authority over the terms and conditions of
12 Plaintiff's, the other class members, and the other aggrieved employees' employment for them
13 to be joint employers of Plaintiff, the other class members, and the other aggrieved employees.

14 26. Defendants directly hired and paid wages and benefits to Plaintiff, the other
15 class members, and the other aggrieved employees.

16 27. Defendants continue to employ hourly-paid or non-exempt employees within the
17 State of California.

18 28. Plaintiff, the other class members and the other aggrieved employees worked
19 over eight (8) hours in a day, and/or forty (40) hours in a week during their employment with
20 Defendants.

21 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
22 engaged in a pattern and practice of wage abuse against Plaintiff, the other class members, and
23 the other aggrieved employees. This pattern and practice involved, *inter alia*, failing to pay them
24 for all regular and/or overtime wages earned and for non-compliant (short, late, interrupted, and
25 altogether missed) meal periods and rest breaks in violation of California law.

26 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
27 knew or should have known that Plaintiff, the other class members, and the other aggrieved
28 employees were entitled to receive certain wages for overtime compensation and that they

1 were not receiving accurate overtime compensation for all overtime hours worked.

2 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
3 failed to provide Plaintiff, the other class members, and the other aggrieved employees all
4 required rest and meal periods during the relevant time period as required under the Industrial
5 Welfare Commission Wage Orders and thus they are entitled to any and all applicable
6 penalties.

7 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 knew or should have known that Plaintiff, the other class members, and the other aggrieved
9 employees were entitled to receive all meal periods or payment of one additional hour of pay at
10 Plaintiff's, the other class member's and the other aggrieved employee's regular rate of pay
11 when a meal period was non-compliant (missed, short, late or interrupted), and they did not
12 receive all meal periods or payment of one additional hour of pay at Plaintiff's, the other class
13 member's, and the other aggrieved employee's regular rate of pay when a meal period was
14 missed.

15 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
16 knew or should have known that Plaintiff, the other class members, and the other aggrieved
17 employees were entitled to receive all rest periods or payment of one additional hour of pay at
18 Plaintiff's, the other class member's and the other aggrieved employee's regular rate of pay
19 when a rest period was non-compliant (missed, short, late or interrupted), and they did not
20 receive all rest periods or payment of one additional hours of pay at Plaintiff's, the other class
21 members, and the other aggrieved employee's regular rate of pay when a meal period was
22 missed.

23 34. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff, the other class members, and the other aggrieved
25 employees were entitled to receive at least minimum wages for compensation and that they
26 were not receiving at least minimum wages for all hours worked.

27 35. Plaintiff is informed and believes, and based thereon alleges, that Defendants
28 knew or should have known Plaintiff, the other class members, and the other aggrieved

employees were entitled to receive all wages owed to them upon discharge or resignation, including overtime and minimum wages and meal and rest period premiums, and they did not, in fact, receive all such wages owed to them at the time of their discharge or resignation..

36. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Plaintiff, the other class members, and aggrieved employees were entitled to receive all wages owed to them during their employment. Plaintiff, the other class members and the other aggrieved employees did not receive payment of all wages, including overtime and minimum wages and meal and rest period premiums, within any time permissible under California Labor Code section 204..

37. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Plaintiff, the other class members and the other aggrieved employees were entitled to receive complete and accurate wage statements in accordance with California law, but, in fact, they did not receive complete and accurate wage statements from Defendants. The deficiencies included, *inter alia*, the failure to include the total number of hours worked by Plaintiff and the other class members.

38. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Defendants had to keep complete and accurate payroll records for Plaintiff and the other class members in accordance with California law, but, in fact, did not keep complete and accurate payroll records.

39. Plaintiff is informed and believes, and based thereon alleges, that Defendants knew or should have known that Plaintiff, the other class members, and the other aggrieved employees were entitled to reimbursement for necessary business-related expenses.

