

**CALIFORNIA LABOR AND WORKFORCE DEVELOPMENT AGENCY
PRIVATE ATTORNEYS GENERAL ACT (PAGA) NOTICE**

RE: NOTICE OF LABOR CODE VIOLATIONS AND REQUEST FOR CIVIL PENALTIES

I. PARTIES

1. Aggrieved Employee/Notice Provider:

Arzie Dennis
224 W 35th St Ste 500 # 2312
New York, NY 10001

2. Employer/Respondent:

Treston Security Services
9836 Atlantic Ave
South Gate, CA 90280

II. EMPLOYMENT INFORMATION

3. Job Title: Event Security Officer

4. Employment Dates:

- Start Date: March 10, 2026
- Resignation Date: April 8, 2026

5. Work Location: Los Angeles area, including a 17.5-hour event shift on March 10, 2026, in Los Angeles, California.

III. STATEMENT THAT NOTICE IS PROVIDED UNDER PAGA

6. This letter serves as formal notice under the Private Attorneys General Act of 2004, Labor Code section 2699 et seq. ("PAGA"), pursuant to Labor Code section 2699.3. This notice is provided to both the Labor and Workforce Development Agency ("LWDA") and to the Employer.

7. I am an aggrieved employee who personally suffered the violations described below, and I am providing this notice on behalf of myself, other current and former aggrieved employees of Treston Security Services, and the State of California.

IV. SPECIFIC LABOR CODE VIOLATIONS AND SUPPORTING FACTS

The following Labor Code violations occurred:

A. Misclassification as Independent Contractor (Labor Code §§ 226, 2802, 2803; Dynamex/ABC Test)

8. Treston Security Services classified me and other security officers as independent contractors rather than employees. The Company did not withhold any federal or state income taxes, Employment Development Department (EDD) taxes, or disability insurance from my pay. This misclassification appears to be systematic across the Company's workforce.

9. To the extent Treston Security Services classified security guards as independent contractors, that classification appears inconsistent with California BSIS/security-licensing requirements and California wage-and-hour law.

10. Other security officers who worked the March 10, 2026 event confirmed similar treatment, and I have documentation including screenshots of a WhatsApp group chat used for the event that lists names and phone numbers of other workers who were similarly treated.

B. Unpaid Overtime and Double-Time (Labor Code §§ 510, 515, 1194)

11. On March 10, 2026, I worked a continuous 17.5-hour event shift at an agreed regular rate of \$25.00 per hour.

12. California law mandates:

- 1.5X pay (time-and-a-half) for hours worked beyond 8 up to 12 hours in a day
- 2X pay (double-time) for hours worked beyond 12 hours in a day

13. Treston Security Services paid only straight time (\$25.00/hr) for all 17.5 hours, failing to apply any statutory overtime or double-time multipliers.

14. The final paycheck calculation was: 17.5 hours × \$25.00 = \$437.50, with no overtime or double-time premium applied.

15. The net base wage shortfall for unpaid overtime is \$187.50 for this single shift.

16. App-dispatched coworkers at the event confirmed that Treston Security Services systematically pays all security guards standard "straight time" for all hours worked, thereby evading state overtime rules. This appears to be a corporate-wide billing policy.

C. Non-Compliant Meal Periods (Labor Code §§ 226.7, 512)

17. A 17.5-hour shift triggers a statutory requirement for multiple 30-minute off-duty meal breaks.

28. I am also preserving all individual claims and remedies arising from these same facts, including but not limited to unpaid wages, overtime premiums, meal/rest break premiums, waiting time penalties, and any other remedies available under California law. This notice is not intended to waive, limit, or release any individual claims.

VII. REQUEST FOR LWDA ACTION

29. I request that the LWDA investigate these violations and, if appropriate, take action to enforce compliance and recover civil penalties under PAGA.

30. If the LWDA does not elect to investigate or take action, I reserve the right to file a representative PAGA action in court on behalf of myself and other aggrieved employees after the applicable waiting period.

Respectfully submitted,



Arzie Dennis

Aggrieved Employee / Notice Provider

Date: June 12, 2026

VIII. CERTIFICATE OF SERVICE

I hereby certify that on this date, I mailed or emailed a copy of this notice to:

Treston Security Services
9836 Atlantic Ave
South Gate, CA 90280



Arzie Dennis

Date: June 12, 2026