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Attorneys for Plaintiffs JASON CATLOW and
RAVI BHATIA, individually, and on behalf of
others similarly situated

IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF HUMBOLDT

JASON CATLOW and
RAVI BHATIA, individually, and on
behalf of others similarly situated,

Plaintiffs,

v.

ENTERPRISE RENT-A-CAR COMPANY
OF SACRAMENTO, LLC, a Delaware
limited liability company ENTERPRISE
RENT-A-CAR CO OF SAN FRANCISCO,
LLC, a Delaware limited liability
company, and DOES 1 through 50,
inclusive,

Defendants.

Case No. CV2500406

**DECLARATION OF BRUCE
WEISENBERG IN SUPPORT OF
PLAINTIFFS' MOTION FOR
APPROVAL OF PAGA SETTLEMENT**

Date: March 21, 2025
Time: 10:30 a.m.
Courtroom 4

*[Filed and served concurrently with
Notice of Motion and Motion for
Approval of PAGA Settlement]*

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1. I am an attorney at law with the law firm of RD Law Group, LLP, counsel for Plaintiffs Jason Catlow and Ravi Bhatia (“Plaintiffs”). I make this declaration on the basis of personal first-hand knowledge or on the basis of information and belief after a due and diligent investigation. If called as a witness, I could and would testify to all matters stated herein.

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San Francisco PAGA Period may also be referred to as the Applicable PAGA Period.¹

Procedural History

7. On November 13, 2024, pursuant to Labor Code section 2699.3, Plaintiff Jason Catlow gave written notice by online filing to the California Labor and Workforce Development Agency (“LWDA”) and by certified mail to Defendant Enterprise Rent-a-Car Company of Sacramento, LLC of his intent to bring a claim under the California Private Attorneys General Act of 2004 (“PAGA”) (“PAGA Notice”).

8. On August 28, 2024, pursuant to Labor Code section 2699.3, Plaintiff Ravi Bhatia gave written notice by online filing to the California Labor and Workforce Development Agency (“LWDA”) and by certified mail to Defendant Enterprise Rent-a-Car Co of San Francisco, LLC of his intent to bring a claim under the California Private Attorneys General Act of 2004.

9. True and correct copies of Plaintiff’s PAGA Notices and the LWDA’s e-mail confirmation receipts are collectively attached hereto as Exhibit 1.

10. More than 65 days passed after the letters were sent to the LWDA, and the LWDA at no time indicated that it intended to investigate the alleged violations referenced in the letters.

11. On February 21, 2025, Plaintiffs filed a Complaint in Humboldt County Superior Court, asserting claims for wage and hour violations, which included Plaintiffs’ individual wage and hour claims, as well as representative PAGA claims on behalf of all employees of Defendants in California.

Discovery and Investigation

12. Prior to reaching the Settlement, RD Law Group, LLP (“RDLG”) researched and investigated Plaintiffs’ claims and Defendants’ anticipated defenses. RDLG required, and Enterprise produced, the following discovery documents and information:

- The complete employee file of Plaintiff Bhatia
- The complete payroll records of Plaintiff Bhatia

¹ As defined in the Settlement Agreement Regarding PAGA Claims (“Agreement” or “Settlement”), the term “Applicable PAGA Period” is used to collectively describe the two overlapping periods associated with the two defendants.

- The complete employee file of Plaintiff Catlow
- The complete payroll records of Plaintiff Catlow
- Sample wage statements
- A five-percent (5%) random sampling of the alleged aggrieved employees' timesheets for a randomly-selected portion of the Applicable PAGA Periods. RDLG analyzed the data for missed, short, and late meal periods and determined the violation rates.
- Relevant Enterprise policy documents, including (a) Enterprise's "Personnel Policies Summary," which applies nationwide, (b) Enterprise Rent-A-Car Company of San Francisco's "Addendum" to the nationwide policies, which adds policies which are peculiar to California and/or San Francisco, and (c) Enterprise Rent-A-Car Company of Sacramento's "Addendum" to the nationwide policies, which adds policies which are peculiar to California and/or Sacramento.

13. Based on the foregoing informal discovery and investigation, and with the assistance of a skilled mediator, RDLG was able to intelligently and effectively negotiate the proposed Settlement.

Settlement Negotiations

14. On August 28, 2024, RDLG and Plaintiff Bhatia sent what is sometimes referred to as a "PAGA Letter" to the LWDA and to Enterprise on behalf of Plaintiff Bhatia, in compliance with California Labor Code Section 2699.3. RDLG subsequently sent another "PAGA Letter" to the LWDA and to Enterprise, this time on behalf of Plaintiff Catlow. Counsel for the parties engaged in settlement discussions by telephone. RDLG required, and Enterprise produced, the discovery documents and information enumerated above. Eventually, the parties agreed to engage in mediation with the Honorable Thomas L. Willhite. Justice Willhite served on the California Court of Appeal from 2005 until 2023, and he has extensive expertise regarding PAGA cases. The parties attended mediation with Justice Willhite. Following a successful mediation, the Settlement Agreement Regarding PAGA Claims ("Agreement" or "Settlement") was fully executed as of February 10, 2025.

1 On February 21, 2025, Plaintiffs submitted a copy of the filed, endorsed Complaint in this matter to
2 the LWDA. On February 24, 2025, Plaintiffs submitted a copy of the Agreement to the LWDA, along
3 with copies of Plaintiffs' Motion for Approval of PAGA Settlement and the Declaration of Bruce
4 Weisenberg in support thereof. True and correct copies of the Agreement and the LWDA's e-mail
5 confirmation receipts are attached hereto as Exhibits 2 and 3, respectively. The Notice that will be
6 sent with the checks to the Settlement Members is attached as Exhibit C to the Agreement.

7 **Amount in Controversy and Risks Associated with Proceeding with the Action**

8 15. Under Labor Code section 2699, Defendant is subject to a civil penalty in the amount of
9 \$100 for each Aggrieved Employee per pay period for the initial violation, and \$200 for each
10 subsequent violation for each Aggrieved Employee for each pay period. My firm therefore estimated
11 Defendants' theoretical maximum potential exposure for PAGA penalties by assessing one hundred
12 dollars (\$100) for each Settlement Member per pay period for Defendant's initial violation and two
13 hundred dollars (\$200) for each Settlement Member per pay period for each subsequent violation.

14 16. Based on the civil penalties provided under Labor Code section 2699, my office
15 calculated the theoretical maximum of potential penalties to be in excess of \$10 million, in the event
16 that (1) Plaintiffs were able to establish liability on all claims at trial, and (2) the Court did not
17 exercise its discretion to reduce the amount of PAGA penalties. This figure is based on Plaintiffs'
18 analysis of the 5-percent sampling of time and payroll data produced by Defendant, extrapolated over
19 the PAGA Period, which analysis found 4,457 aggrieved employees working a total of approximately
20 128,000 pay periods.

21 17. In determining an appropriate settlement amount for this case, RDLG and Plaintiffs
22 reviewed a recent PAGA settlement approved by the Los Angeles Superior Court in the case of
23 *Nistico v. Enterprise Rent-A-Car Company of Los Angeles*. That settlement was approved by the Los
24 Angeles Superior Court on April 30, 2024 (Exhibit 4 hereto is a true and correct copy of the Order
25 Granting Approval of PAGA Settlement). Page 3 of that Nistico Order states that the settlement
26 amount in the *Nistico v. Enterprise* case was \$964,649.73. I have reviewed the motion papers from
27 the *Nistico v. Enterprise* case, and they reveal that the number of pay periods at issue was 257,551,
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which means that *Nistico v. Enterprise* settled for \$3.745 per pay period. RDLG and Plaintiffs ultimately determined that this was an appropriate settlement amount per pay period, and so the parties agreed to settle the present case for the same amount per pay period (the *Nistico* case had approximately double the number of pay periods, so the *Nistico* total settlement amount was approximately double the total settlement amount in the present case). For the Court's convenience, the Proposed Order Granting Approval in the present case is modeled after the Order Granting Approval in the *Nistico v. Enterprise* case.

18. The following sets forth RDLG's valuation based on (1) the rate of short, missed, and late meal breaks reflected in Defendant's time records (triggering a rebuttable presumption of liability under *Donohue v. AMN Services, LLC* (2021) 11 Cal.5th 58), and (2) the assumption of at least one missed or interrupted rest break for every four pay periods for each employee: Our findings indicate, due to the nature of the Settlement Members' work and Defendant's practices, approximately 19.78% of the sample timesheets contained at least one violation, indicating Settlement Members did not regularly receive timely meal breaks, which represents 65.5% of the meal break violations found in the records, with short meal breaks representing 26.1% and missed meal breaks representing 8.4%.
Id.

A. Meal Break Violation

$\$100 \times 19.78\% \times 4,457$ initial pay periods = \$88,159.46

$\$200 \times 19.78\% \times 117,543$ subsequent pay periods = \$4,650,001.08

(19.78% is the percentage of pay periods with at least one unique meal break violation—short, missed, or late.)

B. Rest Break Violation

$\$100 \times 25\% \times 4,457$ initial pay periods = \$111,425

$\$200 \times 25\% \times 117,543$ subsequent pay periods = \$5,877,150

(25% is the percentage of pay periods with at least one missed or interrupted rest break.)

Total Maximum Potential Penalties: \$10,726,735.54

1 19. In reaching the compromise, RDLG and Plaintiffs looked at many factors, including
2 significant risks in proceeding with litigation. Plaintiffs recognize that continued litigation would be
3 an expensive, time-consuming, and uncertain undertaking. Even if Plaintiffs were to prevail at trial,
4 the Court has broad discretion to reduce any penalties awarded. Defendants likely would appeal the
5 judgment, substantially delaying any recovery. If Plaintiffs did not prevail, they would also appeal,
6 further delaying any recovery, assuming they win on appeal, of which there is no guarantee. In
7 contrast, because of the proposed Settlement, the State will receive a substantial benefit and avoid the
8 risk of an unfavorable judgment.

9 20. While Plaintiffs and RDLG are confident in the merits of the case, a legitimate
10 controversy exists. For example, based on analysis of the time records produced by Defendants,
11 Plaintiffs contend that, due to the nature of the Settlement Members' work and Defendant's practices,
12 Settlement Members did not regularly receive timely meal breaks, which represents 19.78% of the
13 break violations found in the records. Likewise, Plaintiffs contend, for the sake of determining a
14 maximum amount of penalties, that Settlement Members did not receive any compliant rest breaks.

15 21. Defendants, on the other hand, contend that Settlement Members were provided lawful
16 meal and rest periods, that any late, short, or missed breaks were due to employees' own choices.

17 22. In sum, when the risks of litigation, the burdens of proof necessary to establish liability,
18 and the probability of appeal of a favorable judgment are balanced against the merits of Plaintiffs'
19 claims, it is clear that the Settlement is reasonable and in the best interest of the public. The
20 Maximum Settlement Amount of \$479,360.00 is significant enough to deter Defendants from future
21 violations, creating a disincentive for Defendants to engage in unlawful business practices. The
22 Settlement provides a substantial benefit to the State of California. The PAGA Fund (\$479,360.00 -
23 \$159,786.66-\$18,000-\$10,000) totals \$291,573.34, with the LWDA receiving \$189,522.67 as 65% of
24 the PAGA Fund to assist with the enforcement of labor laws. Settlement Members will receive 35%
25 of the PAGA Fund, or \$102,050.67, with an average Individual Settlement Payment of \$22.90,
26 prorated by the number of pay periods and shifts worked per Settlement Member.

Attorneys' Fees and Costs

23. The Settlement provides for attorney's fees and costs to RDLG in an amount up to 33½ percent of the Maximum Settlement Amount, for a maximum fee award of \$159,786.66, plus reimbursement of reasonable litigation expenses not to exceed \$10,000.00.

24. The amount of requested attorneys' fees is reasonable based on RDLG's lodestar. As of this date, RDLG's lodestar is approximately \$109,970.00, which is based upon 131.60 hours at the attorneys' customary hourly rates. All of the hours were reasonable and necessary to achieve this excellent result on behalf of the State. This amount does not include the time spent by RDLG's staff or any estimate of the time RDLG will invest to complete this case following approval. Based upon my experience, I estimate that RDLG will spend another 10.0 hours on this case, including preparing for and attending the hearing on the Motion for Approval of PAGA Settlement, monitoring the settlement administration process, and answering questions from Settlement Members. We expect to have numerous Settlement Members calling our office to inquire about the settlement payments and to ask for further information. RDLG also bears the risk of taking whatever actions are necessary if Defendants fail to pay.

25. The regular and customary practice at RDLG is for all attorneys and staff to maintain time records setting forth the amount of time spent on each case. My colleagues and I followed this practice in this matter, noting our billable time.

26. The following tables accurately summarize the time spent on various litigation, pre-litigation, and anticipated administrative activities of the attorneys who worked on the Action:

Attorney: Bruce Weisenberg

ACTIVITY DESCRIPTION	HOURS
Law & Motion / Pleadings / PAGA Notices	26
Attorney-Client Communications / Research / Document Review / Correspondence / Meet and Confer / Internal Communications / Investigation	28.5
Court Appearances / Preparation for Court Appearances / Transportation	7.6
Preparation for, and attendance at Mediation / Timesheet Analysis - Settlement Negotiations and Drafting of Settlement Documents / Drafting Declarations	12.1
Total Number of Hours	74.2
Total Billable Hours at \$900.00/hour	\$66,780

Attorney: Alex Derval

ACTIVITY DESCRIPTION	HOURS
Client engagement // PAGA Notices	8.7
Research / Document Review / Correspondence / Meet and Confer / Internal Communications / Investigation	10.3
Mediation / Preparation for Mediation	6
Settlement Negotiations and Drafting of Settlement Documents / Communications with Claims Administrator and Class Members (anticipated/estimated)	7.4
Total Number of Hours	32.4
Total Billable Hours at \$600.00/hour	\$19,440

Attorney: Eva Abrams

ACTIVITY DESCRIPTION	HOURS
Mediation / Preparation for Mediation	6
Research / Document Review / Correspondence / Internal Communications / Investigation	5.3
Law and Motion / Pleadings	4.9
Settlement Negotiations and Drafting of Settlement Documents / Communications with Claims Administrator and Class Members (anticipated/estimated) / Drafting Declarations	8.8
Total Number of Hours	25
Total Billable Hours at \$950/hour	\$23,750

Total Number of Hours: 131.6
Total Lodestar: \$109,970.00

27. I believe that the fee and costs provision is reasonable. The fee percentage requested is less than the fee which RDLG charges for other employment cases and RDLG attorneys' hourly rates are commensurate with their qualifications and experience.

28. RDLG is a 9-attorney law firm that is actively and continuously practicing in employment litigation, almost exclusively representing employees in both state and federal courts throughout California. RDLG is qualified to handle this litigation because the firm is experienced in litigating Labor Code violations in individual actions, and the individual attorneys have the requisite PAGA experience.

29. RDLG has handled, and is currently handling, hundreds of wage and hour lawsuits.

30. I am a senior litigation attorney at RDLG. I have practiced civil litigation in California's

1 state and federal courts for the past 16 years, with the past 11 years exclusively devoted to plaintiff-
2 side employment litigation. I have been an active member of the California State Bar in good
3 standing since 2008, including over 10 years as a solo practitioner and five years as a defense
4 attorney including defending class actions and PAGA cases. My practice encompasses the spectrum
5 of labor and employment cases and my success on contingency cases justifies my 2025 hourly billing
6 rate of \$900. On many, if not most, of the contingent cases I have settled over the last five years, I
7 generally earn at least that much on an hourly basis.

8 31. Eva Abrams is a partner at RDLG. She has over 29 years of experience practicing civil
9 litigation in California's state and federal courts, with the past 10 years focused primarily on
10 representing plaintiffs in wage and hour and various other employment matters. Ms. Abrams has
11 litigated and resolved many civil actions throughout California and has vast experience handling and
12 resolving matters involving claims relating to meal and rest break violations, minimum wage and
13 overtime violations, and other wage theft issues. Ms. Abrams has been an active member of the
14 California State Bar in good standing since 1996. Based on her skill and experience, Ms. Abrams's
15 2025 hourly billing rate of \$950.00 is reasonable.

16 32. Alex Derval is a partner at RDLG. He has dedicated his career to exclusively representing
17 employees in cases involving wage and hour disputes, discrimination, and harassment cases, with a
18 primary focus on wage and hour actions. Mr. Derval has been an active member of the California
19 State Bar in good standing since 2019. Based on his skill and experience, Mr. Derval's 2025 hourly
20 billing rate of \$600.00 is reasonable.

21 33. RDLG requests the foregoing billable rates be applied in this case, as they are in line with
22 current market rates for attorneys in California with comparable experience, expertise, and
23 qualifications who handle complex wage and hour and other employment litigation.

24 34. Through my practice I have become familiar with the fees earned by attorneys in
25 employment wage and hour litigation in California, with comparable experience to mine, as well as
26 the other RDLG attorneys who worked on the Action. I have obtained this familiarity in several
27 ways: (1) by reviewing attorney fee applications and awards filed in other employment wage and
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1 hour class and representative actions; (2) by reviewing declarations regarding prevailing market rates
2 and other factors filed in employment wage and hour representative action cases in California; (3) by
3 reviewing surveys and articles on attorneys' fees in newspapers, journals, and treatises; and (4) by
4 discussing fees in employment wage and hour representative action cases with other attorneys and (5)
5 by analyzing my hourly income on contingency case settlements for the past 11 years. Based on this
6 information, I believe that the 2025 prevailing rate for cases of this sort in California range from \$350
7 to \$1,200 per hour. RDLG's current rates are consistent with this range.

8 35. The hourly rates for RDLG attorneys are also commensurate with RDLG's experience
9 litigating and settling wage and hour cases.

10 36. Additionally, RDLG invested significant time and resources into the case, with payment
11 deferred to the end of the case, and then, of course, contingent on the outcome. Without RDLG's
12 efforts, Plaintiffs' claims would have gone without the imposition of civil penalties.

13 37. Since August of 2024, when Plaintiff Ravi Bhatia retained our firm, RDLG has devoted a
14 significant amount of time to this matter, including but not limited to: interviewing Plaintiffs and
15 reviewing documents provided by Plaintiffs; drafting PAGA Notices, drafting the operative
16 Complaint, meeting and conferring with Defendants' counsel to obtain relevant documents and
17 information; reviewing records produced by Defendants; analyzing the information provided by
18 Defendants and preparing a penalty analysis; performing legal research regarding Plaintiffs' claims
19 and Defendants' defenses; engaging in sustained, arm's-length settlement negotiations, preparing for
20 and attending mediation, drafting, and revising the individual and PAGA settlement agreements;
21 drafting this motion, declaration, and accompanying documents, and preparing for and attending the
22 hearing on this motion.