40. Plaintiff is informed and believes, and based thereon alleges, Defendants knew or should have known that they had a duty to compensate Plaintiff, the other class members and the other aggrieved employees pursuant to California law, and that Defendants had the financial ability to pay such compensation, but willfully, knowingly, and intentionally failed to do so, and falsely represented to Plaintiff, the other class members and the other aggrieved employees that they were properly denied wages, all in order to increase Defendants' profits.

1 41. During the relevant time period, Defendants failed to pay overtime wages to
2 Plaintiff, the other class members and the other aggrieved employees for all overtime hours
3 worked. Plaintiff and the other class members were required to work more than eight (8) hours
4 per day and/or forty (40) hours per week without overtime compensation for all overtime hours
5 worked.

6 42. During the relevant time period, Defendants failed to provide all requisite
7 uninterrupted meal and rest periods to Plaintiff, the other class members, and the other
8 aggrieved employees.

9 43. During the relevant time period, Defendants failed to pay Plaintiff, other class
10 members, and the other aggrieved employees at least minimum wages for all hours worked.

11 44. During the relevant time period, Defendants failed to pay Plaintiff, the other
12 class members, and the other aggrieved employees all wages owed to them upon discharge or
13 resignation.

14 45. During the relevant time period, Defendants failed to pay Plaintiff, the other
15 class members, and the other aggrieved employees all wages within any time permissible under
16 California law, including, *inter alia*, California Labor Code section 204.

17 46. During the relevant time period, Defendants failed to provide complete or
18 accurate wage statements to Plaintiff, the other class members, and the other aggrieved
19 employees.

20 47. During the relevant time period, Defendants failed to keep complete or accurate
21 payroll records for Plaintiff, the other class members and the other aggrieved employees.

22 48. During the relevant time period, Defendants failed to reimburse Plaintiff, the
23 other class members, and the other aggrieved employees for all necessary business-related
24 expenses and costs.

25 49. During the relevant time period, Defendants failed to properly compensate
26 Plaintiff, the other class members, and the other aggrieved employees pursuant to California
27 law in order to increase Defendants' profits.

28 50. California Labor Code section 218 states that nothing in Article 1 of the Labor

Code shall limit the right of any wage claimant to “sue directly . . . for any wages or penalty due to him [or her] under this article.”

FIRST CAUSE OF ACTION

(Violation of California Labor Code §§ 510 and 1198)

(Against IN STEPPS, INC. and DOES 1 through 100)

51. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 50, and each and every part thereof with the same force and effect as though fully set forth herein.

52. California Labor Code section 1198 and the applicable Industrial Welfare Commission (“IWC”) Wage Order provide that it is unlawful to employ persons without compensating them at a rate of pay either time-and-one-half or two-times that person’s regular rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

53. Specifically, the applicable IWC Wage Order provides that Defendants are and were required to pay Plaintiff and the other class members employed by Defendants, and working more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek.

54. The applicable IWC Wage Order further provides that Defendants are and were required to pay Plaintiff and the other class members overtime compensation at a rate of two times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

55. California Labor Code section 510 codifies the right to overtime compensation at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of work, and to overtime compensation at twice the regular hourly rate for hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

56. During the relevant time period, Plaintiff and the other class members worked in

1 excess of eight (8) hours in a day and/or in excess of forty (40) hours in a week.

2 57. During the relevant time period, Defendants intentionally and willfully failed to
3 pay overtime wages owed to Plaintiff and the other class members.

4 58. Defendants' failure to pay Plaintiff and the other class members the unpaid
5 balance of overtime compensation, as required by California laws, violates the provisions of
6 California Labor Code sections 510 and 1198, and is therefore unlawful.

7 59. Pursuant to California Labor Code section 1194, Plaintiff and the other class
8 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
9 attorneys' fees.

10 **SECOND CAUSE OF ACTION**

11 **(Violation of California Labor Code §§ 226.7 and 512(a))**

12 **(Against IN STEPPS, INC. and DOES 1 through 100)**

13 60. Plaintiff incorporates by reference the allegations contained in paragraphs 1
14 through 59, and each and every part thereof with the same force and effect as though fully set
15 forth herein.

