
JAMES *JH* HAWKINS
A PROFESSIONAL LAW CORPORATION

9880 RESEARCH DRIVE, SUITE 200, IRVINE, CALIFORNIA 92618
TELEPHONE (949) 387-7200; FACSIMILE (949) 387-6676

April 8, 2026

Via Online Filing (LWDA)

California Labor and Workforce Development Agency
Attn: PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
<http://www.dir.ca.gov/Private-Attorneys-General-Act>

Certified Mail (Employers)

KOHL'S, INC.
c/o Agent for Service of Process
Corporate Creations Network Inc.
7801 Folsom Boulevard, #202
Sacramento, CA 95826
Receipt No.: 7021 0950 0000 7376 7457

Re: NOTICE PURSUANT TO LABOR CODE SECTIONS 2699 *et seq.*

To Whom It May Concern:

PLEASE TAKE NOTICE that Plaintiff Maria Franco, on behalf of herself and other aggrieved employees, hereby provides written NOTICE of Labor Code violations pursuant to California Labor Code §§ 2698–2699.5 (“PAGA”). Notice is being provided by certified mail to KOHL'S, INC. (“Defendant”), and via online submission to the Labor and Workforce Development Agency (“LWDA”).

Plaintiff hereby attaches the proposed Complaint, which sets forth the specific provisions of the Labor Code alleged to have been violated, as well as the supporting facts and theories. All Labor Code violations identified in the Complaint apply to all entities and individuals identified therein, even if not individually referenced in this notice.

Please advise by certified mail within sixty (60) days of the postmark of this letter if the LWDA intends to investigate these claims.

If you have any questions, please do not hesitate to contact me.

Very Truly Yours,

Anthony L. Draper

Enclosures: Complaint