23 38. As Plaintiffs are requesting attorneys' fees in the amount of \$159,786.66, Plaintiffs are
24 requesting application of a 1.438 multiplier. RDLG took this case on a contingency basis with no
25 guarantee of being paid. RDLG assumes a great deal of contingent risk in litigating wage and hour
26 actions. Because most individuals cannot afford to pay for representation in litigation on an hourly
27 basis, RDLG represents the majority of its employment law clients on a contingency-fee basis.

Pursuant to this arrangement, we are not compensated for our time unless we prevail at trial or successfully settle our clients' cases.

39. Because the firm is taking the risk that we will not be reimbursed for our time unless our client settles or wins his or her case, we cannot afford to represent an individual employee on a contingency basis if, at the end of our representation, all we are to receive is our regular hourly rate for services. It is essential that we recover more than our regular hourly rate when we win if we are to remain in practice so as to be able to continue representing other individuals in civil rights employment disputes.

40. Thus, a multiplier of 1.438 is appropriate given the contingent risk which RDLG incurred, the substantial benefit conferred on the State of California as a result of the Settlement, and the skill, tenacity and diligence which RDLG displayed in successfully resolving the Action. Plaintiffs respectfully request that the Court award RDLG the requested fees of \$159,786.66 under the common fund method, or, alternatively, based on the lodestar method with a 1.438 multiplier.

RDLG's Costs Are Reasonable

41. To date, RDLG has incurred actual costs listed below in the amount of \$8,159.53 which were reasonably incurred in the prosecution of the Action. We estimate additional costs incurred for a court reporter, filing services, travel and lodging in the amount of \$2,119.62 will be incurred, including the court reporter's fee for the hearing on this motion, the motion filing fee, along with travel and lodging for my personal appearance at the hearing. Plaintiffs request that the Court approve RDLG's request of costs up to the \$10,000.00 maximum allowable under this agreement.

1.	Client Costs	\$ 1,000
2.	Court Costs	\$
3.	LDWA Notice	\$ 150.00
4.	Certified Mail	\$ 29.91
5.	Document Service	\$ 5.42

6.	Mediation	\$2,645.00
7.	Filing Fees	505.00
8.	Initial Filing Fees	\$435.00
.	Filing Services	\$ 70.00
10.	Research Services	\$ 3319.20
11.	Current Total Costs	\$8,159.53
12.	Future Costs Court Reporter (\$500.00 est); Motion Filing Fee (\$60.00); filing service(\$70.00) Mileage (\$379.40) / Lodging (\$710.22) /travel per diem (\$400.00)	\$2119.62
13.	Total Current and Future Costs	\$10,279.15

Settlement Administration Costs

42. The Parties have agreed to use CPT Group, Inc. as the Settlement Administrator. The Settlement caps Settlement Administrator's costs at \$18,000.00, and the Parties request that the Court approve this amount.

I declare under penalty of perjury that the foregoing is true and correct. Executed on February 24, 2025, at San Francisco California.



 Bruce E. Weisenberg

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EXHIBIT 1

Wilshire Blvd
47th Floor, Suite C7
Los Angeles, CA 90017-3729



PARTNER
Alex Derval

LAWYERS HELPING PEOPLE

424-502-0709 Direct Dial

Via Online Submission

California Labor & Workforce
Development Agency
Attn. PAGA Administrator
800 Capitol Mall, Ste 5000 (MIC 55)
Sacramento, CA 95814

**Via Certified U.S.P.S. Mail – Return Receipt
Requested**

Enterprise Rent-A-Car Co of San Francisco, LLC
2633 Camino Ramon, Ste 400
San Ramon, CA 94853

Enterprise Holdings, Inc.
600 Corporate Park Drive
St. Louis, Missouri 63105

Re: Notice Pursuant to California Labor Code § 2699.3

To Whom It May Concern:

This firm represents Ravi Bhatia who was employed by Enterprise Holdings, Inc. and Enterprise Rent-A-Car Co of San Francisco, LLC (Collectively “Enterprise”) as a service manager at Enterprise’s location in South San Francisco, CA. Pursuant to the California Labor Code Private Attorneys General Act of 2004 (“PAGA”), Labor Code § 2698, et seq., this letter sets forth the specific provisions of the Labor Code and Industrial Welfare Commission (“IWC”) Wage Order No. 9-2001, which Mr. Bhatia alleges Enterprise violated, including the facts and theories to support the alleged violations.

Further, this letter constitutes written notice required by Labor Code § 2699.3, subdivisions (a)(1)(A) and (c)(1)(A) and may lead to immediate action against Enterprise in a court of law and/or

administrative proceedings, as well as the imposition of substantial penalties and other remedies against Enterprise.

Under separate cover, we are sending a check in the amount of \$75.00 to the Accounting Unit of the Department of Industrial Relations for the requisite filing fee, pursuant to Labor Code § 2699.3, subdivisions (a)(1)(B) and (c)(1)(B).

This letter also serves as notice of Mr. Bhatia's demand for preservation and nonspoliation of evidence, requesting that all relevant documents and data be saved and that all electronic files and hard-copy documents related to Mr. Bhatia's employment and potential claims be preserved, even without a court order. Spoliation of evidence may result in legal claims for damages and monetary and evidentiary sanctions, including "adverse inference" jury instructions. Intentional spoliation of evidence may carry criminal consequences pursuant to California Penal Code § 135.

We are investigating a potential class and representative action on behalf of Enterprise's current and former employees in the State of California regarding, among other things, the following violations: Pursuant to the California Private Attorneys General Act of 2004 ("PAGA"), Labor Code §§ 2698-2699.5, Mr. Bhatia seeks to recover civil penalties based on Enterprise's violations of Labor Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and 2802, which violations Mr. Bhatia alleges were committed against him and other aggrieved employees, continuing through the date of judgment in this action (collectively, the "Alleged Violations").

The Alleged Violations are based on conduct that includes but is not limited to failure to provide meal and rest periods in violation of Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, §§ 11-12; failure to pay one additional hour of compensation at the regular rate of compensation for each work day a meal or rest period is not provided in violation of Labor Code § 226.7 and Wage Order No. 9-2001, §§ 11(B) and 12(B); failure to pay minimum wages for all hours worked in violation of Labor Code §§ 1194, 1197 and 1197.1 and Wage Order No. 9-2001, § 4; failure to pay overtime wages in violation of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; failure to timely pay all wages earned in violation of Labor Code § 204; willful failure to pay all wages due to discharged and quitting employees in violation of Labor Code §§ 201-203; failure to furnish accurate itemized wage statements to employees in violation of Labor Code § 226; failure to maintain required records pursuant to Labor Code §§ 226, 1174 and 1174.5 and Wage Order No. 9-2001, § 7; and unlawful deductions and withholdings from employees' wages in violation of Labor Code §§ 221, 223 and 224.

The allegations made by Mr. Bhatia on behalf of himself and all other current and former employees of Enterprise in the State of California during the four years preceding the date of this notice are based on the following facts and theories: meal periods were less than 30 minutes, late, not given, or interrupted; rest periods were less than 10 minutes, not provided, interrupted, and/or: late; employees were not provided one hour of pay for each work day a meal period was not provided; employees were not provided one hour of pay for each work day a rest break was not authorized and permitted; and employees were not paid proper minimum and overtime wages for all hours worked as required by

California law.¹ Given the overtime, meal period and rest period violations and Enterprise's failure to compensate its employees fully, as set forth above, employees' wage statements were inaccurate and failed to comply with California law. In short, Enterprise's unlawful employment practices and policies have deprived its employees of earned wages and other compensation.

Failure to Provide Meal Periods

Pursuant to Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11, an employer is required to provide meal periods to its employees. An employer must provide a meal period to any employee who works a shift of more than five hours and a second meal period to any employee who works a shift of more than 10 hours. Furthermore, an employer must pay one extra hour of compensation for each work day a meal period is not provided.

If an employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is permitted only when (1) the nature of the work prevents an employee from being relieved of all duty and (2) the parties have agreed in writing to on duty meal periods.

Mr. Bhatia and other aggrieved employees are employees and are entitled to the protections of California Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11.

Enterprise failed to provide its employees timely and uninterrupted 30-minute meal breaks. Mr. Bhatia's and other aggrieved employees' meal periods were short (less than 30 minutes), late, interrupted and/or missed.

Enterprise consistently failed to authorize Mr. Bhatia and other aggrieved employees to take their meal breaks when they worked shifts longer than five hours. When employees were able to take a meal break, their meal breaks often were after the fifth hour of work. Mr. Bhatia and other aggrieved employees were not able to take timely 30-minute breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. Mr. Bhatia and other aggrieved employees often clocked out for their meal breaks but continued working.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001 by failing to consistently compensate Mr. Bhatia and other aggrieved employees who were not provided with meal periods in accordance with California law one additional hour of pay at each employee's regular rate of compensation for each work day a meal period was not provided.

Failure to Authorize and Permit Rest Periods

Pursuant to Labor Code § 226.7 and Wage Order No. 9-2001, § 12, an employer is required to provide rest periods to its employees. An employer must provide a 10 minute rest period for every four hours worked or major fraction thereof which insofar as practicable shall be in the middle of each work period.

¹ "[T]he statement that defendant has not provided its employees with proper rest periods states both the facts and the theory." *Gutierrez v. California Commerce Club, Inc.* (2010) 187 Cal.App.4th 969, 979 n.5.

Furthermore, an employer must pay one extra hour of compensation for each work day a rest period is not authorized and permitted.

Mr. Bhatia and other aggrieved employees were and are employees and are entitled to the protections of Labor Code § 226.7 and Wage Order No. 9-2001. Enterprise failed to authorize and permit its employees to take required rest periods. Mr. Bhatia and other aggrieved employees often were forced to forego their rest breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. When Mr. Bhatia and other aggrieved employees were able to take rest breaks, Enterprise failed to authorize and permit Mr. Bhatia and other aggrieved employees to take their rest breaks in the middle of each work period insofar as practicable.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001, § 12 by failing to pay Mr. Bhatia and other aggrieved employees one additional hour of pay at each employee's regular rate of compensation for each workday a rest period was not authorized and permitted.

Failure to Pay Minimum Wages

Pursuant to Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4, payment to an employee of less than the applicable minimum wage for all hours worked in a payroll period is unlawful.

Mr. Bhatia and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Enterprise failed to pay Mr. Bhatia and other aggrieved employees minimum wages for all hours worked by, among other things: requiring, suffering or permitting Mr. Bhatia and other similarly situated individuals to work off-the-clock; requiring, suffering or permitting Mr. Bhatia and other aggrieved employees to work through their meal breaks without compensation; illegally and inaccurately recording time worked by Mr. Bhatia and other aggrieved employees; and other methods to be discovered.

Enterprise's conduct violates Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Failure to Pay Overtime Wages

Pursuant to California Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3, an employer must compensate its employees for all overtime, which is calculated at one and one-half times the regular rate of pay for hours worked in excess of eight hours per day and/or 40 hours per week, and for the first eight hours on the seventh consecutive work day, with double time for all hours worked in excess of eight hours on the seventh day of any workweek, or after 12 hours in any work day.

Mr. Bhatia and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001. Enterprise failed to compensate Mr. Bhatia and other aggrieved employees for all overtime hours worked as required under the foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to pay overtime at one and one-half times or double the regular rate of pay as provided by Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; requiring, suffering or permitting Mr. Bhatia and other

aggrieved employees to work off-the-clock; requiring, suffering or permitting Mr. Bhatia and other aggrieved employees work through meal periods without compensation; illegally and inaccurately recording time worked by Mr. Bhatia and other aggrieved employees; and other methods to be discovered.

In violation of California law, Enterprise has refused to perform its obligations to compensate Mr. Bhatia and other aggrieved employees for all wages earned and all hours worked.

Enterprise's conduct violates Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3.

Failure to Timely Pay All Wages Earned

Pursuant to Labor Code § 204, an employer must pay its employees at least twice a month for all wages earned during the preceding pay period. Labor Code § 204 provides that labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. An employer using an alternate payday schedule must pay wages within seven calendar days of the end of the payroll period in which the wages were earned.

Enterprise failed to pay Mr. Bhatia and other aggrieved employees on their regularly scheduled payday for all work performed during the preceding pay period. For example, Enterprise required Mr. Bhatia and other aggrieved employees to work off-the-clock without compensation. Enterprise also failed to pay Mr. Bhatia and other aggrieved employees premium wages owed for each work day a meal period was not provided and each work day a rest period was not authorized and permitted.

In addition, Enterprise failed to pay Mr. Bhatia and other aggrieved employees for the overtime wages they earned in violation of Labor Code § 204. Labor Code § 204 requires an employer to pay overtime wages no later than the payday for the next regular payroll period following the payroll period in which the overtime wages were earned. Enterprise knew it was required to pay overtime wages, yet on many occasions failed to pay Mr. Bhatia and other aggrieved employees overtime wages on any payday.

Failure to Pay All Wages Due Upon Separation

Pursuant to Labor Code §§ 201, 202 and 203, an employer is required to pay all earned and unpaid wages to an employee upon separation. Labor Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued and unpaid at the time of discharge are due and payable immediately. Pursuant to Labor Code § 202, an employer is required to pay all accrued wages due to an employee no later than 72 hours after the employee quits his or her employment, unless the employee provided 72 hours previous 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. Labor Code § 203 provides that if an employer willfully fails to pay, in accordance with Labor Code §§ 201 and 202, any wages of an employee who is discharged or who quits, the employer is liable for waiting time penalties in the form of continued compensation to the employee at the same rate for up to 30 days.

Enterprise failed to pay accrued wages to Mr. Bhatia and other aggrieved employees in accordance with Labor Code §§ 201 and 202. Because Enterprise required Mr. Bhatia and other aggrieved employees to work off-the-clock without compensation and failed to pay Mr. Bhatia and other aggrieved employees the premium wages for all meal periods which were not provided and all rest periods which were not authorized or permitted, Enterprise failed and continues to fail to pay the full earned and unpaid wages due to Mr. Nistico and other aggrieved employees upon separation.

Failure to Furnish Accurate Itemized Wage Statements

Labor Code § 226 requires every employer to furnish each of its employees an accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

Enterprise failed to timely provide Mr. Bhatia and other aggrieved employees accurate itemized wage statements in writing showing each employee's gross wages earned, total hours worked, all deductions made, net wages earned, the name and address of the legal entity or entities employing Mr. Bhatia and other aggrieved employees, and all applicable hourly rates in effect during each pay period and the corresponding number of hours worked at each hourly rate, in violation of Labor Code § 226 and Wage Order No. 9-2001, § 7.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Bhatia and other aggrieved employees performed work off-the-clock, and Enterprise failed to include this time worked on Mr. Bhatia's and other aggrieved employees' wage statements. Enterprise also did not properly calculate Mr. Bhatia's and other aggrieved employees' regular rate of pay. As a result, Mr. Bhatia's and other aggrieved employees' wage statements did not include all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate.

Failure to Maintain Required Records

Enterprise failed to maintain records as required under Labor Code §§ 226 and 1174 and Wage Order No. 9-2001, § 7, including but not limited to the following records: total daily hours worked by each employee; applicable rates of pay; all deductions; meal periods; time records showing when each employee begins and ends each work period; and accurate itemized statements.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Bhatia and other aggrieved employees performed work off-the-clock, including during meal breaks, and

were compensated for such time. As a result, Enterprise failed to maintain accurate records of the total daily hours worked by each employee, meals periods, and when each employees began and ended each work period. Employees' wage statements also were inaccurate. In addition, Enterprise did not properly calculate Mr. Nistico's and other aggrieved employees' regular rate of pay.

Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties

Labor Code § 2802(a) requires an employer to indemnify an employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer. Enterprise failed to indemnify Mr. Bhatia and other aggrieved employees for all business expenses and/or losses incurred in direct consequence of the discharge of their duties while working under the direction of Enterprise, including but not limited to expenses for personal cell phone and vehicle use, and other employment-related expenses, in violation of Labor Code § 2802.

This notice is hereby given to Enterprise and any and all related and/or alter ego companies, corporations, partnerships, and/or business entities, as well as against any and all officers, owners, directors, managers, managing agents, or entities who are or may be liable under California law for any of the violations alleged herein as to any locations or employees who worked at any time in the State of California.

This notice is made on behalf of all persons who are, were, or will be employees of Enterprise, or any related or alter-ego company, corporation, partnership, and/or business entity at any time on or after a date four years prior to the date of this letter in the State of California.

This notice shall be construed as extending without limitation to any past, present, future, or continuing violation of the Labor Code, the applicable IWC Wage Order, or any applicable regulation which might be discovered as a result of a reasonable and diligent investigation made pursuant to this notice.

This notice shall further represent Mr. Bhatia's reasonable attempt to settle his dispute with Enterprise prior to litigation. Pursuant to *Graham v. DaimlerChrysler Corp.*, 34 Cal. 4th 553 (2004), this notice serves to apprise Enterprise of Mr. Bhatia's aforementioned grievances and the proposed remedies as detailed below, while affording Enterprise reasonable opportunity to meet Mr. Nistico's demands.

Demand is hereby made that Enterprise shall agree, in writing received at this office no later than 30 calendar days from the postmark date of this notice, as follows:

1. Enterprise shall pay Mr. Nistico and all other similarly-situated persons employed by Enterprise at any time during the past 48 months back pay and compensation for the above referenced violations.
2. Enterprise shall comply with all California labor laws and ensure that its employees are provided lawful meal and rest breaks and paid minimum and overtime wages for all hours worked.

3. Enterprise shall conduct a survey or interview all current and former employees in California during the past 48 months to obtain information from them regarding the number of meal breaks which were not provided and the number of rest breaks which were not authorized and permitted, with the investigation to be completed within 60 days.
4. Enterprise shall pay each employee one hour of pay for each work day he or she was not authorized and permitted one or more rest periods, as required by Labor Code § 226.7. Enterprise also shall pay each employee one hour of pay for each work day he or she was not provided one or more and meal periods, as required by Labor Code § 226.7.
5. Enterprise shall reimburse those employees who were required to pay for any business expenses incurred for Enterprise's benefit, including but not limited to costs associated with personal cell phone and vehicle use in the discharge of their duties without compensation.
6. Enterprise shall pay accrued interest to all employees at the rate of 10% per annum for said unpaid wages.
7. Enterprise shall pay waiting time penalties, equal to 30 days of pay, to each former employee who was not paid all wages due as described herein.
8. Enterprise shall pay all penalties arising from the violations of the Labor Code and IWC Wage Order sections referenced above and pursuant to PAGA, Labor Code § 2698, et seq., including but not limited to penalties under Labor Code §§ 210, 225.5, 226.3, 558, 1174.5, 1197.1, 1199 and 2699 and Wage Order No. 9-2001, § 20.