16 61. At all relevant times, the IWC Order and California Labor Code sections 226.7
17 and 512(a) were applicable to Plaintiff's and the other class members' employment by
18 Defendants.

19 62. At all relevant times, California Labor Code section 226.7 provides that no
20 employer shall require an employee to work during any meal or rest period mandated by an
21 applicable order of the California IWC.

22 63. At all relevant times, the applicable IWC Wage Order and California Labor
23 Code section 512(a) provide that an employer may not require, cause or permit an employee to
24 work for a work period of more than five (5) hours per day without providing the employee
25 with a meal period of not less than thirty (30) minutes, except that if the total work period per
26 day of the employee is no more than six (6) hours, the meal period may be waived by mutual
27 consent of both the employer and employee.

28 64. At all relevant times, the applicable IWC Wage Order and California Labor

Code section 512(a) further provide that an employer may not require, cause or permit an employee to work for a work period of more than ten (10) hours per day without providing the employee with a second uninterrupted meal period of not less than thirty (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.

65. During the relevant time period, Plaintiff and the other class members who were scheduled to work for a period of time no longer than six (6) hours, and who did not waive their legally-mandated meal periods by mutual consent, were required to work for periods longer than five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or rest period.

66. During the relevant time period, Plaintiff and the other class members who were scheduled to work for a period of time in excess of six (6) hours were required to work for periods longer than five (5) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or rest period.

67. During the relevant time period, Defendants intentionally and willfully required Plaintiff and the other class members to work during meal periods and failed to compensate Plaintiff and the other class members the full meal period premium for work performed during meal periods.

68. During the relevant time period, Defendants failed to pay Plaintiff and the other class members the full meal period premium due pursuant to California Labor Code section 226.7.

69. Defendants' conduct violates applicable IWC Wage Order and California Labor Code sections 226.7 and 512(a).

70. Pursuant to applicable IWC Wage Order and California Labor Code section 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each work day that the meal or rest period is not provided.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against IN STEPPS, INC. and DOES 1 through 100)

71. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 70, and each and every part thereof with the same force and effect as though fully set forth herein.

72. At all times herein set forth, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiff's and the other class members' employment by Defendants.

73. At all relevant times, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC.

74. At all relevant times, the applicable IWC Wage Order provides that "[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period" and that the "rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily work time is less than three-and-one-half (3 ½) hours.

75. During the relevant time period, Defendants required Plaintiff and other class members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

76. During the relevant time period, Defendants willfully required Plaintiff and the other class members to work during rest periods and failed to pay Plaintiff and the other class members the full rest period premium for work performed during rest periods.

77. During the relevant time period, Defendants failed to pay Plaintiff and the other class members the full rest period premium due pursuant to California Labor Code section 226.7.

78. Defendants' conduct violates applicable IWC Wage Orders and California

Labor Code section 226.7.

79. Pursuant to the applicable IWC Wage Orders and California Labor Code section 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at the employees' regular hourly rate of compensation for each work day that the rest period was not provided.

FOURTH CAUSE OF ACTION

(Violation of California Labor Code §§ 1194, 1197, and 1197.1)

(Against IN STEPPS, INC.. and DOES 1 through 100)

80. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 79, and each and every part thereof with the same force and effect as though fully set forth herein.

81. At all relevant times, California Labor Code sections 1194, 1197, and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

82. During the relevant time period, Defendants failed to pay minimum wages to Plaintiff and the other class members as required, pursuant to California Labor Code sections 1194, 1197 and 1197.1.

83. Defendants' failure to pay Plaintiff and the other class members the minimum wage as required violates California Labor Code sections 1194, 1197, and 1197.1. Pursuant to those sections Plaintiff and the other class members are entitled to recover the unpaid balance of their unpaid wage compensation as well as interest, costs, and attorney's fees, and liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

84. Pursuant to California Labor Code section 1197.1, Plaintiff and the other class members are entitled to recover a penalty of \$100.00 for the initial failure to timely pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each employee minimum wages.

