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May 21, 2026

Notice of Private Attorneys General Act Claim

VIA ONLINE SUBMISSION

California Labor and Workforce Development Agency
Attn: PAGA Administrator

VIA CERTIFIED MAIL (RETURN RECEIPT REQUESTED)

Scrubcan, Inc.
4140 N Knoll Dr
Fresno, California 93722

Re: *Robert Gonzalez v. Scrubcan., Inc.*

Dear PAGA Administrator:

This office has been retained by aggrieved employee Robert Gonzalez ("Plaintiff") concerning a representative action pursuant to the Private Attorneys General Act of 2004, California Labor Code §§ 2698, *et seq.* ("PAGA") against Scrubcan, Inc. (including any and all affiliates, subsidiaries, parents, directors, officers, managing agents, and executive employees) (collectively referred to as "Defendants") for violations of California wage and hour laws. Plaintiff seeks civil penalties for violations of the Labor Code and all other remedies available under PAGA.

Plaintiff seeks these remedies on behalf of the State of California and "aggrieved employees," as defined herein. This letter is sent in compliance with the notice requirements of Labor Code § 2699.3.

Defendant is a cleaning company that cleans municipal property. Plaintiff is currently employed as a non-exempt employee where his employment began on or about August 13, 2023. During this time, Plaintiff's position is a cleaner where he earned \$16.50 per hour working approximately hours per week.

Given that Defendants were legally required to maintain time records for the hours worked by Plaintiff and other aggrieved employees, Defendants had actual and/or constructive

knowledge that Plaintiff and other aggrieved employees had to commute between jobsites and did not compensate employees for that time. Defendants also did not provide Plaintiff another aggrieved employees reimbursement for business expenses including but not limited to milage, in violation of Labor Code sections 2800 and 2802.

Defendants compensated Plaintiff and other aggrieved employees for all hours worked, Defendants violated Labor Code sections 204 and 210.

Based on the following facts and theories, Defendants violated and/or continue to violate, among other provisions of the Labor Code and applicable wage law, California Labor Code §§ 201, 202, 203, 204, 210, 226, 256, 558, 558.1, 1174, 1194, 2800, 2802, and IWC Wage Orders including Wage Order 4-2001.

Labor Code § 204 requires that all wages earned by any person in any employment between the 1st and the 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, and 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. Labor Code § 204 also requires 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. During the relevant time period, Defendants failed to pay Plaintiff and other aggrieved employees all wages due to them within any time period specified by Labor Code § 204, including all wages earned as discussed above.

Labor Code § 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, Defendants did not provide Plaintiff and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from Defendants were in violation of Labor Code § 226(a). The violations include, but are not limited to, the failure to state the correct gross and net wages earned due to the fact that Defendants failed to pay Plaintiff and other aggrieved employees the appropriate time for all hours worked.

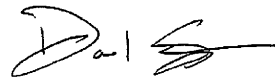
Labor Code § 1174 requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years. During the relevant time period, Defendants failed to keep accurate and complete payroll records showing the accurate wages earned by Plaintiff and other aggrieved employees, by failing to keep accurate records of overtime compensation.

Therefore, on behalf of all aggrieved employees, Plaintiff seeks all applicable penalties arising out of the above-referenced wage, hour, and payroll practices, or which could be assessed and collected by the LWDA, for violation of the Labor Code pursuant to PAGA. Labor Code § 2699.3 requires that a claimant send a certified letter (i.e. this letter) to the employer in question

and file an online claim to the LWDA setting forth the claims and the basis for the claims, thereby giving the LWDA and employer an opportunity to investigate the claims and/or take any action they deem appropriate. If the LWDA and Defendants elect not to take any action with respect to any of the foregoing claims, Plaintiff will seek these penalties in a civil action on behalf of all aggrieved employees within one year of the date of this letter as allowed by law.

Thank you for your assistance on this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Very truly yours,
AEGIS LAW FIRM, PC

A handwritten signature in black ink, appearing to read 'Daniel Schmeichel', with a stylized flourish at the end.

Daniel Schmeichel

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS, FOLD AT DOTTED LINE

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PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

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- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Scrublan, Inc.
4140 N Knoll Dr.
Fresno, CA 93722



9590 9402 9670 5199 4492 38

2. Article Number (Transfer from service label)

9589 0710 5270 3506 4451 74

COMPLETE THIS SECTION ON DELIVERY

A. Signature

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☐ Agent

☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
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PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt

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Gonzalez v. Scrubcan

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Irvine, California 92618



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