If the Labor and Workforce Development Agency intends to investigate the allegations set forth herein, please notify this office of that decision by certified mail addressed to RD Law Group, 707 Wilshire Blvd., 47th Floor, Suite C7, Los Angeles, California 90017-3729.

Additionally, please advise us if the Agency or Enterprise requires additional information regarding Mr. Bhatia's claims.

Sincerely,

Alex Derval
Bruce Weisenberg
ATTORNEYS FOR PLAINTIFF

PAGA NOTICE PUBLIC SEARCH - CASE DETAIL

Case Information

Case Number: LWDA-CM-1047989-24
Plaintiff for PAGA Case: Ravi Bhatia
Filer/Attorney for PAGA Case: Alexander Derval
Law Firm for PAGA Plaintiff: RD Law Group APC
Employer: Enterprise Rent-A-Car Co of San Francisco, LLC
Date Case Received:
Filer for Employer:
Employer Filer Firm:
Court Type: California Superior Courts
Court Name: Humboldt County Superior Court
PAGA Court Case Number: CV2500406
Violation Type:
Related BOFE Case:

Attachments

Attachment Name	Description	Date Submitted	Type
Court Complaint Submitted on 02/21/2025 10:56:26 AM by Bruce Weisenberg	JASON CATLOW RAVI BHATIA Complaint - FILED.pdf	2/21/2025 6:56 PM	Court Complaint
PAGA Notice Submitted on 08/28/2024 02:53:40 PM by Alexander Derval	Bhatia v Enterprise PAGA letter-final.pdf	8/28/2024 9:54 PM	PAGA Notice



LAWYERS HELPING PEOPLE

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47th Floor, Suite C7
Los Angeles, CA 90017-3729

424-535-1500
424-502-0709 Direct Dial

alex@rdlawgroup.com
www.rdlawgroup.com

PARTNER
Alex Derval

**Confidential Settlement Communication
(Cal. Evid. Code § 1152)**

Via Online Submission

California Labor & Workforce
Development Agency
Attn. PAGA Administrator 1515
Clay Street, Ste. 801
Oakland, CA 94612

**Via Certified U.S.P.S. Mail – Return Receipt
Requested**

Enterprise Rent-A-Car Co of Sacramento, LLC
150 N. Sunrise Avenue
Roseville, CA 95661

Re: Notice Pursuant to California Labor Code § 2699.3

Court Case: Jason Catlaw v. *Enterprise Rent-A-Car Company of Sacramento, LLC*

LWDA Case: LWDA-CM-xxxxxx-xx

To Whom It May Concern:

This firm represents Jason Catlow who was employed by Enterprise Rent-A-Car Co of Sacramento, LLC as a Detailer at Enterprise's location in Eureka, CA. Pursuant to the California Labor Code Private Attorneys General Act of 2004 ("PAGA"), Labor Code § 2698, et seq., this letter sets forth the specific provisions of the Labor Code and Industrial Welfare Commission ("IWC") Wage Order No. 9-2001, which Mr. Catlow alleges Enterprise violated, including the facts and theories to support the alleged violations.

Further, this letter constitutes written notice required by Labor Code § 2699.3, subdivisions (a)(1)(A) and (c)(1)(A) and may lead to immediate action against Enterprise in a court of law and/or administrative proceedings, as well as the imposition of substantial penalties and other remedies against Enterprise.

Under separate cover, we are sending a check in the amount of \$75.00 to the Accounting Unit of the Department of Industrial Relations for the requisite filing fee, pursuant to Labor Code § 2699.3, subdivisions (a)(1)(B) and (c)(1)(B).

This letter also serves as notice of Mr. Catlow's demand for preservation and nonspoliation of evidence, requesting that all relevant documents and data be saved and that all electronic files and hard-copy documents related to Mr. Catlow's employment and potential claims be preserved, even without a court order. Spoliation of evidence may result in legal claims for damages and monetary and evidentiary sanctions, including "adverse inference" jury instructions. Intentional spoliation of evidence may carry criminal consequences pursuant to California Penal Code § 135.

We are investigating a potential class and representative action on behalf of Enterprise's current and former employees in the State of California regarding, among other things, the following violations: Pursuant to the California Private Attorneys General Act of 2004 ("PAGA"), Labor Code §§ 2698-2699.5, Mr. Catlow seeks to recover civil penalties based on Enterprise's violations of Labor Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and 2802, which violations Mr. Catlow alleges were committed against him and other aggrieved employees, continuing through the date of judgment in this action (collectively, the "Alleged Violations").

The Alleged Violations are based on conduct that includes but is not limited to failure to provide meal and rest periods in violation of Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, §§ 11-12; failure to pay one additional hour of compensation at the regular rate of compensation for each work day a meal or rest period is not provided in violation of Labor Code § 226.7 and Wage Order No. 9-2001, §§ 11(B) and 12(B); failure to pay minimum wages for all hours worked in violation of Labor Code §§ 1194, 1197 and 1197.1 and Wage Order No. 9-2001, § 4; failure to pay overtime wages in violation of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; failure to timely pay all wages earned in violation of Labor Code § 204; willful failure to pay all wages due to discharged and quitting employees in violation of Labor Code §§ 201-203; failure to furnish accurate itemized wage statements to employees in violation of Labor Code § 226; failure to maintain required records pursuant to Labor Code §§ 226, 1174 and 1174.5 and Wage Order No. 9-2001, § 7; and unlawful deductions and withholdings from employees' wages in violation of Labor Code §§ 221, 223 and 224.

The allegations made by Mr. Catlow on behalf of himself and all other current and former employees of Enterprise in the State of California during the four years preceding the date of this notice are based on the following facts and theories: meal periods were less than 30 minutes, late, not given, or interrupted; rest periods were less than 10 minutes, not provided, interrupted, and/or: late; employees were not provided one hour of pay for each work day a meal period was not provided; employees were not provided one hour of pay for each work day a rest break was not authorized and permitted; and

employees were not paid proper minimum and overtime wages for all hours worked as required by California law.¹ Given the overtime, meal period and rest period violations and Enterprise's failure to compensate its employees fully, as set forth above, employees' wage statements were inaccurate and failed to comply with California law. In short, Enterprise's unlawful employment practices and policies have deprived its employees of earned wages and other compensation.

Failure to Provide Meal Periods

Pursuant to Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11, an employer is required to provide meal periods to its employees. An employer must provide a meal period to any employee who works a shift of more than five hours and a second meal period to any employee who works a shift of more than 10 hours. Furthermore, an employer must pay one extra hour of compensation for each work day a meal period is not provided.

If an employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is permitted only when (1) the nature of the work prevents an employee from being relieved of all duty and (2) the parties have agreed in writing to on duty meal periods.

Mr. Catlow and other aggrieved employees are employees and are entitled to the protections of California Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11.

Enterprise failed to provide its employees timely and uninterrupted 30-minute meal breaks. Mr. Catlow's and other aggrieved employees' meal periods were short (less than 30 minutes), late, interrupted and/or missed.

Enterprise consistently failed to authorize Mr. Catlow and other aggrieved employees to take their meal breaks when they worked shifts longer than five hours. When employees were able to take a meal break, their meal breaks often were after the fifth hour of work. Mr. Catlow and other aggrieved employees were not able to take timely 30-minute breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. Mr. Catlow and other aggrieved employees often clocked out for their meal breaks but continued working.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001 by failing to consistently compensate Mr. Catlow and other aggrieved employees who were not provided with meal periods in accordance with California law one additional hour of pay at each employee's regular rate of compensation for each work day a meal period was not provided.

Failure to Authorize and Permit Rest Periods

Pursuant to Labor Code § 226.7 and Wage Order No. 9-2001, § 12, an employer is required to provide rest periods to its employees. An employer must provide a 10 minute rest period for every four hours

¹ "[T]he statement that defendant has not provided its employees with proper rest periods states both the facts and the theory." *Gutierrez v. California Commerce Club, Inc.* (2010) 187 Cal.App.4th 969, 979 n.5.

worked or major fraction thereof which insofar as practicable shall be in the middle of each work period. Furthermore, an employer must pay one extra hour of compensation for each work day a rest period is not authorized and permitted.

Mr. Catlow and other aggrieved employees were and are employees and are entitled to the protections of Labor Code § 226.7 and Wage Order No. 9-2001. Enterprise failed to authorize and permit its employees to take required rest periods. Mr. Catlow and other aggrieved employees often were forced to forego their rest breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. When Mr. Catlow and other aggrieved employees were able to take rest breaks, Enterprise failed to authorize and permit Mr. Catlow and other aggrieved employees to take their rest breaks in the middle of each work period insofar as practicable.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001, § 12 by failing to pay Mr. Catlow and other aggrieved employees one additional hour of pay at each employee's regular rate of compensation for each workday a rest period was not authorized and permitted.

Failure to Pay Minimum Wages

Pursuant to Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4, payment to an employee of less than the applicable minimum wage for all hours worked in a payroll period is unlawful.

Mr. Catlow and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Enterprise failed to pay Mr. Catlow and other aggrieved employees minimum wages for all hours worked by, among other things: requiring, suffering or permitting Mr. Catlow and other similarly situated individuals to work off-the-clock; requiring, suffering or permitting Mr. Catlow and other aggrieved employees to work through their meal breaks without compensation; illegally and inaccurately recording time worked by Mr. Catlow and other aggrieved employees; and other methods to be discovered.

Enterprise's conduct violates Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Failure to Pay Overtime Wages

Pursuant to California Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3, an employer must compensate its employees for all overtime, which is calculated at one and one-half times the regular rate of pay for hours worked in excess of eight hours per day and/or 40 hours per week, and for the first eight hours on the seventh consecutive work day, with double time for all hours worked in excess of eight hours on the seventh day of any workweek, or after 12 hours in any work day.

Mr. Catlow and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001. Enterprise failed to compensate Mr. Catlow and other aggrieved employees for all overtime hours worked as required under the foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to pay

overtime at one and one-half times or double the regular rate of pay as provided by Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; requiring, suffering or permitting Mr. Catlow and other aggrieved employees to work off-the-clock; requiring, suffering or permitting Mr. Catlow and other aggrieved employees work through meal periods without compensation; illegally and inaccurately recording time worked by Mr. Catlow and other aggrieved employees; and other methods to be discovered.

In violation of California law, Enterprise has refused to perform its obligations to compensate Mr. Catlow and other aggrieved employees for all wages earned and all hours worked.

Enterprise's conduct violates Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3.

Failure to Timely Pay All Wages Earned

Pursuant to Labor Code § 204, an employer must pay its employees at least twice a month for all wages earned during the preceding pay period. Labor Code § 204 provides that labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. An employer using an alternate payday schedule must pay wages within seven calendar days of the end of the payroll period in which the wages were earned.

Enterprise failed to pay Mr. Catlow and other aggrieved employees on their regularly scheduled payday for all work performed during the preceding pay period. For example, Enterprise required Mr. Catlow and other aggrieved employees to work off-the-clock without compensation. Enterprise also failed to pay Mr. Catlow and other aggrieved employees premium wages owed for each work day a meal period was not provided and each work day a rest period was not authorized and permitted.

In addition, Enterprise failed to pay Mr. Catlow and other aggrieved employees for the overtime wages they earned in violation of Labor Code § 204. Labor Code § 204 requires an employer to pay overtime wages no later than the payday for the next regular payroll period following the payroll period in which the overtime wages were earned. Enterprise knew it was required to pay overtime wages, yet on many occasions failed to pay Mr. Catlow and other aggrieved employees overtime wages on any payday.

Failure to Pay All Wages Due Upon Separation

Pursuant to Labor Code §§ 201, 202 and 203, an employer is required to pay all earned and unpaid wages to an employee upon separation. Labor Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued and unpaid at the time of discharge are due and payable immediately. Pursuant to Labor Code § 202, an employer is required to pay all accrued wages due to an employee no later than 72 hours after the employee quits his or her employment, unless the employee provided 72 hours previous 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. Labor Code § 203 provides that if an employer willfully fails to pay, in accordance with Labor Code §§ 201 and 202, any wages of an employee who is discharged or

who quits, the employer is liable for waiting time penalties in the form of continued compensation to the employee at the same rate for up to 30 days.

Enterprise failed to pay accrued wages to Mr. Catlow and other aggrieved employees in accordance with Labor Code §§ 201 and 202. Because Enterprise required Mr. Catlow and other aggrieved employees to work off-the-clock without compensation and failed to pay Mr. Catlow and other aggrieved employees the premium wages for all meal periods which were not provided and all rest periods which were not authorized or permitted, Enterprise failed and continues to fail to pay the full earned and unpaid wages due to Mr. Nistico and other aggrieved employees upon separation.

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Enterprise failed to timely provide Mr. Catlow and other aggrieved employees accurate itemized wage statements in writing showing each employee's gross wages earned, total hours worked, all deductions made, net wages earned, the name and address of the legal entity or entities employing Mr. Catlow and other aggrieved employees, and all applicable hourly rates in effect during each pay period and the corresponding number of hours worked at each hourly rate, in violation of Labor Code § 226 and Wage Order No. 9-2001, § 7.

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Failure to Maintain Required Records

Enterprise failed to maintain records as required under Labor Code §§ 226 and 1174 and Wage Order No. 9-2001, § 7, including but not limited to the following records: total daily hours worked by each employee; applicable rates of pay; all deductions; meal periods; time records showing when each employee begins and ends each work period; and accurate itemized statements.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Catlow and other aggrieved employees performed work off-the-clock, including during meal breaks, and were compensated for such time. As a result, Enterprise failed to maintain accurate records of the total daily hours worked by each employee, meals periods, and when each employees began and ended each work period. Employees' wage statements also were inaccurate. In addition, Enterprise did not properly calculate Mr. Nistico's and other aggrieved employees' regular rate of pay.

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Labor Code § 2802(a) requires an employer to indemnify an employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer. Enterprise failed to indemnify Mr. Catlow and other aggrieved employees for all business expenses and/or losses incurred in direct consequence of the discharge of their duties while working under the direction of Enterprise, including but not limited to expenses for personal cell phone and vehicle use, and other employment-related expenses, in violation of Labor Code § 2802.

This notice is hereby given to Enterprise and any and all related and/or alter ego companies, corporations, partnerships, and/or business entities, as well as against any and all officers, owners, directors, managers, managing agents, or entities who are or may be liable under California law for any of the violations alleged herein as to any locations or employees who worked at any time in the State of California.

This notice is made on behalf of all persons who are, were, or will be employees of Enterprise, or any related or alter-ego company, corporation, partnership, and/or business entity at any time on or after a date four years prior to the date of this letter in the State of California.

This notice shall be construed as extending without limitation to any past, present, future, or continuing violation of the Labor Code, the applicable IWC Wage Order, or any applicable regulation which might be discovered as a result of a reasonable and diligent investigation made pursuant to this notice.

This notice shall further represent Mr. Catlow's reasonable attempt to settle his dispute with Enterprise prior to litigation. Pursuant to *Graham v. DaimlerChrysler Corp.*, 34 Cal. 4th 553 (2004), this notice serves to apprise Enterprise of Mr. Catlow's aforementioned grievances and the proposed remedies as detailed below, while affording Enterprise reasonable opportunity to meet Mr. Nistico's demands.

Demand is hereby made that Enterprise shall agree, in writing received at this office no later than 30 calendar days from the postmark date of this notice, as follows:

1. Enterprise shall pay Mr. Nistico and all other similarly-situated persons employed by Enterprise at any time during the past 48 months back pay and compensation for the above referenced

violations.

2. Enterprise shall comply with all California labor laws and ensure that its employees are provided lawful meal and rest breaks and paid minimum and overtime wages for all hours worked.
3. Enterprise shall conduct a survey or interview all current and former employees in California during the past 48 months to obtain information from them regarding the number of meal breaks which were not provided and the number of rest breaks which were not authorized and permitted, with the investigation to be completed within 60 days.
4. Enterprise shall pay each employee one hour of pay for each work day he or she was not authorized and permitted one or more rest periods, as required by Labor Code § 226.7. Enterprise also shall pay each employee one hour of pay for each work day he or she was not provided one or more meal periods, as required by Labor Code § 226.7.
5. Enterprise shall reimburse those employees who were required to pay for any business expenses incurred for Enterprise's benefit, including but not limited to costs associated with personal cell phone and vehicle use in the discharge of their duties without compensation.
6. Enterprise shall pay accrued interest to all employees at the rate of 10% per annum for said unpaid wages.
7. Enterprise shall pay waiting time penalties, equal to 30 days of pay, to each former employee who was not paid all wages due as described herein.
8. Enterprise shall pay all penalties arising from the violations of the Labor Code and IWC Wage Order sections referenced above and pursuant to PAGA, Labor Code § 2698, et seq., including but not limited to penalties under Labor Code §§ 210, 225.5, 226.3, 558, 1174.5, 1197.1, 1199 and 2699 and Wage Order No. 9-2001, § 20.

If the Labor and Workforce Development Agency intends to investigate the allegations set forth herein, please notify this office of that decision by certified mail addressed to RD Law Group, 707 Wilshire Blvd., 47th Floor, Suite C7, Los Angeles, California 90017-3729.

Additionally, please advise us if the Agency or Enterprise requires additional information regarding Mr. Catlow's claims.

Sincerely,

/s/ Alex Derval /
Partner

PAGA NOTICE PUBLIC SEARCH - CASE DETAIL

Case Information

Case Number: LWDA-CM-1061556-24
Plaintiff for PAGA Case: Jason Catlow
Filer/Attorney for PAGA Case: Alexander Derval
Law Firm for PAGA Plaintiff: RD Law Group APC
Employer: Enterprise Rent-A-Car Company of Sacramento, LLC
Date Case Received:
Filer for Employer:
Employer Filer Firm:
Court Type: California Superior Courts
Court Name: Humboldt County Superior Court
PAGA Court Case Number: CV2500406
Violation Type:
Related BOFE Case:

Attachments

Attachment Name	Description	Date Submitted	Type
Court Complaint Submitted on 02/21/2025 11:02:52 AM by Bruce Weisenberg	JASON CATLOW RAVI BHATIA Complaint - FILED.pdf	2/21/2025 7:02 PM	Court Complaint
PAGA Notice Submitted on 11/13/2024 01:05:28 PM by Alexander Derval	Catlow v Enterprise PAGA letter 11.13.2024.pdf	11/13/2024 9:05 PM	PAGA Notice

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EXHIBIT 2

Bruce Weisenberg (260521)
Eva Abrams (181424)
Alex Derval (326859)
RD Law Group, LLP
707 Wilshire Blvd, Fl 47th, Ste C7
Los Angeles, CA, 90017
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Attorneys for Plaintiffs JASON CATLOW and RAVI BHATIA,
individually, and on behalf of others similarly situated

LAW OFFICES OF STEPHEN J. KEPLER
Stephen J. Kepler (Bar No. 155451)
28241 Crown Valley Parkway, Suite F
Laguna Niguel, CA 92677
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E-mail: skepler@kepler-law.com

Attorneys for Defendants

ENTERPRISE RENT-A-CAR COMPANY OF SACRAMENTO, LLC
and ENTERPRISE RENT-A-CAR CO OF SAN FRANCISCO, LLC

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF HUMBOLDT

JASON CATLOW and RAVI BHATIA,
individually, and on behalf of others similarly
situated,

Plaintiffs,

vs.