85. Pursuant to California Labor Code section 1194.2, Plaintiff and other class members are entitled to recover liquidated damages in an amount equal to wages unlawfully

unpaid and interest thereon.

FIFTH CAUSE OF ACTION

(Violation of California Labor Code §§ 201 and 202)

(Against IN STEPPS, INC. and DOES 1 through 100)

86. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 85, and each and every part thereof with the same force and effect as though fully set forth herein.

87. At all relevant times herein set forth, California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

88. During the relevant time period, Defendants intentionally and willfully failed to pay Plaintiff and the other class members who are no longer employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ.

89. Defendants' failure to pay Plaintiff and the other class members who are no longer employed by Defendants' their wages, earned and unpaid, within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and 202.

90. California Labor Code section 203 provides that if an employer willfully fails to pay wages owed, in accordance with sections 201 and 202, then the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

91. Plaintiff and the other class members are entitled to recover from Defendants the statutory penalty wages for each day they were not paid, up to a thirty (30) day maximum pursuant to California Labor Code section 203.

SIXTH CAUSE OF ACTION

(Violation of California Labor Code § 204)

(Against IN STEPPS, INC. and DOES 1 through 100)

92. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 91, and each and every part thereof with the same force and effect as though fully set forth herein.

93. At all times herein set forth, California Labor Code section 204 provides that all wages earned by any person in any employment between the 1st and 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed.

94. At all times herein set forth, California Labor Code section 204 provides that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

95. At all times herein set forth, California Labor Code section 204 provides that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

96. During the relevant time period, Defendants intentionally and willfully failed to pay Plaintiff and the other class members all wages due to them, within any time period permissible under California Labor Code section 204.

97. Plaintiff and the other class members are entitled to recover all remedies available for violations of California Labor Code section 204.

SEVENTH CAUSE OF ACTION

(Violation of California Labor Code § 226(a))

(Against IN STEPPS, INC. and DOES 1 through 100)

98. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 97, and each and every part thereof with the same force and effect as though fully set

1 forth herein.

2 99. At all material times set forth herein, California Labor Code section 226(a)
3 provides that every employer shall furnish each of his or her employees an accurate itemized
4 statement in writing showing (1) gross wages earned, (2) total hours worked by the employee,
5 (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid
6 on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of
7 the employee may be aggregated and shown as one item, (5) net wages earned, (6) the
8 inclusive dates of the period for which the employee is paid, (7) the name of the employee and
9 his or her social security number, (8) the name and address of the legal entity that is the
10 employer, and (9) all applicable hourly rates in effect during the pay period and the
11 corresponding number of hours worked at each hourly rate by the employee. The deductions
12 made from payments of wages shall be recorded in ink or other indelible form, properly dated,
13 showing the month, day, and year, and a copy of the statement or a record of the deductions
14 shall be kept on file by the employer for at least three years at the place of employment or at a
15 central location within the State of California.

16 100. Defendants have intentionally and willfully failed to provide Plaintiff and the
17 other class members with complete and accurate wage statements. The deficiencies include,
18 but are not limited to: the failure to include the total number of hours worked by Plaintiff and
19 the other class members.

20 101. As a result of Defendants' violation of California Labor Code section 226(a),
21 Plaintiff and the other class members have suffered injury and damage to their statutorily-
22 protected rights.

23 102. More specifically, Plaintiff and the other class members have been injured by
24 Defendants' intentional and willful violation of California Labor Code section 226(a) because
25 they were denied both their legal right to receive, and their protected interest in receiving,
26 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

27 103. Plaintiff and the other class members are entitled to recover from Defendants the
28 greater of their actual damages caused by Defendants' failure to comply with California Labor

Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.

104. Plaintiff and the other class members are also entitled to injunctive relief to ensure compliance with this section, pursuant to California Labor Code section 226(h).

