

July 14, 2026

ELECTRONICALLY FILED
AND U.S.P.S. CERTIFIED MAIL –
RETURN RECEIPT REQUESTED

Attn: PAGA Administrator
Labor and Workforce Development Agency
1515 Clay Street, Suite 801
Oakland, California 94612
Email: PAGAFilings@dir.ca.gov

Re: Private Attorneys General Act of 2004 Notice
Employee: Carina McNeil
Employer: TD Synnex Corporation, and Other Related Entities

Dear PAGA Administrator:

Pursuant to Cal. Lab. Code § 2699.3(a), Carina McNeil (“Plaintiff”) hereby notify the California Labor & Workforce Development Agency (“LWDA”) that she intends to seek penalties and injunctive relief pursuant to Cal. Lab. Code §§ 2699(a), (e), (f), and (k) against TD Synnex Corporation (“Employer” or “Defendant”), and any unknown related entities involved in the violations alleged, for their violations of the California Labor Code and applicable Industrial Welfare Commission (“IWC”) Wage Order(s), including, but not limited to:

- Cal. Lab. Code §§ 204, 510, 1182.12, 1194, 1197, and 1198 (violations regarding payment of wages, including timeliness, overtime pay, and minimum wage);
- Cal. Lab. Code § 226 (failure to provide accurate itemized wage statements);
- Cal. Lab. Code § 1174 (failure to maintain accurate records); and
- Cal. Lab. Code §§ 200, 204, 256 (failure to pay all wages due and owing during employment).

Throughout the Relevant Period, Defendant committed, and continues to commit the acts herein alleged maliciously, fraudulently, and oppressively against Plaintiff and Aggrieved Employees.¹

Background of Defendant:

Upon information and belief, TD Synnex Corporation (“TD Synnex”) is a Delaware Corporation, with its principal place of business in Fremont, California. TD Synnex is registered to do business in California and conducts extensive operations throughout its locations in California.

¹ “Relevant Period” includes the one-year period preceding the date of this letter. “Aggrieved Employees” has the same meaning as defined in Cal. Lab. Code § 2699(c)(1).



Background of Plaintiff:

Plaintiff Carina McNeil has been employed as a Ship/Receiving Clerk since approximately March 2023. Plaintiff is compensated at a rate of \$20.19 per hour plus shift differentials. Plaintiff works approximately forty hours a week or more.

Failure to Pay Overtime at the Requisite Rates:

Defendant has a policy and practice of failing to account for all payment of shift differentials when calculating Plaintiff and Aggrieved Employees' regular rate of pay for purpose of paying overtime wages. Indeed, Defendant implements a policy where employees are paid shift differentials for operating forklifts and working logistics shifts. These shift-differentials are non-discretionary and calculated according to a predetermined formula. However, Defendant does not account all shift differentials earned when calculating Plaintiff and Aggrieved Employees' regular rates of pay. As a result, Defendant unlawfully underpays overtime wages at the requisite regular rate. This practice violates California Labor Code sections 510, 226.7, 1194, and the applicable Wage Orders, and has resulted in systemic underpayment of wages to Plaintiff and Aggrieved Employees. Defendant's failure to pay wages to Plaintiff and other former Aggrieved Employees at the regular rate or overtime rate incorporating shift differentials was/is willful and/or intentional.

Failure to Provide Timely & Itemized Wage Statements:

As outlined above, Plaintiff and Aggrieved Employees perform a substantial amount of work which goes undercompensated because Defendant fails to include shift differentials in the regular rate used to calculate overtime wages. Therefore, Plaintiff and Aggrieved Employees do not receive accurate, itemized wage statements in accordance with Labor Code §226. Defendant knowingly and intentionally fail to provide a wage statement that omits and/or inaccurate states the gross wages earned, net wages earned, and "all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee."

Plaintiff and the Aggrieved Employees' wage statements failed to accurately reflect earned overtime wages and the applicable overtime rates of pay. Specifically, the wage statements did not accurately reflect all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each rate because Defendant excluded certain shift differentials from the regular rates of pay used to calculate overtime compensation.

Therefore, Plaintiff and Aggrieved Employees do not receive accurate, itemized wage statements in accordance with Labor Code § 226. Defendant's failure to timely pay these wages is knowing and intentional, as Defendant are aware of the facts that caused the violation and systematically made the above omissions and inaccurate statements.

Injunctive Relief:

Pursuant to Cal. Lab. §§ 2699(e)(1) and (k)(1), Plaintiff McNeil seeks injunctive relief, including but not limited to, requiring Defendant to:

1. Compensate Plaintiff McNeil and the Aggrieved Employees for all unpaid wages and overtime at applicable regular and premium rates;



Attn: PAGA Administrator
Labor and Workforce Development Agency
July 14, 2026
Page 3 of 3

2. Cease providing inaccurate wage statements and to provide Plaintiff McNeil and the Aggrieved Employees with accurate, itemized wage statements in accordance with Cal. Lab. Code § 226, including wage statements that accurately state the gross wages earned, correct overtime rate(s) of pay, total hours worked, all deductions, net wages earned, and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

...

Plaintiff is represented by Schneider Wallace Cottrell Kim LLP ("SWCK"), a law firm based in Emeryville, California. SWCK has extensive experience in the successful litigation and resolution of employment and representative actions nationwide. A description of the work, mission, and credentials of the firm can be found at www.schneiderwallace.com. Plaintiff and SWCK are committed to zealously pursuing redress on behalf of the State of California and all other Aggrieved Employees for the violations set forth above.

Very Truly Yours,

**SCHNEIDER WALLACE
COTTRELL KIM LLP**


Carolyn H. Cottrell
Attorney at Law
Admitted in California

cc via U.S.P.S. Certified Mail with Returned Receipt Requested:

TD Synnex Corporation
c/o Agent for Service of Process
CT Corporation System
330 N Brand Blvd
Glendale, CA 91203

cc via Electronic Service

Colette Mahon (SBN 304745)
LAWYERS FOR EMPLOYEE
AND CONSUMER RIGHTS
3500 West Olive Ave, Third Floor
Burbank, California 95105
Tel: (323) 375-5101;
Fax: (323) 306-5571
cmahon@lfecr.com

Attorney for Plaintiff Carina McNeil