ENTERPRISE RENT-A-CAR COMPANY
OF SACRAMENTO, LLC, a Delaware
limited liability company, ENTERPRISE
RENT-A-CAR CO OF SAN FRANCISCO,
LLC, a Delaware limited liability company,
and DOES 1 through 50, inclusive,

Defendants.

) Case No. CV2500406

) **SETTLEMENT AGREEMENT**
) **REGARDING PAGA CLAIMS**

1 **SETTLEMENT AGREEMENT REGARDING PAGA CLAIMS**

2 Jason Catlow and Ravi Bhatia, individually, and in their capacity as
3 representatives of the State of California on behalf of other aggrieved employees
4 (“Plaintiffs”), and Enterprise Rent-a-Car Company of Sacramento, LLC and Enterprise
5 Rent-a-Car Co of San Francisco, LLC (collectively, “Defendants”), hereby enter into this
6 Settlement Agreement Regarding Private Attorneys General Act of 2004 Claims
7 (“Settlement”) as follows:

8 **I. DEFINITIONS**

9 As used in this Settlement, the following terms shall have the following meanings:

10 A. “Action” shall mean the civil action entitled *Catlow, et al. v. Enterprise*
11 *Rent-A-Car Company of Sacramento, LLC, et al.*, filed in the Superior Court of the State
12 of California for the County of Humboldt on February 21, 2025, designated as Case No.
13 CV2500406.

14 B. “Alleged Violations” shall mean Defendants’ alleged violations of Labor
15 Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223,
16 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1,
17 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and
18 2802, committed against the Settlement Members during the Applicable PAGA Periods,
19 all of which violations were alleged in Plaintiffs’ Notice Letters to the LWDA.

20 C. “Defendants” shall mean Enterprise Rent-a-Car Company of Sacramento,
21 LLC and Enterprise Rent-a-Car Co of San Francisco, LLC.

22 D. “Defense Counsel” shall mean Stephen J. Kepler of Law Offices of
23 Stephen J. Kepler.

24 E. “Effective Date” means the date by which this Settlement is finally
25 approved as provided herein and the Court's Judgment becomes final. For purposes of
26 the meaning of "Effective Date," the Court's Judgment becomes final upon the later of:
27 (a) the date of final affirmance on appeal of the Judgment, the expiration of the time for a
28 petition to review the Judgment, and, if review is granted, the date of final affirmance of

1 the Judgment following review; (b) the date of final dismissal of any appeal from the
2 Judgment or the final dismissal of any proceeding to review the Judgment; or (c) if no
3 appeal is filed, the expiration date for filing any appeal from the Judgment.

4 Notwithstanding the foregoing, if no objections to the Settlement are filed or submitted,
5 the Effective Date shall be the date which is 65 days after the date that the Court's
6 Judgment is entered.

7 F. "Employee Information" shall mean information regarding Settlement
8 Members that Defendants shall in good faith compile from their records and shall be
9 authorized by the Court to transmit in a secured manner to the Settlement Administrator.
10 Employee Information shall be transmitted in electronic form and shall include each
11 Settlement Member's full name; last known address; Social Security number; and total
12 number of compensable pay periods.

13 G. "Exempt Settlement Members" refers to all Settlement Members who were
14 classified as exempt employees at any time during the Applicable PAGA Period.

15 H. "Individual Settlement Payment" refers to each Settlement Member's pro
16 rata share of the PAGA Fund.

17 I. "Judgment" means a judgment executed, filed and entered by the Court in
18 accordance with this Settlement, representing recovery under PAGA, arising from the
19 Alleged Violations. Said Judgment will be in the form substantially similar to that
20 attached hereto as Exhibit "B".

21 J. "LWDA" refers to the California Labor & Workforce Development
22 Agency.

23 K. "Maximum Settlement Amount" refers to the Court-approved amount that
24 Defendants shall have to pay in connection with this Settlement, which shall be inclusive
25 of all Individual Settlement Payments to Settlement Members, Plaintiffs' Counsel
26 Payment, Settlement Administration Costs, and the PAGA payment to the LWDA. The
27 Maximum Settlement Amount shall not exceed \$479,360.

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1 L. “Non-Exempt Settlement Members” refers to all Settlement Members who
2 were not classified as exempt employees at any time during the Applicable PAGA
3 Period.

4 M. “Notice” refers to the Notice of PAGA Settlement, substantially in the form
5 attached hereto as Exhibit “C,” which shall be subject to Court approval and which the
6 Settlement Administrator shall mail to each Settlement Member explaining the terms of
7 the Settlement. Counsel have confirmed that the Settlement Members generally read and
8 speak English.

9 N. “PAGA” refers to the Private Attorneys General Act of 2004, California
10 Labor Code Sections 2699 *et seq.*

11 O. “PAGA Fund” refers to the Maximum Settlement Amount, less Plaintiffs’
12 Counsel Payment and the Settlement Administration Costs.

13 P. “Parties” collectively refers to Plaintiff and Defendant.

14 Q. “Plaintiffs” refers to plaintiffs Jason Catlow and Ravi Bhatia, individually
15 and in their capacity as representatives of the State of California on behalf of other
16 aggrieved employees.

17 R. “Plaintiffs’ Counsel” shall mean RD Law Group.

18 S. “Plaintiffs’ Counsel Payment” refers to Court-approved payment of
19 attorneys’ fees to Plaintiffs’ Counsel (not to exceed 33⅓ percent of the Maximum
20 Settlement Amount), and Plaintiffs’ Counsel’s expenses and costs reasonably incurred in
21 connection with this Action, as approved by the Court.

22 T. “Plaintiffs’ Notice Letters to the LWDA” refers to the letters dated 8/27/24
23 and 11/13/24, both of which are attached hereto as Exhibit “A.”

24 U. “Released Claims” shall mean any and all claims under PAGA on behalf of
25 any Settlement Member, related to the Alleged Violations, all of which were alleged in
26 Plaintiffs’ Notice Letters to the LWDA.

27 V. “Released Parties” shall mean Defendants and all of their past and present
28 parents, subsidiaries, affiliated and/or related corporations, predecessors, successors, and

1 assigns, including each of their officers, directors, members, shareholders, managing
2 agents, representatives, consultants, attorneys, insurers and divisions, whether previously
3 or hereinafter affiliated in any manner. Released Parties specifically include without
4 limitation Enterprise Holdings, Inc., which is an intended third party beneficiary of this
5 Agreement.

6 **W.** “Sacramento PAGA Period” shall mean July 25, 2023, through March 21,
7 2025. For allegedly aggrieved employees of Enterprise Rent-a-Car Company of
8 Sacramento, LLC, the Sacramento PAGA Period may also be referred to as the
9 Applicable PAGA Period.

10 **X.** “San Francisco PAGA Period” shall mean May 29, 2023, through March
11 21, 2025. For allegedly aggrieved employees of Enterprise Rent-a-Car Co of San
12 Francisco, LLC, the San Francisco PAGA Period may also be referred to as the
13 Applicable PAGA Period.

14 **Y.** “Settlement Administrator” refers to CPT Group, Inc., located at Steuart
15 Tower, 50 Corporate Park, Irvine, CA 92606, the qualified, third-party settlement
16 administrator agreed to by the Parties to administer the terms of the Settlement.

17 **Z.** “Settlement Administration Costs” means the reasonable costs and fees of
18 administering the Settlement to be paid from the Maximum Settlement Amount,
19 including, but not limited to: (i) printing, mailing, and re-mailing (if necessary) of the
20 Notice to Settlement Members; (ii) preparing and submitting to Settlement Members and
21 the LWDA all appropriate tax filings and forms; (iii) computing the amount of and
22 distributing Individual Settlement Payments, Plaintiffs’ Counsel Payment, and the PAGA
23 payment to the LWDA; (iv) any cost associated with the escheatment process for any
24 uncashed or undeliverable settlement checks, and (v) establishing a Qualified Settlement
25 Fund, as defined by the Internal Revenue Code.

26 **AA.** “Settlement Members” refers to all persons employed by Defendants in
27 California during the Applicable PAGA Periods.

1 **BB.** “Settlement Packet” means the Notice and Individual Settlement Payment
2 to be sent to each Settlement Member by the Settlement Administrator.

3 **II. RECITALS**

4 **A.** On August 27, 2024, and November 13, 2024, Plaintiffs’ Counsel sent
5 letters to the LWDA on behalf of Plaintiffs, in compliance with California Labor Code
6 section 2699.3. Plaintiffs seek to represent themselves and all Settlement Members.
7 More than 65 days passed after the letters were sent to the LWDA, and the LWDA has
8 not indicated that it intends to investigate the alleged violations referenced in the letters.

9 **B.** On February 21, 2025, Plaintiffs filed a Complaint in Humboldt County
10 Superior Court, Case No. CV2500406, asserting causes of action which included
11 individual wage and hour claims along with a representative claim for civil penalties
12 under PAGA.

13 **C.** Plaintiffs seek recovery under PAGA, based on the Alleged Violations,
14 committed against the Settlement Members during the Applicable PAGA periods.

15 **D.** Counsel for all Parties have investigated the facts relating to the claims
16 alleged in the operative complaint and have made a thorough study of the legal principles
17 applicable to the claims asserted against Defendants. Based on their investigation and
18 evaluation of this case, Plaintiffs’ Counsel have concluded that the settlement is fair,
19 reasonable, and adequate in light of all known facts and circumstances, including the
20 defenses asserted by Defendants, potential adverse findings regarding liability, and
21 numerous potential appellate issues.

22 **E.** Defendants deny, and continue to deny, each and every claim and
23 contention alleged in the Action, and have always maintained that they never engaged in
24 any unlawful acts regarding any of the matters alleged in the Action.

25 **NOW, THEREFORE,** in consideration of the mutual covenants, promises, and
26 conditions set forth, the Parties agree as follows:

27 **III. NON-ADMISSION OF WRONGDOING OR LIABILITY**

1 A. Based on the factual and legal issues involved, the expense and time
2 necessary to prosecute the Action through trial, the risks, uncertainty, and costs of further
3 prosecution, the difficulty of proof necessary to establish liability as to the aggrieved
4 employees, and the relative benefits to the Settlement Members of an expeditious
5 resolution to the Action, the Parties have concluded that the terms set forth in this
6 Settlement are fair, reasonable, adequate, and in the best interests of the Settlement
7 Members.

8 B. The Parties agree that this Settlement does not constitute an admission by
9 Defendants or any of the Released Parties, as defined herein, of any of the matters alleged
10 in the Action or of any violation by any of them of any federal, state, or local law,
11 ordinance or regulation, or of any violation of any policy or procedure, or of any liability
12 or wrongdoing whatsoever. By entering into this Settlement, Defendants deny any
13 liability for any of the claims in the Action, as well as any other potential or unknown
14 claims based on wage and hour violations under state or federal law. Neither this
15 Settlement, nor anything contained in this Settlement, nor any document referred to or
16 contemplated herein, nor any action taken to carry out this Settlement, shall be construed
17 as, or may be used as, an admission, concession, or indication by or against Defendants
18 or the Released Parties of any unlawful conduct, fault, wrongdoing, or liability
19 whatsoever. Defendants and the Released Parties specifically deny that they have
20 engaged in any unlawful or wrongful conduct against Plaintiffs or the Settlement
21 Members.

22 **IV. TERMS OF THE PAGA SETTLEMENT**

23 **A. Maximum Settlement Amount**

24 Defendants shall pay a Maximum Settlement Amount not to exceed \$479,360.00.
25 The Maximum Settlement Amount shall include Plaintiffs' Counsel Payment, Settlement
26 Administration Costs, and the PAGA Fund.

27 **B. Plaintiffs' Counsel Payment of Attorneys' Fees And Costs**

1 1. Plaintiffs' Counsel will apply to the Court for an award of attorneys'
2 fees not to exceed thirty three and one-third percent (33⅓%) of the Maximum Settlement
3 Amount, which amounts to \$159,786.66, which application Defendants will not oppose.
4 Plaintiffs' Counsel will be responsible for submitting all documents to support their
5 request for attorneys' fees.

6 2. Plaintiffs' Counsel will also seek reimbursement of reasonable
7 litigation costs associated with Plaintiffs' Counsel's prosecution of the Action in an
8 amount not to exceed \$10,000.00, which application Defendants will not oppose.
9 Plaintiffs' Counsel will submit documentation for reimbursement of reasonable litigation
10 costs if requested by the Court.

11 3. Plaintiffs' Counsel Payment shall be paid from the Maximum
12 Settlement Amount by the Settlement Administrator. Any reductions by the Court of
13 Plaintiffs' Counsel's request for attorneys' fees or costs shall revert to the PAGA Fund.
14 Defendants shall not be required to make any payments to Plaintiffs' Counsel related to
15 Plaintiffs' Counsel's fees and expenses other than as described herein; their sole
16 obligation shall be to pay the Maximum Settlement Amount to the PAGA Fund in
17 accordance with this Settlement.

18 4. Plaintiffs' Counsel shall provide the Settlement Administrator with a
19 properly completed and signed IRS Form W-9 in order for the Settlement Administrator
20 to process the Plaintiffs' Counsel Award approved by the Court.

21 5. This Settlement is not conditioned upon the Court awarding
22 Plaintiffs' Counsel any particular amount of attorneys' fees or costs.

23 **C. Settlement Administration Fees And Costs**

24 Settlement administration shall be done by the Settlement Administrator. The
25 Parties agree that Settlement Administrative Costs, which are estimated not to exceed
26 \$18,000, shall be paid from the Maximum Settlement Amount.

27 **D. PAGA Fund**

1 1. After deducting the Plaintiffs' Counsel Payment and the Settlement
2 Administration Costs, the remainder of the Maximum Settlement Amount shall be the
3 "PAGA Fund."

4 2. The PAGA Fund shall be designated as civil penalties and shall be
5 allocated with 65% to be sent to the LWDA ("LWDA Portion") and 35% to be allocated
6 among the Settlement Members ("Settlement Members Portion"). The penalties paid to
7 each Settlement Member shall be recorded on an IRS Form 1099, which will be issued to
8 each employee by the Settlement Administrator. Each employee shall be solely
9 responsible for tax reporting and any tax liability on all penalty amounts awarded and
10 identified on an IRS Form 1099 form.

11 **V. COMPUTATION AND DISTRIBUTION OF TOTAL SETTLEMENT**
12 **FUND**

13 **A. Deposit Of Maximum Settlement Amount**

14 1. The Settlement Administrator shall establish a Qualified Settlement
15 Fund pursuant to Section 468B(g) of the Internal Revenue Code for purposes of
16 administering the Settlement. The Settlement Administrator shall furnish the Qualified
17 Settlement Fund with its own Employer ID Number.

18 2. Within twenty-one (21) days after the Effective Date, Defendants
19 shall deposit the Maximum Settlement Amount with the Settlement Administrator.

20 **B. Formula For Calculating Share of PAGA Fund**

21 Defendants employ persons in many different non-exempt positions. One example
22 is a Management Trainee, whose job responsibilities include the following: (a) picking up
23 and dropping off customers, (b) conducting follow-up with various businesses and
24 customers, including insurance adjusters or agents, dealerships, auto body shops, road-
25 side assistance and national reservations, (c) assisting in branch sales and marketing
26 efforts to increase business and income, and (d) cleaning and washing vehicles. Plaintiffs
27 allege that the Alleged Violations were committed with approximately the same
28 frequency against persons employed in the various different non-exempt positions.

1 Defendants also employ persons in many different exempt positions. One example
2 is a Branch Manager, whose job responsibilities include the following: (a) ensuring that
3 the branch provides a high level of customer service for its customers, (b) managing the
4 sales and marketing efforts of the branch, (c) responsibility for the financial performance
5 of the branch, and (d) responsibility for the branch's fleet management and maintenance
6 of vehicles. Plaintiffs allege that the Alleged Violations were committed with
7 approximately the same frequency against persons employed in the various different
8 exempt positions, and that such frequency was significantly less than the frequency
9 against persons employed in non-exempt positions, due to the fact that many sections of
10 the California Labor Code do not apply to exempt employees.

11 In light of the foregoing, the portion of the PAGA Fund that is paid to each
12 Settlement Member shall be determined based on the following formula:

13 1. The payment to Settlement Members will be based on the number of
14 pay periods worked by each Settlement Member during the Applicable PAGA Period.
15 Partial pay periods will be counted as full pay periods. The Settlement Administrator
16 shall determine the eligibility for, and the amounts of, each Individual Settlement Award
17 under the terms of this Stipulation.

18 2. The amount to be paid per pay period worked by a Settlement
19 Member will be calculated as follows:

- 20 • Divide the Settlement Members Portion of the PAGA Fund by the
21 following: the total number of pay periods worked by Non-Exempt
22 Settlement Members during the Applicable PAGA Periods plus one-
23 half of the total number of pay periods worked by Exempt
24 Settlement Members during the Applicable PAGA Periods. The
25 result will be called the "Quotient."
- 26 • The amount to be paid per pay period worked by a Non-Exempt
27 Settlement Member will be the Quotient.

- The amount to be paid per pay period worked by an Exempt Settlement Member will be one-half of the Quotient.

3. The Settlement Administrator's calculation of the amount of each Individual Settlement Award shall be binding on the Settlement Members, and Defendants' records shall be determinative for purposes of calculating the number of pay periods worked and any payments to Settlement Members. However, if a Settlement Member believes that his or her Individual Settlement Award has been miscalculated, such Settlement Member may request that the Parties review the calculation, and the Parties shall do so and correct any mistakes, provided however that Defendants shall not be required to make any payments other than paying the Maximum Settlement Amount to the PAGA Fund in accordance with this Settlement.

4. The Parties agree that a precise calculation of the amount of alleged unpaid compensation allegedly earned by individual Settlement Members is impracticable due to the fact that the timekeeping and payroll records that would need to be analyzed are voluminous and the necessary analysis would be extremely time-consuming and costly. The Parties agree the formula specified in this section is a fair and reasonable proxy of determining the Settlement Members' pro rata share of the PAGA Fund.