EIGHTH CAUSE OF ACTION

(Violation of California Labor Code § 1174(d))

(Against IN STEPPS, INC. and DOES 1 through 100)

105. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 104, and each and every part thereof with the same force and effect as though fully set forth herein.

106. Pursuant to California Labor Code section 1174(d), an employer shall keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept in accordance with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years.

107. Defendants have intentionally and willfully failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid, to Plaintiff and the other class members.

108. As a result of Defendants' violation of California Labor Code section 1174(d), Plaintiff and the other class members have suffered injury and damage to their statutorily-protected rights.

109. More specifically, Plaintiff and the other class members have been injured by Defendants' intentional and willful violation of California Labor Code section 1174(d) because they were denied both their legal right and protected interest, in having available, accurate and complete payroll records pursuant to California Labor Code section 1174(d).

NINTH CAUSE OF ACTION

(Violation of California Labor Code §§ 2800 and 2802)

(Against IN STEPPS, INC. and DOES 1 through 100)

110. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 109, and each and every part thereof with the same force and effect as though fully set forth herein.

111. Pursuant to California Labor Code sections 2800 and 2802, an employer must reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer.

112. Plaintiff and the other class members incurred necessary business-related expenses and costs that were not fully reimbursed by Defendants.

113. Defendants have intentionally and willfully failed to reimburse Plaintiff and the other class members for all necessary business-related expenses and costs.

114. Plaintiff and the other class members are entitled to recover from Defendants their business-related expenses and costs incurred during the course and scope of their employment, plus interest accrued from the date on which the employee incurred the necessary expenditures at the same rate as judgments in civil actions in the State of California.

TENTH CAUSE OF ACTION

(Violation of California Business & Professions Code §§ 17200, et seq.)

(Against IN STEPPS, INC. and DOES 1 through 100)

115. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 114, and each and every part thereof with the same force and effect as though fully set forth herein.

116. Defendants' conduct, as alleged herein, has been, and continues to be, unfair, unlawful and harmful to Plaintiff, other class members, to the general public, and Defendants' competitors. Accordingly, Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure section 1021.5.

117. Defendants' activities as alleged herein are violations of California law, and

1 constitute unlawful business acts and practices in violation of California Business &
2 Professions Code section 17200, et seq.

3 118. A violation of California Business & Professions Code section 17200, et seq.
4 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
5 policies and practices of requiring employees, including Plaintiff and the other class members,
6 to work overtime without paying them proper compensation violate California Labor Code
7 sections 510 and 1198. Additionally, Defendants' policies and practices of requiring
8 employees, including Plaintiff and the other class members, to work through their meal and
9 rest periods without paying them proper compensation violate California Labor Code sections
10 226.7 and 512(a). Defendants' policies and practices of failing to pay wages (including
11 minimum, regular, and overtime wages, reporting time pay, and meal and rest premiums) and
12 all other compensation violate California Labor Code sections 1194, 1197, and 1197.1.
13 Moreover, Defendants' policies and practices of failing to timely pay wages to Plaintiff and the
14 other class members violate California Labor Code sections 201, 202 and 204. Defendants
15 also violated California Labor Code sections 226(a), 1174(d), 2800 and 2802.

16 119. As a result of the herein described violations of California law, Defendants
17 unlawfully gained an unfair advantage over other businesses.

18 120. Plaintiff and the other class members have been personally injured by
19 Defendants' unlawful business acts and practices as alleged herein, including but not
20 necessarily limited to the loss of money and/or property.

21 121. Pursuant to California Business & Professions Code sections 17200, et seq.,
22 Plaintiff and the other class members are entitled to restitution of the wages withheld and
23 retained by Defendants during a period that commences September 7, 2018; an award of
24 attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other
25 applicable laws; and an award of costs.

26 **ELEVENTH CAUSE OF ACTION**

27 **(Violation of California Labor Code § 2698, et seq.)**

28 **(Against IN STEPPS INC. and DOES 1 through 100)**

122. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 121, and each and every part thereof with the same force and effect as though fully set herein.

123. PAGA expressly established that any provisions of the California Labor Code which provides for a civil penalty to be assessed and collected by LWDA, or any of its departments, divisions, commissions, boards, agencies or employees for a violation of the California Labor Code, may be recovered through a civil action brought by an aggrieved employee on behalf of himself or herself, and other current or former employees.

124. Whenever the LWDA, or any of its departments, divisions, commissions, boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

125. Plaintiff and the other hourly-paid or non-exempt employees are “aggrieved employees” as defined by California Labor Code section 2699(c) in that they are all current or former employees of Defendants, and one or more of the alleged violations was committed against them.

Failure to Pay Overtime

126. Defendants’ failure to pay legally required overtime wages to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code sections 510 and 1198.

Failure to Provide Meal Periods

127. Defendants’ failure to provide legally required meal periods to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code sections 226.7 and 512(a).

Failure to Provide Rest Periods

128. Defendants’ failure to provide legally required rest periods to Plaintiff and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code section 226.7.

Failure to Pay Wages (Including, Inter Alia, Minimum Wages)

129. Defendants' failure to pay wages (including regular, minimum, overtime, and premium wages) and all compensation due to Plaintiffs and the other aggrieved employees is in violation of the Wage Orders and constitutes a violation of California Labor Code sections 1194, 1197, 1197.1, and 1198.

Failure to Provide a Day of Rest

130. Defendants' failure to provide a day of rest as required by California Labor Code sections 551 and 552, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Labor Code sections 551 and 552.

Failure to Provide Notice to Employees

131. Defendants' failure to provide notice containing requisite information in violation of California Labor Code section 2810.5, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Labor Code section 2810.5.

Failure to Pay Reporting Time Pay

132. Defendants' failure to pay reporting time pay in violation of the IWC Wage Orders and California Labor Code section 1198, as alleged above, constitutes unlawful or unfair activity prohibited by IWC Wage Orders and by California Labor Code section 1198.

Failure to Timely Pay Wages Upon Termination

133. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved employees upon termination in accordance with Labor Code sections 201 and 202 constitutes a violation of California Labor Code sections 201 and 202.

Failure to Timely Pay Wages During Employment

134. Defendants' failure to timely pay wages to Plaintiff and the other aggrieved employees during employment in accordance with Labor Code section 204 constitutes a violation of California Labor Code section 204.

Failure to Provide Complete and Accurate Wage Statements

135. Defendants' failure to provide complete and accurate wage statements to Plaintiffs and the other aggrieved employees in accordance with Labor Code section 226(a)

constitutes a violation of California Labor Code section 226(a).

Failure to Keep Complete and Accurate Payroll Records

136. Defendants' failure to keep complete and accurate payroll records relating to Plaintiffs and the other aggrieved employees in accordance with California Labor Code section 1174(d) constitutes a violation of California Labor Code section 1174(d).

Failure to Reimburse Necessary Business-Related Expenses and Costs

137. Defendants' failure to reimburse Plaintiff and the other aggrieved employees for necessary business-related expenses and costs in accordance with California Labor Code sections 2800 and 2802 constitutes a violation of California Labor Code sections 2800 and 2802.

138. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on behalf of all aggrieved employees, request and are entitled to recover from Defendants and each of them, attorneys' fees and costs pursuant to California Labor Code section 218.5, as well as all penalties pursuant to PAGA against Defendants, and each of them, including but not limited to:

- a. Penalties under California Labor Code section 2699 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- b. Penalties under California Code of Regulations Title 8 section 11010 et seq. in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under California Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the California Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for

each subsequent violation; and

d. Any and all additional penalties and sums as provided by the California Labor Code and/or other statutes, including civil penalties pursuant to Labor Code section 558.