C. Distribution of PAGA Fund

1. Defendants shall provide the Settlement Administrator with the Employee Information, to be furnished within twenty-one (21) days after the Effective Date. The contact information is being provided confidentially to the Settlement Administrator only, and the Settlement Administrator shall treat the information as private and confidential and take all necessary precautions to maintain the confidentiality of contact information of the Settlement Members. This information is to be used only to carry out the Settlement Administrator's duties as specified in this Settlement.

2. Upon receipt of the Employee Information, the Settlement Administrator shall perform a search based on the National Change of Address Database

1 maintained by the United States Postal Service to update and correct any known or
2 identifiable address changes. The Settlement Administrator shall exercise its best
3 judgment to determine the current mailing address for each Aggrieved Employee. The
4 address identified by the Settlement Administrator as the current mailing address shall be
5 presumed to be the most current mailing address for each Aggrieved Employee. The
6 Parties agree that this procedure provides the best notice practicable to Aggrieved
7 Employees and fully complies with due process.

8 3. Within thirty (30) days after the Effective Date, the Settlement
9 Administrator shall pay to the LWDA the LWDA Portion, or as otherwise directed by the
10 Court.

11 4. Within thirty (30) days after the Effective Date, the Settlement
12 Administrator shall distribute to Plaintiffs' Counsel any Court-awarded attorneys' fees
13 and costs.

14 6. Within thirty (30) days after the Effective Date, the Settlement
15 Administrator shall distribute to Settlement Members their Individual Settlement
16 Payment, or as otherwise directed by the Court. The Settlement Administrator will send
17 the Settlement Packets to the Settlement Members by postmarked First Class U.S. Mail.

18 7. To provide the best notice practicable, any Settlement Packets
19 returned to the Settlement Administrator as non-delivered shall be sent by post-marked
20 First Class U.S. Mail to the forwarding address affixed thereto, if any. If no forwarding
21 address is provided for a Settlement Packet that is returned as non-deliverable, the
22 Settlement Administrator shall use the best available technology accessible (e.g. skip
23 tracing, address verification, etc.) to the Settlement Administrator or other mutually
24 agreeable method to locate Settlement Members and will then mail the Settlement
25 Packets to the address identified by the best available technology accessible to the
26 Settlement Administrator or other mutually agreeable method. If no current address is
27 located, the Settlement Packets for that individual will be deemed undeliverable. If any
28

Settlement Members cannot be located within two attempts at mailings by the Settlement Administrator, the Settlement Packet for that individual will be deemed undeliverable.

4. The Settlement Administrator shall maintain a list of the postmark date for the original mailing of the Settlement Packets to the Settlement Members, the postmark date of any subsequent mailing to any Settlement Members, and a list of Settlement Members who did not receive the Settlement Packet due to the inability to locate a valid address using the procedures described herein or who otherwise could not be located within two attempts at mailing.

5. All settlement checks will remain valid and negotiable for 180 days from the date of their mailing by the Settlement Administrator. After 180 days from the date of their mailing by the Settlement Administrator, all funds from uncashed checks, plus any accrued interest thereon, will be sent to the State of California Controller's Office, Unclaimed Property Fund, in the name of the aggrieved employee.

6. No later than January 31 of the year following payment of their individual portion of the PAGA Fund, the Settlement Administrator will prepare and issue IRS Form 1099 for the payment to Settlement Members who received such payments.

7. For any Settlement Members for whom the Settlement Packet was deemed undeliverable, their portion of the PAGA Fund will be sent to the State of California Controller's Office, Unclaimed Property Fund, in the name of the aggrieved employee.

D. Settlement Administration Payment

Within thirty-five (35) days after the Effective Date, the Settlement Administrator shall deduct an amount equivalent to the Settlement Administration Costs.

VI. CLAIMS RELEASED BY PAGA SETTLEMENT MEMBERS

A. Claims Released by The LWDA And All Settlement Members

Upon the Effective Date, the LWDA and Settlement Members fully release and forever discharge the Released Parties from the Released Claims. As a result of this

1 release, the Settlement Members will be precluded from bringing a claim for any of the
2 Released Claims.

3 **1. Tax Treatment And Tax Indemnification**

4 Settlement Members will assume any tax obligations or consequences which may
5 arise from this Settlement. Settlement Members release any and all claims that they have
6 or may have against Released Parties for any claims, demands, deficiencies, levies,
7 assessments, executions, judgments, penalties, taxes, indemnification, and any other
8 recoveries related to any payments made under this Settlement or any compensation
9 provided at any time by the Released Parties. If any state or federal taxing authority
10 contacts, investigates, or pursues any action against any Settlement Members for their
11 individual share of taxes related to any payments made under this Settlement or any
12 compensation provided at any time by the Released Parties, each Settlement Member
13 shall be responsible for their own defense of and payment for any claim of unpaid taxes,
14 interest, or penalties brought by any state or federal taxing authority for the Settlement
15 Member's share of any state or federal tax obligation.

16 **VII. CLAIMS RELEASED BY PLAINTIFFS**

17 **A.** In addition to fully releasing and forever discharging the Released Parties
18 from the Released Claims, on the Effective Date, Plaintiffs will also fully release and
19 forever discharge the Released Parties from any and all claims of any nature. This
20 includes, but is not limited to, all claims arising from or based on Plaintiffs' employment
21 with Defendants as well as any claims attributable to: common law; contract, quasi-
22 contract, or tort; unpaid salary, compensation, or benefits; the Employee Retirement
23 Income Security Act of 1974, as amended; the Internal Revenue Code of 1986, as
24 amended; harassment, discrimination, or retaliation under Title VII of the Civil Rights
25 Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, Section
26 1981 of the Civil Rights Act of 1866; the Federal Medical Leave Act; the laws of
27 California; the California Labor, Government, and/or Business and Professions Codes
28 including but not limited to the California Fair Employment and Housing Act, the

1 California Family Rights Act and the California Unfair Business Practices Act; the
2 California Constitution; the California Consumer Credit Reporting Agencies Act; the
3 California Labor Code, and any federal, state, or local employment, discrimination,
4 harassment, or retaliation law, regulation or ordinance relating to employment or
5 separation from employment. This release does not include claims that cannot be
6 released as a matter of law.

7 **B.** This general release by Plaintiffs also includes a waiver of rights under
8 California Civil Code Section 1542. Plaintiffs expressly waive all rights provided by
9 California Civil Code Section 1542, or other similar statutes, that they may have against
10 each of the Released Parties. California Civil Code Section 1542 states:

11 **A GENERAL RELEASE DOES NOT EXTEND TO**
12 **CLAIMS WHICH THE CREDITOR DOES NOT KNOW**
13 **OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT**
14 **THE TIME OF EXECUTING THE RELEASE, WHICH IF**
15 **KNOWN BY HIM OR HER MUST HAVE MATERIALLY**
AFFECTED HIS OR HER SETTLEMENT WITH THE
DEBTOR.

16 **C.** This general release and waiver of rights under California Civil Code
17 Section 1542 shall include any and all claims based on conduct or omissions that
18 occurred at any time prior to the Effective Date of this Settlement. These releases are
19 contingent only on the Court approval of the PAGA Settlement.

20 **VIII. MISCELLANEOUS PROVISIONS**

21 **A. Mutual Full Cooperation**

22 Plaintiffs, Defendants, Plaintiffs' Counsel, and Defense Counsel agree to fully
23 cooperate with each other to accomplish the terms of this Settlement, including, but not
24 limited to, execution of such documents and to take such other action as may reasonably
25 be necessary to implement the terms herein. The Parties agree to use their best efforts
26 and any other efforts that may become necessary by Order of the Court, or otherwise, to
27 effectuate this Settlement.

28 **B. Parties' Authority**

1 The signatories hereto represent that they are fully authorized to enter into this
2 Settlement.

3 **C. Limited Confidentiality**

4 The parties intend this Settlement Agreement to be and remain confidential until
5 the Motion for Approval is filed. Neither party may disclose this Settlement Agreement
6 or the parties' settlement terms to any third party (except to the agreed-upon Claims
7 Administrator) until the Motion for Approval is filed.

8 **D. Binding Nature of The Settlement**

9 1. This Settlement shall be binding upon, and inure to the benefit of,
10 the successors or assigns of the Released Parties. Plaintiffs represent, covenant, and
11 warrant that they have not, directly or indirectly, assigned, transferred, or encumbered
12 any claim, demand, action, cause of action, or rights released in the Released Claims in
13 this Settlement. This Settlement also shall be binding upon Plaintiffs and the Settlement
14 Members.

15 2. This Settlement may be amended or modified only by a written
16 instrument signed by Plaintiffs' Counsel and Plaintiffs, as well as Defense Counsel and
17 Defendants. No rights under this Settlement may be waived except in writing.

18 3. This Settlement and any attached exhibits constitute the entire
19 agreement between Plaintiffs and Defendants relating to the terms contained herein. All
20 prior or contemporaneous agreements, understandings, and statements, whether oral or
21 written, whether express or implied, and whether by a party or its counsel, concerning
22 this Settlement are merged herein. No oral or written representations, warranties, or
23 inducements have been made to any party concerning this Settlement or its exhibits other
24 than the representations, warranties, and covenants contained and memorialized in such
25 documents.

26 4. Paragraph titles or captions contained herein are inserted as a matter
27 of convenience and for reference, and in no way define, limit, extend, or describe the
28

scope of this Settlement or any of its provisions. Each term of this Settlement is intended to be contractual and not merely a recital.

E. Joint Drafting of Settlement Documents

1. Plaintiffs' Counsel and Defense Counsel have arrived at this Settlement as a result of a series of arm's-length negotiations, taking into account all relevant factors, present and potential.

2. This Settlement has been drafted jointly by Plaintiffs' Counsel and Defense Counsel and, therefore, in any construction or interpretation of this Settlement, the same shall not be construed against any of the Parties. Plaintiffs and Plaintiffs' Counsel agree that none of the documents provided to them by Defendants as part of the mediation privilege, under California Evidence Code sections 1119, 1126, and 1154, shall be used for any purpose other than the settlement of this Action. Specifically, none of these documents shall be used to pursue any subsequent claims or litigation against Defendants.

F. Execution Of The Settlement

This Settlement may be executed in one or more counterparts and by facsimile. All executed copies of this Settlement and photocopies thereof shall have the same force and effect and shall be as legally binding and enforceable as the original.

G. Continuing Jurisdiction of the Court

Subject to its approval by the Court, this Settlement is final, binding, and enforceable under California Code of Civil Procedure section 664.6. The Parties agree that the Court shall retain jurisdiction over the Parties, over the Released Claims (as to Plaintiff individually and those of other aggrieved employees), and over this Settlement for all enforcement purposes, including, but not limited to: (i) monitor and enforce compliance of Settlement, and/or (ii) resolve any disputes over this Settlement or the administration of the benefits of this Settlement.

1 **AGREED TO BY PLAINTIFFS:**

2
3 **RAVI BHATIA, individually and on behalf**
4 **of other aggrieved employees**

5 Dated: 27/01/2025
6 _____, 2025


Ravi Bhatia (Jan 27, 2025 10:16 PST)

7
8 **JASON CATLOW, individually and on**
9 **behalf of other aggrieved employees**

10 Dated: _____, 2025

11 **AGREED TO BY DEFENDANTS:**

12
13 **ENTERPRISE RENT-A-CAR CO OF SAN**
14 **FRANCISCO, LLC**

15 Dated: _____, 2025

16 _____
17 By: Kevin L. Bass
18 Its: Vice President/General Manager

19 **ENTERPRISE RENT-A-CAR COMPANY**
20 **OF SACRAMENTO, LLC**

21 Dated: _____, 2025

22 _____
23 By: Eric Schonhoff
24 Its: Vice President/General Manager

25 **APPROVED AS TO FORM BY PLAINTIFFS' COUNSEL:**

26 **RD LAW GROUP**

27 Dated: _____, 2025

28 By: _____
Alex Derval
Attorneys for Plaintiffs

1 **AGREED TO BY PLAINTIFFS:**

2
3 **RAVI BHATIA, individually and on behalf**
4 **of other aggrieved employees**

5 Dated: _____, 2025
6 _____

7
8 **JASON CATLOW, individually and on**
9 **behalf of other aggrieved employees**

10 Dated: 27/01/2025
11 _____, 2025


Jason Catlow (Jan 27, 2025 10:51 PST)

12 **AGREED TO BY DEFENDANTS:**

13 **ENTERPRISE RENT-A-CAR CO OF SAN**
14 **FRANCISCO, LLC**

15 Dated: _____, 2025

16 _____
17 By: Kevin L. Bass
18 Its: Vice President/General Manager

19 **ENTERPRISE RENT-A-CAR COMPANY**
20 **OF SACRAMENTO, LLC**

21 Dated: _____, 2025

22 _____
23 By: Eric Schonhoff
24 Its: Vice President/General Manager

25 **APPROVED AS TO FORM BY PLAINTIFFS' COUNSEL:**

26 **RD LAW GROUP**

27 Dated: _____, 2025

28 By: _____
Alex Derval
Attorneys for Plaintiffs

1 **AGREED TO BY PLAINTIFFS:**

2
3 **RAVI BHATIA, individually and on behalf**
4 **of other aggrieved employees**

5 Dated: _____, 2025
6 _____

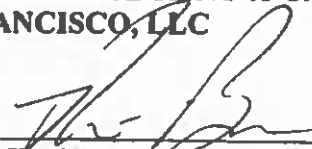
7
8 **JASON CATLOW, individually and on**
9 **behalf of other aggrieved employees**

10 Dated: _____, 2025
11 _____

12 **AGREED TO BY DEFENDANTS:**

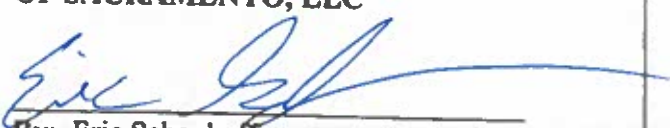
13 **ENTERPRISE RENT-A-CAR CO OF SAN**
14 **FRANCISCO, LLC**

15 Dated: 2/3, 2025

16 
17 By: Kevin L. Bass
18 Its: Vice President/General Manager

19 **ENTERPRISE RENT-A-CAR COMPANY**
20 **OF SACRAMENTO, LLC**

21 Dated: 2/10, 2025

22 
23 By: Eric Schonhoff
24 Its: Vice President/General Manager

25 **APPROVED AS TO FORM BY PLAINTIFFS' COUNSEL:**

26 **RD LAW GROUP**

27 Dated: 28/01/25, 2025

28 By: Alexander Derval
Alex Derval
Attorneys for Plaintiffs

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APPROVED AS TO FORM BY DEFENSE COUNSEL:

LAW OFFICES OF STEPHEN J. KEPLER

Dated: February 3, 2025

By: S Kepler
Stephen J. Kepler
Attorneys for Defendants

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EXHIBIT A

Wilshire Blvd
47th Floor, Suite C7
Los Angeles, CA 90017-3729



PARTNER
Alex Derval

LAWYERS HELPING PEOPLE

424-502-0709 Direct Dial

Via Online Submission

California Labor & Workforce
Development Agency
Attn. PAGA Administrator
800 Capitol Mall, Ste 5000 (MIC 55)
Sacramento, CA 95814

**Via Certified U.S.P.S. Mail – Return Receipt
Requested**

Enterprise Rent-A-Car Co of San Francisco, LLC
2633 Camino Ramon, Ste 400
San Ramon, CA 94853

Enterprise Holdings, Inc.
600 Corporate Park Drive
St. Louis, Missouri 63105

Re: Notice Pursuant to California Labor Code § 2699.3

To Whom It May Concern:

This firm represents Ravi Bhatia who was employed by Enterprise Holdings, Inc. and Enterprise Rent-A-Car Co of San Francisco, LLC (Collectively “Enterprise”) as a service manager at Enterprise’s location in South San Francisco, CA. Pursuant to the California Labor Code Private Attorneys General Act of 2004 (“PAGA”), Labor Code § 2698, et seq., this letter sets forth the specific provisions of the Labor Code and Industrial Welfare Commission (“IWC”) Wage Order No. 9-2001, which Mr. Bhatia alleges Enterprise violated, including the facts and theories to support the alleged violations.

Further, this letter constitutes written notice required by Labor Code § 2699.3, subdivisions (a)(1)(A) and (c)(1)(A) and may lead to immediate action against Enterprise in a court of law and/or

administrative proceedings, as well as the imposition of substantial penalties and other remedies against Enterprise.

Under separate cover, we are sending a check in the amount of \$75.00 to the Accounting Unit of the Department of Industrial Relations for the requisite filing fee, pursuant to Labor Code § 2699.3, subdivisions (a)(1)(B) and (c)(1)(B).

This letter also serves as notice of Mr. Bhatia's demand for preservation and nonspoliation of evidence, requesting that all relevant documents and data be saved and that all electronic files and hard-copy documents related to Mr. Bhatia's employment and potential claims be preserved, even without a court order. Spoliation of evidence may result in legal claims for damages and monetary and evidentiary sanctions, including "adverse inference" jury instructions. Intentional spoliation of evidence may carry criminal consequences pursuant to California Penal Code § 135.

We are investigating a potential class and representative action on behalf of Enterprise's current and former employees in the State of California regarding, among other things, the following violations: Pursuant to the California Private Attorneys General Act of 2004 ("PAGA"), Labor Code §§ 2698-2699.5, Mr. Bhatia seeks to recover civil penalties based on Enterprise's violations of Labor Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and 2802, which violations Mr. Bhatia alleges were committed against him and other aggrieved employees, continuing through the date of judgment in this action (collectively, the "Alleged Violations").

The Alleged Violations are based on conduct that includes but is not limited to failure to provide meal and rest periods in violation of Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, §§ 11-12; failure to pay one additional hour of compensation at the regular rate of compensation for each work day a meal or rest period is not provided in violation of Labor Code § 226.7 and Wage Order No. 9-2001, §§ 11(B) and 12(B); failure to pay minimum wages for all hours worked in violation of Labor Code §§ 1194, 1197 and 1197.1 and Wage Order No. 9-2001, § 4; failure to pay overtime wages in violation of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; failure to timely pay all wages earned in violation of Labor Code § 204; willful failure to pay all wages due to discharged and quitting employees in violation of Labor Code §§ 201-203; failure to furnish accurate itemized wage statements to employees in violation of Labor Code § 226; failure to maintain required records pursuant to Labor Code §§ 226, 1174 and 1174.5 and Wage Order No. 9-2001, § 7; and unlawful deductions and withholdings from employees' wages in violation of Labor Code §§ 221, 223 and 224.