139. Pursuant to California Labor Code section 2699(i), civil penalties recovered by aggrieved employees shall be distributed as follows: seventy-five percent (75%) to the Labor and Workforce Development Agency for the enforcement of labor laws and education of employers and employees about their rights and responsibilities and twenty-five percent (25%) to the aggrieved employees.

140. Further, Plaintiffs are entitled to seek and recover reasonable attorneys' fees and costs pursuant to California Labor Code sections 210, 218.5 and 2699 and any other applicable statute.

DEMAND FOR JURY TRIAL

Plaintiff, individually, and on behalf of other members of the general public similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act, requests a trial by jury.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, individually and on behalf of all other members of the general public similarly situated, on behalf of other aggrieved employees pursuant to the Private Attorneys General Act, pray for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That the first through tenth causes of action be certified to proceed on a class action basis;

2. That Plaintiff be appointed as the representative of the Class;

3. That counsel for Plaintiff be appointed as Class Counsel; and

4. That Defendants provide to Class Counsel, immediately upon its appointment, the names and most current/lastknown contact information (address, e-mail and telephone

1 numbers) of all class members.

2 **As to the First Cause of Action**

3 5. That the Court declare, adjudge and decree that Defendants violated California
4 Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay
5 all overtime wages due to Plaintiff and the other class members;

6 6. For general unpaid wages at overtime wage rates and such general and special
7 damages as may be appropriate;

8 7. For pre-judgment interest on any unpaid overtime compensation commencing
9 from the date such amounts were due;

10 8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
11 California Labor Code section 1194; and

12 9. For such other and further relief as the Court may deem just and proper.

13 **As to the Second Cause of Action**

14 10. That the Court declare, adjudge and decree that Defendants violated California
15 Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to
16 provide all meal periods (including second meal periods) to Plaintiff and the other class
17 members;

18 11. That the Court make an award to Plaintiff and the other class members of one
19 (1) hour of pay at each employee's regular rate of compensation for each workday that a meal
20 period was not provided;

21 12. For all actual, consequential, and incidental losses and damages, according to
22 proof;

23 13. For premium wages pursuant to California Labor Code section 226.7(c);

24 14. For pre-judgment interest on any unpaid wages from the date such amounts
25 were due;

26 15. For reasonable attorneys' fees and costs of suit incurred herein; and

27 16. For such other and further relief as the Court may deem just and proper.

28 **As to the Third Cause of Action**

1 17. That the Court declare, adjudge and decree that Defendants violated California
2 Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all
3 rest periods to Plaintiff and the other class members;

4 18. That the Court make an award to Plaintiff and the other class members of one
5 (1) hour of pay at each employee's regular rate of compensation for each workday that a rest
6 period was not provided;

7 19. For all actual, consequential, and incidental losses and damages, according to
8 proof;

9 20. For premium wages pursuant to California Labor Code section 226.7(c);

10 21. For pre-judgment interest on any unpaid wages from the date such amounts
11 were due; and

12 22. For such other and further relief as the Court may deem just and proper.

13 **As to the Fourth Cause of Action**

14 23. That the Court declare, adjudge and decree that Defendants violated California
15 Labor Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to
16 Plaintiff and the other class members.

17 24. For general unpaid wages and such general and special damages as may be
18 appropriate;

19 25. For statutory wage penalties pursuant to California Labor Code section 1197.1
20 for Plaintiff and the other class members in the amount as may be established according to
21 proof at trial;

22 26. For pre-judgment interest on any unpaid compensation from the date such
23 amounts were due;

24 27. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
25 California Labor Code section 1194(a);

26 28. For liquidated damages pursuant to California Labor Code section 1194.2; and

27 29. For such other and further relief as the Court may deem just and proper.

28 **As to the Fifth Cause of Action**

30. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff and the other class members no longer employed by Defendants;

31. For all actual, consequential, and incidental losses and damages, according to proof;

32. For statutory wage penalties pursuant to California Labor Code section 203 for Plaintiff and the other class members who have left Defendants' employ;

33. For pre-judgment interest on any unpaid compensation from the date such amounts were due; and

34. For such other and further relief as the Court may deem just and proper.

As to the Sixth Cause of Action

35. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 204 by willfully failing to pay all compensation owed at the time required by California Labor Code section 204 to Plaintiff and the other class members;

36. For all actual, consequential, and incidental losses and damages, according to proof;

37. For pre-judgment interest on any unpaid compensation from the date such amounts were due; and

38. For such other and further relief as the court may deem just and proper.

As to the Seventh Cause of Action

39. That the Court declare, adjudge and decree that Defendants violated the record keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders as to Plaintiff and the other class members, and willfully failed to provide accurate itemized wage statements thereto;

40. For actual, consequential and incidental losses and damages, according to proof;

41. For statutory penalties pursuant to California Labor Code section 226(e);

42. For injunctive relief to ensure compliance with this section, pursuant to

California Labor Code section 226(h); and

43. For such other and further relief as the Court may deem just and proper.

As to the Eighth Cause of Action

44. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 1174(d) by willfully failing to keep accurate and complete payroll records for Plaintiff and the other class members as required by California Labor Code section 1174(d);

45. For actual, consequential and incidental losses and damages, according to proof;

46. For statutory penalties pursuant to California Labor Code section 1174.5; and

47. For such other and further relief as the court may deem just and proper.

As to the Ninth Cause of Action

48. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other class members for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

49. For actual, consequential and incidental losses and damages, according to proof;

50. For the imposition of civil penalties and/or statutory penalties;

51. For reasonable attorneys' fees and costs of suit incurred herein; and

52. For such other and further relief as the Court may deem just and proper.

As to the Tenth Cause of Action

53. That the Court declare, adjudge and decree that Defendants violated California Business and Professions Code sections 17200, et seq. by failing to provide Plaintiff and the other class members all compensation due to them in a timely fashion, failing to provide all meal and rest periods to Plaintiff and the other class members, failing to pay Plaintiff's and the other class members' wages timely as required by California Labor Code sections 201, 202 and 204, and by violating California Labor Code sections 226(a), 1174(d), 2800 and 2802.

54. For restitution of unpaid wages to Plaintiff and all the other class members and all pre-judgment interest from the day such amounts were due and payable;

Respectfully,

LAWYERS *for* JUSTICE, P.C.

By: /s/ Vartan Madoyan
Vartan Madoyan
Attorneys for Plaintiff

PROOF OF SERVICE

I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not a party to the within suit; my business address is 1875 Century Park East, Suite 1000 Los Angeles, California 90067.

On **July 8, 2024**, I served the document described as: **FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES AND ENFORCEMENT UNDER THE PRIVATE ATTORNEYS GENERAL ACT, CALIFORNIA § 2698, ET SEQ.** on the interested parties in this action by sending ☐ the original [or] ☒ a true copy thereof ☒ to interested parties as follows [or] ☐ as stated on the attached service list:

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☐ **BY MAIL (ENCLOSED IN A SEALED ENVELOPE):** I deposited the envelope(s) for mailing in the ordinary course of business at Los Angeles, California. I am “readily familiar” with this firm’s practice of collection and processing correspondence for mailing. Under that practice, sealed envelopes are deposited with the U.S. Postal Service that same day in the ordinary course of business with postage thereon fully prepaid at Los Angeles, California.

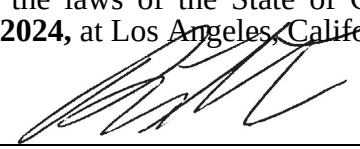
☐ **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address or e-mail of record in this action.

☐ **BY PERSONAL SERVICE:** I delivered the document, enclosed in a sealed envelope, by hand to the counsel for Defendant.

☒ **BY ELECTRONIC SERVICE:** I caused the document(s) to be transmitted electronically via One Legal eService to the individuals listed above, as they exist on that database. This will constitute service of the document(s).

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on **July 8, 2024**, at Los Angeles, California.

Riley McIntire
Type/Print Name


Signature