The allegations made by Mr. Bhatia on behalf of himself and all other current and former employees of Enterprise in the State of California during the four years preceding the date of this notice are based on the following facts and theories: meal periods were less than 30 minutes, late, not given, or interrupted; rest periods were less than 10 minutes, not provided, interrupted, and/or: late; employees were not provided one hour of pay for each work day a meal period was not provided; employees were not provided one hour of pay for each work day a rest break was not authorized and permitted; and employees were not paid proper minimum and overtime wages for all hours worked as required by

California law.¹ Given the overtime, meal period and rest period violations and Enterprise's failure to compensate its employees fully, as set forth above, employees' wage statements were inaccurate and failed to comply with California law. In short, Enterprise's unlawful employment practices and policies have deprived its employees of earned wages and other compensation.

Failure to Provide Meal Periods

Pursuant to Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11, an employer is required to provide meal periods to its employees. An employer must provide a meal period to any employee who works a shift of more than five hours and a second meal period to any employee who works a shift of more than 10 hours. Furthermore, an employer must pay one extra hour of compensation for each work day a meal period is not provided.

If an employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is permitted only when (1) the nature of the work prevents an employee from being relieved of all duty and (2) the parties have agreed in writing to on duty meal periods.

Mr. Bhatia and other aggrieved employees are employees and are entitled to the protections of California Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11.

Enterprise failed to provide its employees timely and uninterrupted 30-minute meal breaks. Mr. Bhatia's and other aggrieved employees' meal periods were short (less than 30 minutes), late, interrupted and/or missed.

Enterprise consistently failed to authorize Mr. Bhatia and other aggrieved employees to take their meal breaks when they worked shifts longer than five hours. When employees were able to take a meal break, their meal breaks often were after the fifth hour of work. Mr. Bhatia and other aggrieved employees were not able to take timely 30-minute breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. Mr. Bhatia and other aggrieved employees often clocked out for their meal breaks but continued working.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001 by failing to consistently compensate Mr. Bhatia and other aggrieved employees who were not provided with meal periods in accordance with California law one additional hour of pay at each employee's regular rate of compensation for each work day a meal period was not provided.

Failure to Authorize and Permit Rest Periods

Pursuant to Labor Code § 226.7 and Wage Order No. 9-2001, § 12, an employer is required to provide rest periods to its employees. An employer must provide a 10 minute rest period for every four hours worked or major fraction thereof which insofar as practicable shall be in the middle of each work period.

¹ "[T]he statement that defendant has not provided its employees with proper rest periods states both the facts and the theory." *Gutierrez v. California Commerce Club, Inc.* (2010) 187 Cal.App.4th 969, 979 n.5.

Furthermore, an employer must pay one extra hour of compensation for each work day a rest period is not authorized and permitted.

Mr. Bhatia and other aggrieved employees were and are employees and are entitled to the protections of Labor Code § 226.7 and Wage Order No. 9-2001. Enterprise failed to authorize and permit its employees to take required rest periods. Mr. Bhatia and other aggrieved employees often were forced to forego their rest breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. When Mr. Bhatia and other aggrieved employees were able to take rest breaks, Enterprise failed to authorize and permit Mr. Bhatia and other aggrieved employees to take their rest breaks in the middle of each work period insofar as practicable.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001, § 12 by failing to pay Mr. Bhatia and other aggrieved employees one additional hour of pay at each employee's regular rate of compensation for each workday a rest period was not authorized and permitted.

Failure to Pay Minimum Wages

Pursuant to Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4, payment to an employee of less than the applicable minimum wage for all hours worked in a payroll period is unlawful.

Mr. Bhatia and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Enterprise failed to pay Mr. Bhatia and other aggrieved employees minimum wages for all hours worked by, among other things: requiring, suffering or permitting Mr. Bhatia and other similarly situated individuals to work off-the-clock; requiring, suffering or permitting Mr. Bhatia and other aggrieved employees to work through their meal breaks without compensation; illegally and inaccurately recording time worked by Mr. Bhatia and other aggrieved employees; and other methods to be discovered.

Enterprise's conduct violates Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Failure to Pay Overtime Wages

Pursuant to California Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3, an employer must compensate its employees for all overtime, which is calculated at one and one-half times the regular rate of pay for hours worked in excess of eight hours per day and/or 40 hours per week, and for the first eight hours on the seventh consecutive work day, with double time for all hours worked in excess of eight hours on the seventh day of any workweek, or after 12 hours in any work day.

Mr. Bhatia and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001. Enterprise failed to compensate Mr. Bhatia and other aggrieved employees for all overtime hours worked as required under the foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to pay overtime at one and one-half times or double the regular rate of pay as provided by Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; requiring, suffering or permitting Mr. Bhatia and other

aggrieved employees to work off-the-clock; requiring, suffering or permitting Mr. Bhatia and other aggrieved employees work through meal periods without compensation; illegally and inaccurately recording time worked by Mr. Bhatia and other aggrieved employees; and other methods to be discovered.

In violation of California law, Enterprise has refused to perform its obligations to compensate Mr. Bhatia and other aggrieved employees for all wages earned and all hours worked.

Enterprise's conduct violates Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3.

Failure to Timely Pay All Wages Earned

Pursuant to Labor Code § 204, an employer must pay its employees at least twice a month for all wages earned during the preceding pay period. Labor Code § 204 provides that labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. An employer using an alternate payday schedule must pay wages within seven calendar days of the end of the payroll period in which the wages were earned.

Enterprise failed to pay Mr. Bhatia and other aggrieved employees on their regularly scheduled payday for all work performed during the preceding pay period. For example, Enterprise required Mr. Bhatia and other aggrieved employees to work off-the-clock without compensation. Enterprise also failed to pay Mr. Bhatia and other aggrieved employees premium wages owed for each work day a meal period was not provided and each work day a rest period was not authorized and permitted.

In addition, Enterprise failed to pay Mr. Bhatia and other aggrieved employees for the overtime wages they earned in violation of Labor Code § 204. Labor Code § 204 requires an employer to pay overtime wages no later than the payday for the next regular payroll period following the payroll period in which the overtime wages were earned. Enterprise knew it was required to pay overtime wages, yet on many occasions failed to pay Mr. Bhatia and other aggrieved employees overtime wages on any payday.

Failure to Pay All Wages Due Upon Separation

Pursuant to Labor Code §§ 201, 202 and 203, an employer is required to pay all earned and unpaid wages to an employee upon separation. Labor Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued and unpaid at the time of discharge are due and payable immediately. Pursuant to Labor Code § 202, an employer is required to pay all accrued wages due to an employee no later than 72 hours after the employee quits his or her employment, unless the employee provided 72 hours previous 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. Labor Code § 203 provides that if an employer willfully fails to pay, in accordance with Labor Code §§ 201 and 202, any wages of an employee who is discharged or who quits, the employer is liable for waiting time penalties in the form of continued compensation to the employee at the same rate for up to 30 days.

Enterprise failed to pay accrued wages to Mr. Bhatia and other aggrieved employees in accordance with Labor Code §§ 201 and 202. Because Enterprise required Mr. Bhatia and other aggrieved employees to work off-the-clock without compensation and failed to pay Mr. Bhatia and other aggrieved employees the premium wages for all meal periods which were not provided and all rest periods which were not authorized or permitted, Enterprise failed and continues to fail to pay the full earned and unpaid wages due to Mr. Nistico and other aggrieved employees upon separation.

Failure to Furnish Accurate Itemized Wage Statements

Labor Code § 226 requires every employer to furnish each of its employees an accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

Enterprise failed to timely provide Mr. Bhatia and other aggrieved employees accurate itemized wage statements in writing showing each employee's gross wages earned, total hours worked, all deductions made, net wages earned, the name and address of the legal entity or entities employing Mr. Bhatia and other aggrieved employees, and all applicable hourly rates in effect during each pay period and the corresponding number of hours worked at each hourly rate, in violation of Labor Code § 226 and Wage Order No. 9-2001, § 7.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Bhatia and other aggrieved employees performed work off-the-clock, and Enterprise failed to include this time worked on Mr. Bhatia's and other aggrieved employees' wage statements. Enterprise also did not properly calculate Mr. Bhatia's and other aggrieved employees' regular rate of pay. As a result, Mr. Bhatia's and other aggrieved employees' wage statements did not include all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate.

Failure to Maintain Required Records

Enterprise failed to maintain records as required under Labor Code §§ 226 and 1174 and Wage Order No. 9-2001, § 7, including but not limited to the following records: total daily hours worked by each employee; applicable rates of pay; all deductions; meal periods; time records showing when each employee begins and ends each work period; and accurate itemized statements.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Bhatia and other aggrieved employees performed work off-the-clock, including during meal breaks, and

were compensated for such time. As a result, Enterprise failed to maintain accurate records of the total daily hours worked by each employee, meals periods, and when each employees began and ended each work period. Employees' wage statements also were inaccurate. In addition, Enterprise did not properly calculate Mr. Nistico's and other aggrieved employees' regular rate of pay.

Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties

Labor Code § 2802(a) requires an employer to indemnify an employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer. Enterprise failed to indemnify Mr. Bhatia and other aggrieved employees for all business expenses and/or losses incurred in direct consequence of the discharge of their duties while working under the direction of Enterprise, including but not limited to expenses for personal cell phone and vehicle use, and other employment-related expenses, in violation of Labor Code § 2802.

This notice is hereby given to Enterprise and any and all related and/or alter ego companies, corporations, partnerships, and/or business entities, as well as against any and all officers, owners, directors, managers, managing agents, or entities who are or may be liable under California law for any of the violations alleged herein as to any locations or employees who worked at any time in the State of California.

This notice is made on behalf of all persons who are, were, or will be employees of Enterprise, or any related or alter-ego company, corporation, partnership, and/or business entity at any time on or after a date four years prior to the date of this letter in the State of California.

This notice shall be construed as extending without limitation to any past, present, future, or continuing violation of the Labor Code, the applicable IWC Wage Order, or any applicable regulation which might be discovered as a result of a reasonable and diligent investigation made pursuant to this notice.

This notice shall further represent Mr. Bhatia's reasonable attempt to settle his dispute with Enterprise prior to litigation. Pursuant to *Graham v. DaimlerChrysler Corp.*, 34 Cal. 4th 553 (2004), this notice serves to apprise Enterprise of Mr. Bhatia's aforementioned grievances and the proposed remedies as detailed below, while affording Enterprise reasonable opportunity to meet Mr. Nistico's demands.

Demand is hereby made that Enterprise shall agree, in writing received at this office no later than 30 calendar days from the postmark date of this notice, as follows:

1. Enterprise shall pay Mr. Nistico and all other similarly-situated persons employed by Enterprise at any time during the past 48 months back pay and compensation for the above referenced violations.
2. Enterprise shall comply with all California labor laws and ensure that its employees are provided lawful meal and rest breaks and paid minimum and overtime wages for all hours worked.

3. Enterprise shall conduct a survey or interview all current and former employees in California during the past 48 months to obtain information from them regarding the number of meal breaks which were not provided and the number of rest breaks which were not authorized and permitted, with the investigation to be completed within 60 days.
4. Enterprise shall pay each employee one hour of pay for each work day he or she was not authorized and permitted one or more rest periods, as required by Labor Code § 226.7. Enterprise also shall pay each employee one hour of pay for each work day he or she was not provided one or more and meal periods, as required by Labor Code § 226.7.
5. Enterprise shall reimburse those employees who were required to pay for any business expenses incurred for Enterprise's benefit, including but not limited to costs associated with personal cell phone and vehicle use in the discharge of their duties without compensation.
6. Enterprise shall pay accrued interest to all employees at the rate of 10% per annum for said unpaid wages.
7. Enterprise shall pay waiting time penalties, equal to 30 days of pay, to each former employee who was not paid all wages due as described herein.
8. Enterprise shall pay all penalties arising from the violations of the Labor Code and IWC Wage Order sections referenced above and pursuant to PAGA, Labor Code § 2698, et seq., including but not limited to penalties under Labor Code §§ 210, 225.5, 226.3, 558, 1174.5, 1197.1, 1199 and 2699 and Wage Order No. 9-2001, § 20.

If the Labor and Workforce Development Agency intends to investigate the allegations set forth herein, please notify this office of that decision by certified mail addressed to RD Law Group, 707 Wilshire Blvd., 47th Floor, Suite C7, Los Angeles, California 90017-3729.

Additionally, please advise us if the Agency or Enterprise requires additional information regarding Mr. Bhatia's claims.

Sincerely,

Alex Derval
Bruce Weisenberg
ATTORNEYS FOR PLAINTIFF

PAGA NOTICE PUBLIC SEARCH - CASE DETAIL

Case Information

Case Number: LWDA-CM-1047989-24
Plaintiff for PAGA Case: Ravi Bhatia
Filer/Attorney for PAGA Case: Alexander Derval
Law Firm for PAGA Plaintiff: RD Law Group APC
Employer: Enterprise Rent-A-Car Co of San Francisco, LLC
Date Case Received:
Filer for Employer:
Employer Filer Firm:
Court Type: California Superior Courts
Court Name: Humboldt County Superior Court
PAGA Court Case Number: CV2500406
Violation Type:
Related BOFE Case:

Attachments

Attachment Name	Description	Date Submitted	Type
Court Complaint Submitted on 02/21/2025 10:56:26 AM by Bruce Weisenberg	JASON CATLOW RAVI BHATIA Complaint - FILED.pdf	2/21/2025 6:56 PM	Court Complaint
PAGA Notice Submitted on 08/28/2024 02:53:40 PM by Alexander Derval	Bhatia v Enterprise PAGA letter-final.pdf	8/28/2024 9:54 PM	PAGA Notice



LAW GROUP

LAWYERS HELPING PEOPLE

707 Wilshire Blvd
47th Floor, Suite C7
Los Angeles, CA 90017-3729

424-535-1500

424-502-0709 Direct Dial

✉ alex@rdlawgroup.com

🌐 www.rdlawgroup.com

PARTNER
Alex Derval

**Confidential Settlement Communication
(Cal. Evid. Code § 1152)**

Via Online Submission

California Labor & Workforce
Development Agency
Attn. PAGA Administrator 1515
Clay Street, Ste. 801
Oakland, CA 94612

**Via Certified U.S.P.S. Mail – Return Receipt
Requested**

Enterprise Rent-A-Car Co of Sacramento, LLC
150 N. Sunrise Avenue
Roseville, CA 95661

Re: Notice Pursuant to California Labor Code § 2699.3

Court Case: Jason Catlaw v. *Enterprise Rent-A-Car Company of Sacramento, LLC*

LWDA Case: LWDA-CM-xxxxxx-xx

To Whom It May Concern:

This firm represents Jason Catlow who was employed by Enterprise Rent-A-Car Co of Sacramento, LLC as a Detailer at Enterprise's location in Eureka, CA. Pursuant to the California Labor Code Private Attorneys General Act of 2004 ("PAGA"), Labor Code § 2698, et seq., this letter sets forth the specific provisions of the Labor Code and Industrial Welfare Commission ("IWC") Wage Order No. 9-2001, which Mr. Catlow alleges Enterprise violated, including the facts and theories to support the alleged violations.

Further, this letter constitutes written notice required by Labor Code § 2699.3, subdivisions (a)(1)(A) and (c)(1)(A) and may lead to immediate action against Enterprise in a court of law and/or administrative proceedings, as well as the imposition of substantial penalties and other remedies against Enterprise.

Under separate cover, we are sending a check in the amount of \$75.00 to the Accounting Unit of the Department of Industrial Relations for the requisite filing fee, pursuant to Labor Code § 2699.3, subdivisions (a)(1)(B) and (c)(1)(B).

This letter also serves as notice of Mr. Catlow's demand for preservation and nonspoliation of evidence, requesting that all relevant documents and data be saved and that all electronic files and hard-copy documents related to Mr. Catlow's employment and potential claims be preserved, even without a court order. Spoliation of evidence may result in legal claims for damages and monetary and evidentiary sanctions, including "adverse inference" jury instructions. Intentional spoliation of evidence may carry criminal consequences pursuant to California Penal Code § 135.

We are investigating a potential class and representative action on behalf of Enterprise's current and former employees in the State of California regarding, among other things, the following violations: Pursuant to the California Private Attorneys General Act of 2004 ("PAGA"), Labor Code §§ 2698-2699.5, Mr. Catlow seeks to recover civil penalties based on Enterprise's violations of Labor Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and 2802, which violations Mr. Catlow alleges were committed against him and other aggrieved employees, continuing through the date of judgment in this action (collectively, the "Alleged Violations").

The Alleged Violations are based on conduct that includes but is not limited to failure to provide meal and rest periods in violation of Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, §§ 11-12; failure to pay one additional hour of compensation at the regular rate of compensation for each work day a meal or rest period is not provided in violation of Labor Code § 226.7 and Wage Order No. 9-2001, §§ 11(B) and 12(B); failure to pay minimum wages for all hours worked in violation of Labor Code §§ 1194, 1197 and 1197.1 and Wage Order No. 9-2001, § 4; failure to pay overtime wages in violation of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; failure to timely pay all wages earned in violation of Labor Code § 204; willful failure to pay all wages due to discharged and quitting employees in violation of Labor Code §§ 201-203; failure to furnish accurate itemized wage statements to employees in violation of Labor Code § 226; failure to maintain required records pursuant to Labor Code §§ 226, 1174 and 1174.5 and Wage Order No. 9-2001, § 7; and unlawful deductions and withholdings from employees' wages in violation of Labor Code §§ 221, 223 and 224.

The allegations made by Mr. Catlow on behalf of himself and all other current and former employees of Enterprise in the State of California during the four years preceding the date of this notice are based on the following facts and theories: meal periods were less than 30 minutes, late, not given, or interrupted; rest periods were less than 10 minutes, not provided, interrupted, and/or: late; employees were not provided one hour of pay for each work day a meal period was not provided; employees were not provided one hour of pay for each work day a rest break was not authorized and permitted; and

employees were not paid proper minimum and overtime wages for all hours worked as required by California law.¹ Given the overtime, meal period and rest period violations and Enterprise's failure to compensate its employees fully, as set forth above, employees' wage statements were inaccurate and failed to comply with California law. In short, Enterprise's unlawful employment practices and policies have deprived its employees of earned wages and other compensation.

Failure to Provide Meal Periods

Pursuant to Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11, an employer is required to provide meal periods to its employees. An employer must provide a meal period to any employee who works a shift of more than five hours and a second meal period to any employee who works a shift of more than 10 hours. Furthermore, an employer must pay one extra hour of compensation for each work day a meal period is not provided.

If an employee is not relieved of all duty during a meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal period is permitted only when (1) the nature of the work prevents an employee from being relieved of all duty and (2) the parties have agreed in writing to on duty meal periods.

Mr. Catlow and other aggrieved employees are employees and are entitled to the protections of California Labor Code §§ 226.7 and 512 and Wage Order No. 9-2001, § 11.

Enterprise failed to provide its employees timely and uninterrupted 30-minute meal breaks. Mr. Catlow's and other aggrieved employees' meal periods were short (less than 30 minutes), late, interrupted and/or missed.

Enterprise consistently failed to authorize Mr. Catlow and other aggrieved employees to take their meal breaks when they worked shifts longer than five hours. When employees were able to take a meal break, their meal breaks often were after the fifth hour of work. Mr. Catlow and other aggrieved employees were not able to take timely 30-minute breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. Mr. Catlow and other aggrieved employees often clocked out for their meal breaks but continued working.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001 by failing to consistently compensate Mr. Catlow and other aggrieved employees who were not provided with meal periods in accordance with California law one additional hour of pay at each employee's regular rate of compensation for each work day a meal period was not provided.

Failure to Authorize and Permit Rest Periods

Pursuant to Labor Code § 226.7 and Wage Order No. 9-2001, § 12, an employer is required to provide rest periods to its employees. An employer must provide a 10 minute rest period for every four hours

¹ "[T]he statement that defendant has not provided its employees with proper rest periods states both the facts and the theory." *Gutierrez v. California Commerce Club, Inc.* (2010) 187 Cal.App.4th 969, 979 n.5.

worked or major fraction thereof which insofar as practicable shall be in the middle of each work period. Furthermore, an employer must pay one extra hour of compensation for each work day a rest period is not authorized and permitted.

Mr. Catlow and other aggrieved employees were and are employees and are entitled to the protections of Labor Code § 226.7 and Wage Order No. 9-2001. Enterprise failed to authorize and permit its employees to take required rest periods. Mr. Catlow and other aggrieved employees often were forced to forego their rest breaks because they were required to assist restaurant guests and there was no one available to relieve them for their breaks. When Mr. Catlow and other aggrieved employees were able to take rest breaks, Enterprise failed to authorize and permit Mr. Catlow and other aggrieved employees to take their rest breaks in the middle of each work period insofar as practicable.

Enterprise further violated Labor Code § 226.7 and Wage Order No. 9-2001, § 12 by failing to pay Mr. Catlow and other aggrieved employees one additional hour of pay at each employee's regular rate of compensation for each workday a rest period was not authorized and permitted.

Failure to Pay Minimum Wages

Pursuant to Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4, payment to an employee of less than the applicable minimum wage for all hours worked in a payroll period is unlawful.

Mr. Catlow and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Enterprise failed to pay Mr. Catlow and other aggrieved employees minimum wages for all hours worked by, among other things: requiring, suffering or permitting Mr. Catlow and other similarly situated individuals to work off-the-clock; requiring, suffering or permitting Mr. Catlow and other aggrieved employees to work through their meal breaks without compensation; illegally and inaccurately recording time worked by Mr. Catlow and other aggrieved employees; and other methods to be discovered.

Enterprise's conduct violates Labor Code §§ 1194 and 1197 and Wage Order No. 9-2001, § 4.

Failure to Pay Overtime Wages

Pursuant to California Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3, an employer must compensate its employees for all overtime, which is calculated at one and one-half times the regular rate of pay for hours worked in excess of eight hours per day and/or 40 hours per week, and for the first eight hours on the seventh consecutive work day, with double time for all hours worked in excess of eight hours on the seventh day of any workweek, or after 12 hours in any work day.

Mr. Catlow and other aggrieved employees are current and former employees and are entitled to the protections of Labor Code §§ 510 and 1194 and Wage Order No. 9-2001. Enterprise failed to compensate Mr. Catlow and other aggrieved employees for all overtime hours worked as required under the foregoing provisions of the Labor Code and IWC Wage Order by, among other things: failing to pay

overtime at one and one-half times or double the regular rate of pay as provided by Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3; requiring, suffering or permitting Mr. Catlow and other aggrieved employees to work off-the-clock; requiring, suffering or permitting Mr. Catlow and other aggrieved employees work through meal periods without compensation; illegally and inaccurately recording time worked by Mr. Catlow and other aggrieved employees; and other methods to be discovered.

In violation of California law, Enterprise has refused to perform its obligations to compensate Mr. Catlow and other aggrieved employees for all wages earned and all hours worked.

Enterprise's conduct violates Labor Code §§ 510 and 1194 and Wage Order No. 9-2001, § 3.

Failure to Timely Pay All Wages Earned

Pursuant to Labor Code § 204, an employer must pay its employees at least twice a month for all wages earned during the preceding pay period. Labor Code § 204 provides that labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month. An employer using an alternate payday schedule must pay wages within seven calendar days of the end of the payroll period in which the wages were earned.

Enterprise failed to pay Mr. Catlow and other aggrieved employees on their regularly scheduled payday for all work performed during the preceding pay period. For example, Enterprise required Mr. Catlow and other aggrieved employees to work off-the-clock without compensation. Enterprise also failed to pay Mr. Catlow and other aggrieved employees premium wages owed for each work day a meal period was not provided and each work day a rest period was not authorized and permitted.

In addition, Enterprise failed to pay Mr. Catlow and other aggrieved employees for the overtime wages they earned in violation of Labor Code § 204. Labor Code § 204 requires an employer to pay overtime wages no later than the payday for the next regular payroll period following the payroll period in which the overtime wages were earned. Enterprise knew it was required to pay overtime wages, yet on many occasions failed to pay Mr. Catlow and other aggrieved employees overtime wages on any payday.

Failure to Pay All Wages Due Upon Separation

Pursuant to Labor Code §§ 201, 202 and 203, an employer is required to pay all earned and unpaid wages to an employee upon separation. Labor Code § 201 mandates that if an employer discharges an employee, the employee's wages accrued and unpaid at the time of discharge are due and payable immediately. Pursuant to Labor Code § 202, an employer is required to pay all accrued wages due to an employee no later than 72 hours after the employee quits his or her employment, unless the employee provided 72 hours previous 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. Labor Code § 203 provides that if an employer willfully fails to pay, in accordance with Labor Code §§ 201 and 202, any wages of an employee who is discharged or

who quits, the employer is liable for waiting time penalties in the form of continued compensation to the employee at the same rate for up to 30 days.

Enterprise failed to pay accrued wages to Mr. Catlow and other aggrieved employees in accordance with Labor Code §§ 201 and 202. Because Enterprise required Mr. Catlow and other aggrieved employees to work off-the-clock without compensation and failed to pay Mr. Catlow and other aggrieved employees the premium wages for all meal periods which were not provided and all rest periods which were not authorized or permitted, Enterprise failed and continues to fail to pay the full earned and unpaid wages due to Mr. Nistico and other aggrieved employees upon separation.

Failure to Furnish Accurate Itemized Wage Statements

Labor Code § 226 requires every employer to furnish each of its employees an accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

Enterprise failed to timely provide Mr. Catlow and other aggrieved employees accurate itemized wage statements in writing showing each employee's gross wages earned, total hours worked, all deductions made, net wages earned, the name and address of the legal entity or entities employing Mr. Catlow and other aggrieved employees, and all applicable hourly rates in effect during each pay period and the corresponding number of hours worked at each hourly rate, in violation of Labor Code § 226 and Wage Order No. 9-2001, § 7.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Catlow and other aggrieved employees performed work off-the-clock, and Enterprise failed to include this time worked on Mr. Catlow's and other aggrieved employees' wage statements. Enterprise also did not properly calculate Mr. Catlow's and other aggrieved employees' regular rate of pay. As a result, Mr. Catlow's and other aggrieved employees' wage statements did not include all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate.

Failure to Maintain Required Records

Enterprise failed to maintain records as required under Labor Code §§ 226 and 1174 and Wage Order No. 9-2001, § 7, including but not limited to the following records: total daily hours worked by each employee; applicable rates of pay; all deductions; meal periods; time records showing when each employee begins and ends each work period; and accurate itemized statements.

Enterprise failed to provide its employees lawful meal and rest breaks; nevertheless, Enterprise failed to include in the wage statements the extra hour of compensation owed for each work day a meal break was not provided and each work day a rest break was not authorized and permitted. In addition, Mr. Catlow and other aggrieved employees performed work off-the-clock, including during meal breaks, and were compensated for such time. As a result, Enterprise failed to maintain accurate records of the total daily hours worked by each employee, meals periods, and when each employees began and ended each work period. Employees' wage statements also were inaccurate. In addition, Enterprise did not properly calculate Mr. Nistico's and other aggrieved employees' regular rate of pay.

Failure to Indemnify Employees for Necessary Expenditures Incurred in Discharge of Duties

Labor Code § 2802(a) requires an employer to indemnify an employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer. Enterprise failed to indemnify Mr. Catlow and other aggrieved employees for all business expenses and/or losses incurred in direct consequence of the discharge of their duties while working under the direction of Enterprise, including but not limited to expenses for personal cell phone and vehicle use, and other employment-related expenses, in violation of Labor Code § 2802.

This notice is hereby given to Enterprise and any and all related and/or alter ego companies, corporations, partnerships, and/or business entities, as well as against any and all officers, owners, directors, managers, managing agents, or entities who are or may be liable under California law for any of the violations alleged herein as to any locations or employees who worked at any time in the State of California.

This notice is made on behalf of all persons who are, were, or will be employees of Enterprise, or any related or alter-ego company, corporation, partnership, and/or business entity at any time on or after a date four years prior to the date of this letter in the State of California.

This notice shall be construed as extending without limitation to any past, present, future, or continuing violation of the Labor Code, the applicable IWC Wage Order, or any applicable regulation which might be discovered as a result of a reasonable and diligent investigation made pursuant to this notice.

This notice shall further represent Mr. Catlow's reasonable attempt to settle his dispute with Enterprise prior to litigation. Pursuant to *Graham v. DaimlerChrysler Corp.*, 34 Cal. 4th 553 (2004), this notice serves to apprise Enterprise of Mr. Catlow's aforementioned grievances and the proposed remedies as detailed below, while affording Enterprise reasonable opportunity to meet Mr. Nistico's demands.

Demand is hereby made that Enterprise shall agree, in writing received at this office no later than 30 calendar days from the postmark date of this notice, as follows:

1. Enterprise shall pay Mr. Nistico and all other similarly-situated persons employed by Enterprise at any time during the past 48 months back pay and compensation for the above referenced

violations.

2. Enterprise shall comply with all California labor laws and ensure that its employees are provided lawful meal and rest breaks and paid minimum and overtime wages for all hours worked.
3. Enterprise shall conduct a survey or interview all current and former employees in California during the past 48 months to obtain information from them regarding the number of meal breaks which were not provided and the number of rest breaks which were not authorized and permitted, with the investigation to be completed within 60 days.
4. Enterprise shall pay each employee one hour of pay for each work day he or she was not authorized and permitted one or more rest periods, as required by Labor Code § 226.7. Enterprise also shall pay each employee one hour of pay for each work day he or she was not provided one or more meal periods, as required by Labor Code § 226.7.
5. Enterprise shall reimburse those employees who were required to pay for any business expenses incurred for Enterprise's benefit, including but not limited to costs associated with personal cell phone and vehicle use in the discharge of their duties without compensation.
6. Enterprise shall pay accrued interest to all employees at the rate of 10% per annum for said unpaid wages.
7. Enterprise shall pay waiting time penalties, equal to 30 days of pay, to each former employee who was not paid all wages due as described herein.
8. Enterprise shall pay all penalties arising from the violations of the Labor Code and IWC Wage Order sections referenced above and pursuant to PAGA, Labor Code § 2698, et seq., including but not limited to penalties under Labor Code §§ 210, 225.5, 226.3, 558, 1174.5, 1197.1, 1199 and 2699 and Wage Order No. 9-2001, § 20.

If the Labor and Workforce Development Agency intends to investigate the allegations set forth herein, please notify this office of that decision by certified mail addressed to RD Law Group, 707 Wilshire Blvd., 47th Floor, Suite C7, Los Angeles, California 90017-3729.

Additionally, please advise us if the Agency or Enterprise requires additional information regarding Mr. Catlow's claims.

Sincerely,

/s/ Alex Derval /
Partner

PAGA NOTICE PUBLIC SEARCH - CASE DETAIL

Case Information

Case Number: LWDA-CM-1061556-24
Plaintiff for PAGA Case: Jason Catlow
Filer/Attorney for PAGA Case: Alexander Derval
Law Firm for PAGA Plaintiff: RD Law Group APC
Employer: Enterprise Rent-A-Car Company of Sacramento, LLC
Date Case Received:
Filer for Employer:
Employer Filer Firm:
Court Type: California Superior Courts
Court Name: Humboldt County Superior Court
PAGA Court Case Number: CV2500406
Violation Type:
Related BOFE Case:

Attachments

Attachment Name	Description	Date Submitted	Type
Court Complaint Submitted on 02/21/2025 11:02:52 AM by Bruce Weisenberg	JASON CATLOW RAVI BHATIA Complaint - FILED.pdf	2/21/2025 7:02 PM	Court Complaint
PAGA Notice Submitted on 11/13/2024 01:05:28 PM by Alexander Derval	Catlow v Enterprise PAGA letter 11.13.2024.pdf	11/13/2024 9:05 PM	PAGA Notice

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EXHIBIT B

Bruce Weisenberg (260521)
Eva Abrams (181424)
Alex Derval (326859)
RD Law Group, LLP
707 Wilshire Blvd, Fl 47th, Ste C7
Los Angeles, CA, 90017
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Attorneys for Plaintiffs JASON CATLOW and RAVI BHATIA,
individually, and on behalf of others similarly situated

LAW OFFICES OF STEPHEN J. KEPLER
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Laguna Niguel, CA 92677
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E-mail: skepler@kepler-law.com

Attorneys for Defendants

ENTERPRISE RENT-A-CAR COMPANY OF SACRAMENTO, LLC
and ENTERPRISE RENT-A-CAR CO OF SAN FRANCISCO, LLC

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF HUMBOLDT**

JASON CATLOW and RAVI BHATIA,
individually, and on behalf of others similarly
situated,

Plaintiffs,

vs.

ENTERPRISE RENT-A-CAR COMPANY
OF SACRAMENTO, LLC, a Delaware
limited liability company, ENTERPRISE
RENT-A-CAR CO OF SAN FRANCISCO,
LLC, a Delaware limited liability company,
and DOES 1 through 50, inclusive,

Defendants.

) Case No. CV2500406

) **[PROPOSED] ORDER GRANTING**
) **APPROVAL OF PAGA**
) **SETTLEMENT; JUDGMENT**
) **THEREON**

1 This matter came on for hearing on _____, at 10 a.m. in Department ____
2 of the above-captioned Court, on a Motion for an Order Granting Approval of a PAGA
3 Settlement.

4 The Court having considered the Settlement Agreement Regarding PAGA Claims
5 (the "Settlement" or "Settlement Agreement"), having conducted a hearing regarding
6 whether the Settlement should be granted approval, having considered the pleadings filed
7 by the respective parties; and good cause appearing therefor:

8 HEREBY ORDERS, ADJUDGES AND DECREES AS FOLLOWS:

9 (a) The following definitions, as provided in the Settlement, shall apply herein:

10 A. "Alleged Violations" shall mean Defendants' alleged violations of Labor
11 Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223,
12 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1,
13 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and
14 2802, committed against the Settlement Members during the Applicable PAGA Periods,
15 all of which violations were alleged in Plaintiffs' Notice Letters to the LWDA.

16 B. "Defendants" shall mean Enterprise Rent-a-Car Company of Sacramento,
17 LLC and Enterprise Rent-a-Car Co of San Francisco, LLC.

18 C. "Effective Date" means the date by which this Settlement is finally
19 approved as provided herein and the Court's Judgment becomes final. For purposes of
20 the meaning of "Effective Date," the Court's Judgment becomes final upon the later of:
21 (a) the date of final affirmance on appeal of the Judgment, the expiration of the time for a
22 petition to review the Judgment, and, if review is granted, the date of final affirmance of
23 the Judgment following review; (b) the date of final dismissal of any appeal from the
24 Judgment or the final dismissal of any proceeding to review the Judgment; or (c) if no
25 appeal is filed, the expiration date for filing any appeal from the Judgment.

26 Notwithstanding the foregoing, if no objections to the Settlement are filed or submitted,
27 the Effective Date shall be the date which is 65 days after the date that the Court's

Judgment is entered. The releases contained herein will not be effective until Defendants have made full payment in accordance herewith.

D. “Individual Settlement Payment” refers to each Settlement Member’s pro rata share of the PAGA Fund.

E. “LWDA” refers to the California Labor & Workforce Development Agency.

F. “Maximum Settlement Amount” refers to the Court-approved amount that Defendants shall have to pay in connection with this Settlement, which shall be inclusive of all Individual Settlement Payments to Settlement Members, Plaintiffs’ Counsel Payment, Settlement Administration Costs, and the PAGA payment to the LWDA. The Maximum Settlement Amount shall not exceed \$479,360.

G. “Notice” refers to the Notice of PAGA Settlement, substantially in the form attached hereto as Exhibit “A,” which the Settlement Administrator shall mail to each Settlement Member explaining the terms of the Settlement.

H. “PAGA” refers to the Private Attorneys General Act of 2004, California Labor Code Sections 2699 *et seq.*

I. “PAGA Fund” refers to the Maximum Settlement Amount, less Plaintiffs’ Counsel Payment and the Settlement Administration Costs.

J. “Plaintiffs” refers to plaintiffs Jason Catlow and Ravi Bhatia, individually and in their capacity as representatives of the State of California on behalf of other aggrieved employees.

K. “Plaintiffs’ Counsel” shall mean RD Law Group.

L. “Plaintiffs’ Counsel Payment” refers to Court-approved payment of attorneys’ fees to Plaintiffs’ Counsel (not to exceed 33⅓ percent of the Maximum Settlement Amount), and Plaintiffs’ Counsel’s expenses and costs reasonably incurred in connection with this Action, as approved by the Court.

1 **M.** “Plaintiffs’ Notice Letters to the LWDA” refers to the letters dated 8/27/24
2 and 11/13/24, both of which are attached as Exhibit “A” to the parties’ Settlement
3 Agreement.

4 **N.** “Released Claims” shall mean any and all claims under PAGA on behalf of
5 any Settlement Member, related to the Alleged Violations, all of which were alleged in
6 Plaintiffs’ Notice Letters to the LWDA.

7 **O.** “Released Parties” shall mean Defendants and all of their past and present
8 parents, subsidiaries, affiliated and/or related corporations, predecessors, successors, and
9 assigns, including each of their officers, directors, members, shareholders, managing
10 agents, representatives, consultants, attorneys, insurers and divisions, whether previously
11 or hereinafter affiliated in any manner. Released Parties specifically include without
12 limitation Enterprise Holdings, Inc., which is an intended third party beneficiary of this
13 Agreement.

14 **P.** “Sacramento PAGA Period” shall mean July 25, 2023, through March 21,
15 2025. For allegedly aggrieved employees of Enterprise Rent-a-Car Company of
16 Sacramento, LLC, the Sacramento PAGA Period may also be referred to as the
17 Applicable PAGA Period.

18 **Q.** “San Francisco PAGA Period” shall mean May 29, 2023, through March
19 21, 2025. For allegedly aggrieved employees of Enterprise Rent-a-Car Co of San
20 Francisco, LLC, the San Francisco PAGA Period may also be referred to as the
21 Applicable PAGA Period.

22 **R.** “Settlement Administrator” refers to CPT Group, Inc., located at Steuart
23 Tower, 50 Corporate Park, Irvine, CA 92606, the qualified, third-party settlement
24 administrator agreed to by the Parties to administer the terms of the Settlement.

25 **S.** “Settlement Administration Costs” means the reasonable costs and fees of
26 administering the Settlement to be paid from the Maximum Settlement Amount,
27 including, but not limited to: (i) printing, mailing, and re-mailing (if necessary) of the
28 Notice to Settlement Members; (ii) preparing and submitting to Settlement Members and

1 the LWDA all appropriate tax filings and forms; (iii) computing the amount of and
2 distributing Individual Settlement Payments, Plaintiffs' Counsel Payment, and the PAGA
3 payment to the LWDA; (iv) any cost associated with the escheatment process for any
4 uncashed or undeliverable settlement checks, and (v) establishing a Qualified Settlement
5 Fund, as defined by the Internal Revenue Code.

6 T. "Settlement Members" refers to all persons employed by Defendants as
7 employees in California during the Applicable PAGA Periods.

8 U. "Settlement Packet" means the Notice and Individual Settlement Payment
9 to be sent to each Settlement Member by the Settlement Administrator.

10 (b) The Court hereby grants Approval of the Settlement as fair, reasonable and
11 adequate in all respects, determines that the Settlement was made in good faith and in the
12 best interests of the parties, and orders the parties to consummate the Settlement in
13 accordance with the terms of the Settlement.

14 (c) Neither this Final Judgment nor the Settlement shall constitute an
15 admission by Defendants of any liability or wrongdoing whatsoever, nor is this Final
16 Judgment a finding of the validity or invalidity of any claims in the action or a finding of
17 wrongdoing by Defendants herein.

18 (d) Plaintiffs seek recovery under PAGA, based on the Alleged Violations,
19 committed against the Settlement Members during the Applicable PAGA Periods.
20 Judgment is hereby entered against Defendants, jointly and severally, in the amount of
21 \$479,360.00, representing recovery under PAGA, arising from the Alleged Violations.

22 (e) The Court orders that within twenty-one (21) days after the Effective Date,
23 Defendants shall deposit the Maximum Settlement Amount with the Settlement
24 Administrator.

25 (f) The Court finds that attorneys' fees in the amount of
26 \$_____ and actual litigation costs of
27 \$_____ for Plaintiffs' Counsel are fair, reasonable and adequate,
28 and orders that the Settlement Administrator distribute these payments to Plaintiffs'

1 Counsel in conformity with the Settlement Agreement. The foregoing fees are
2 reasonable in consideration of the benefit obtained for the LWDA and aggrieved
3 employees.

4 (g) The Court approves payment to the third-party settlement administrator in
5 the amount of \$_____.

6 (h) In conformity with the Settlement Agreement, the Court orders that the
7 Settlement Administrator distribute the PAGA Fund and Settlement Packets as stated in
8 the Settlement Agreement.

9 (i) The Court decrees that the LWDA and Settlement Members have fully
10 released and forever discharged the Released Parties from the Released Claims. As a
11 result of this release, the Settlement Members are precluded from bringing a claim for
12 any of the Released Claims. Nothing herein releases any individual claim for wages that
13 might be possessed by any Settlement Member.

14 (j) Without affecting the finality of this Final Judgment in any way, the Court
15 reserves exclusive and continuing jurisdiction over the action and the parties for purposes
16 of supervising the implementation, enforcement, construction, administration and
17 effectuation of the Settlement. The Parties agree that the Court shall retain jurisdiction
18 over the Parties, over the Released Claims (as to Plaintiffs individually and those of other
19 aggrieved employees), and over this Settlement for all enforcement purposes.

20 (k) Plaintiffs shall submit a copy of this Order and Judgment to the LWDA
21 within ten (10) calendar days of entry of this Order and Judgment.

22 (l) Except as set forth above, all of Plaintiffs' claims are hereby dismissed with
23 prejudice.

24 **IT IS SO ORDERED.**

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26 Dated: _____

27 HONORABLE _____

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EXHIBIT C

Check

[DATE]

Dear [NAME]:

The enclosed check is your proportional share of the settlement under the California Private Attorneys General Act ("PAGA"), Labor Code § 2698, *et seq.*, in the case entitled *Catlow, et al. v. Enterprise Rent-A-Car Company of Sacramento, LLC, et al.* (Humboldt County Superior Court Case No. CV2500406). The lawsuit alleged that Defendants ("Enterprise") violated certain Labor Code Sections. Enterprise has denied the allegations, but has reached a settlement to avoid the expense and disruption of further litigation. You are receiving this check because you worked for Enterprise as an employee within the State of California at some point during the period of May 29, 2023, through March 21, 2025 ("Aggrieved Employee"). Your proportional share was calculated on a pro rata basis (i.e., proportionally) based on the number of pay periods you worked during that time period as a percentage of the total number of pay periods worked by all Aggrieved Employees during that time period, with non-exempt employees receiving twice as much settlement money per pay period as exempt employees.

The LWDA and Settlement Members have fully released and forever discharged the Released Parties from the Released Claims. As a result of this release, the Settlement Members are precluded from bringing a claim for any of the Released Claims. The foregoing incorporates the following definitions:

- "Alleged Violations" means Defendants' alleged violations of Labor Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 432, 500, 510, 511, 512, 515, 558, 558.1, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 1198.5, 1199 and 2802, committed against the Settlement Members during the Applicable PAGA Periods.
- "Sacramento PAGA Period" shall mean July 25, 2023, through March 21, 2025. For Aggrieved Employees of Enterprise Rent-a-Car Company of Sacramento, LLC, the Sacramento PAGA Period may also be referred to as the Applicable PAGA Period.
- "San Francisco PAGA Period" shall mean May 29, 2023, through March 21, 2025. For Aggrieved Employees of Enterprise Rent-a-Car Co of San Francisco, LLC, the San Francisco PAGA Period may also be referred to as the Applicable PAGA Period.
- "Released Claims" means any and all claims under PAGA on behalf of any PAGA Settlement Member, related to the Alleged Violations.
- As used herein, "Settlement Members" or "Aggrieved Employees" refers to all persons employed by Defendants as employees in California during the Applicable PAGA Periods.
- "Released Parties" means Defendants and all of their past and present parents, subsidiaries, affiliated and/or related corporations, predecessors, successors, and assigns, including each of their officers, directors, members, shareholders, managing agents, representatives, consultants, attorneys, insurers and divisions, whether previously or hereinafter affiliated in any manner. Released Parties

specifically include without limitation Enterprise Holdings, Inc., which is an intended third party beneficiary of this Agreement.

The Aggrieved Employees will not be deemed to have released any claims other than the "Released Claims" by virtue of this Settlement. Upon entry of the Order approving the Settlement, all Aggrieved Employees will be barred from proceeding with any claim released by this Settlement. Nothing in this Settlement precludes any Aggrieved Employee from pursuing an individual claim for wages against Defendants.

Please cash or deposit your check on or before its printed void date. Checks will not be re-issued after the void date. If you have any questions about this payment, contact the Settlement Administrator at [CONTACT]. Please note that the Settlement Administrator cannot provide tax advice. If you have questions about the tax treatment of this payment, we suggest that you consult your tax advisor or accountant.

Regards,

Catlow v. Enterprise Rent-a-Car Settlement Administrator

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EXHIBIT 3

Thank you for your Court Complaint Submission.

From DIR PAGA Unit <no-reply@formassembly.com>

Date Fri 2/21/2025 11:03 AM

To Bruce Weisenberg <bruce@rdlawgroup.com>

02/21/2025 11:02:52 AM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Court Complaint

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: [http://labor.ca.gov/Private Attorneys General Act.htm](http://labor.ca.gov/Private_Attorneys_General_Act.htm)

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EXHIBIT 4

Electronically Received 04/29/2024 12:47 PM

MATERN LAW GROUP, PC
Matthew J. Matern (SBN 159798)
Mikael H. Stahle (SBN 182599)
1230 Rosecrans Avenue, Suite 200
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Attorneys for Plaintiff
MICHAEL NISTICO, individually, and
on behalf of all others similarly situated

LAW OFFICES OF STEPHEN J. KEPLER
Stephen J. Kepler (Bar No. 155451)
28241 Crown Valley Parkway, Suite F
Laguna Niguel, CA 92677
Telephone: (949) 636-0701
E-mail: skepler@kepler-law.com

Attorneys for Defendant
ENTERPRISE RENT-A-CAR COMPANY OF LOS ANGELES, LLC

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

MICHAEL NISTICO, individually, and on
behalf of all others similarly situated,

Plaintiff,

vs.

ENTERPRISE RENT-A-CAR
COMPANY OF LOS ANGELES, LLC, a
California limited liability company; and
DOES 1 through 50, Inclusive,

Defendants.

) Case No. 22STCV05531

) ASSIGNED FOR ALL PURPOSES TO
) Judge Laura A. Seigle, Department 17

) **[REVISED PROPOSED] ORDER**
) **GRANTING APPROVAL OF PAGA**
) **SETTLEMENT; JUDGMENT**
) **THEREON**

FILED
Superior Court of California
County of Los Angeles

04/30/2024

David W. Slayton, Executive Officer / Clerk of Court

By: M. Mata Deputy

1 This matter came on for hearing on April 29, 2024, at 10:00 a.m. in Department 17
2 of the above-captioned Court, on a Motion for an Order Granting Approval of a PAGA
3 Settlement.

4 The Court having considered the Settlement Agreement Regarding PAGA Claims
5 (the "Settlement" or "Settlement Agreement"), having conducted a hearing regarding
6 whether the Settlement should be granted approval, having considered the pleadings filed
7 by the respective parties; and good cause appearing therefor:

8 HEREBY ORDERS, ADJUDGES AND DECREES AS FOLLOWS:

9 (a) The following definitions, as provided in the Settlement, shall apply herein:

10 A. "Alleged Violations" shall mean Defendant's alleged violations of Labor
11 Code Sections 98.6, 200, 201, 202, 203, 204, 210, 216, 218, 218.5, 218.6, 220, 221, 222,
12 223, 224, 225.5, 226, 226.3, 226.7, 227, 227.3, 246, 350-351, 432, 500, 510, 511, 512,
13 558, 558.1, 1102.5, 1174, 1174.5, 1175, 1193.6, 1194, 1194.2, 1194.3, 1197, 1197.1,
14 1198, 1198.5, 1199, 1401, 1402, 1403, 1404, 2802, 2810 and 2810.3, committed against
15 the Settlement Members during the PAGA Period, all of which violations were alleged in
16 Plaintiff's Notice Letters to the LWDA.

17 B. "Defendant" shall mean Enterprise Rent-a-Car Company of Los Angeles,
18 LLC.

19 C. "Effective Date" means the date by which this Settlement is finally
20 approved as provided herein and the Court's Judgment becomes final. For purposes of
21 the meaning of "Effective Date," the Court's Judgment becomes final upon the later of:
22 (a) the date of final affirmance on appeal of the Judgment, the expiration of the time for a
23 petition to review the Judgment, and, if review is granted, the date of final affirmance of
24 the Judgment following review; (b) the date of final dismissal of any appeal from the
25 Judgment or the final dismissal of any proceeding to review the Judgment; or (c) if no
26 appeal is filed, the expiration date for filing any appeal from the Judgment.

27 Notwithstanding the foregoing, if no objections to the Settlement are filed or submitted,
28 the Effective Date shall be the date which is 65 days after the date that the Court's

Judgment is entered. The releases contained herein will not be effective until Defendant has made full payment in accordance herewith.

D. “Individual Settlement Payment” refers to each Settlement Member’s pro rata share of the PAGA Fund.

E. “LWDA” refers to the California Labor & Workforce Development Agency.

F. “Maximum Settlement Amount” refers to the Court-approved amount that Defendant shall have to pay in connection with this Settlement, which shall be inclusive of all Individual Settlement Payments to Settlement Members, Plaintiff’s Counsel Payment, Settlement Administration Costs, and the PAGA payment to the LWDA. The Maximum Settlement Amount shall not exceed Nine Hundred and Sixty-Four Thousand, Six Hundred and Forty-Nine Dollars and Seventy-Three Cents (\$964,649.73).

G. “Notice” refers to the Notice of PAGA Settlement, substantially in the form attached hereto as Exhibit “A,” which the Settlement Administrator shall mail to each Settlement Member explaining the terms of the Settlement.

H. “PAGA” refers to the Private Attorneys General Act of 2004, California Labor Code Sections 2699 *et seq.*

I. “PAGA Fund” refers to the Maximum Settlement Amount, less Plaintiff’s Counsel Payment and the Settlement Administration Costs.

J. “PAGA Period” shall mean June 17, 2021 through April 29, 2024.

K. “Plaintiff” refers to plaintiff Michael Nistico individually and in his capacity as a representative of the State of California on behalf of other aggrieved employees.

L. “Plaintiff’s Counsel” shall mean Matthew J. Matern and Mikael H. Stahle of Matern Law Group, PC.

M. “Plaintiff’s Counsel Payment” refers to Court-approved payment of attorneys’ fees to Plaintiff’s Counsel (not to exceed 33⅓ percent of the Maximum

Settlement Amount), and Plaintiff's Counsel's expenses and costs reasonably incurred in connection with this Action, as approved by the Court.

N. "Plaintiff's Notice Letters to the LWDA" refers to the letters dated 8/10/21, 6/7/22 and 1/31/23, all of which are attached as Exhibit "A" to the parties' Settlement Agreement.

O. "Released Claims" shall mean any and all claims under PAGA on behalf of any Settlement Member, related to the Alleged Violations, all of which were alleged in Plaintiff's Notice Letters to the LWDA.

P. "Released Parties" shall mean Defendant and all of its past and present parents, subsidiaries, affiliated and/or related corporations, predecessors, successors, and assigns, including each of their officers, directors, members, shareholders, managing agents, representatives, consultants, attorneys, insurers and divisions, whether previously or hereinafter affiliated in any manner. Released Parties specifically include without limitation Enterprise Holdings, Inc., which is an intended third party beneficiary of this Agreement.

Q. "Settlement Administrator" refers to CPT Group, Inc., located at Steuart Tower, 50 Corporate Park, Irvine, CA 92606, the qualified, third-party settlement administrator agreed to by the Parties to administer the terms of the Settlement.

R. "Settlement Administration Costs" means the reasonable costs and fees of administering the Settlement to be paid from the Maximum Settlement Amount, including, but not limited to: (i) printing, mailing, and re-mailing (if necessary) of the Notice to Settlement Members; (ii) preparing and submitting to Settlement Members and the LWDA all appropriate tax filings and forms; (iii) computing the amount of and distributing Individual Settlement Payments, Plaintiff's Counsel Payment, and the PAGA payment to the LWDA; (iv) any cost associated with the escheatment process for any uncashed or undeliverable settlement checks, and (v) establishing a Qualified Settlement Fund, as defined by the Internal Revenue Code.

1 S. “Settlement Members” refers to all persons employed by Defendant as
2 employees in California during the PAGA Period.

3 T. “Settlement Packet” means the Notice and Individual Settlement Payment
4 to be sent to each Settlement Member by the Settlement Administrator.

5 (b) The Court hereby grants Approval of the Settlement as fair, reasonable and
6 adequate in all respects, determines that the Settlement was made in good faith and in the
7 best interests of the parties, and orders the parties to consummate the Settlement in
8 accordance with the terms of the Settlement.

9 (c) Neither this Final Judgment nor the Settlement shall constitute an
10 admission by Defendants of any liability or wrongdoing whatsoever, nor is this Final
11 Judgment a finding of the validity or invalidity of any claims in the action or a finding of
12 wrongdoing by Defendants herein.

13 (d) Plaintiff seeks recovery under PAGA, based on the Alleged Violations,
14 committed against the Settlement Members during the PAGA Period. Judgment is
15 hereby entered against Defendant in the amount of Nine Hundred and Sixty-Four
16 Thousand, Six Hundred and Forty-Nine Dollars and Seventy-Three Cents (\$964,649.73),
17 representing recovery under PAGA, arising from the Alleged Violations.

18 (e) The Court orders that within twenty-one (21) days after the Effective Date,
19 Defendant shall deposit the Maximum Settlement Amount with the Settlement
20 Administrator.

21 (f) The Court finds that attorneys’ fees in the amount of Three Hundred and
22 Twenty-One Thousand, Five Hundred and Forty-Nine Dollars and Ninety-One Cents
23 (\$321,549.91) and litigation costs of Ten Thousand Dollars and Zero Cents (\$10,000.00)
24 for Plaintiff’s Counsel are fair, reasonable and adequate, and orders that the Settlement
25 Administrator distribute these payments to Plaintiff’s Counsel in conformity with the
26 Settlement Agreement. The foregoing fees are reasonable in consideration of the benefit
27 obtained for the LWDA and aggrieved employees.

28 (g) The Court approves payment to the third-party settlement administrator in

1 the amount of Twenty-Seven Thousand Dollars and Zero Cents (\$27,000.00).

2 (h) In conformity with the Settlement Agreement, the Court orders that the
3 Settlement Administrator distribute the PAGA Fund and Settlement Packets as stated in
4 the Settlement Agreement.

5 (i) The Court decrees that the LWDA and Settlement Members have fully
6 released and forever discharged the Released Parties from the Released Claims. As a
7 result of this release, the Settlement Members are precluded from bringing a claim for
8 any of the Released Claims. Nothing herein releases any individual claim for wages that
9 might be possessed by any Settlement Member.

10 (j) Without affecting the finality of this Final Judgment in any way, the Court
11 reserves exclusive and continuing jurisdiction over the action and the parties pursuant to
12 Code of Civil Procedure section 664.6 for purposes of supervising the implementation,
13 enforcement, construction, administration and effectuation of the Settlement. The Parties
14 agree that the Court shall retain jurisdiction over the Parties, over the Released Claims (as
15 to Plaintiff individually and those of other aggrieved employees), and over this
16 Settlement for all enforcement purposes. Plaintiff shall file a Final Distribution Report on
17 or before October 31, 2024; a Non-Appearance Case Review regarding same is set for
18 November 5, 2024 at 8:30 a.m. in Department 17 of the Spring Street Courthouse.

19 (k) Plaintiff shall submit a copy of this Order and Judgment to the LWDA
20 within ten (10) calendar days of entry of this Order and Judgment.

21 (l) Except as set forth above, all of Plaintiff's claims are hereby dismissed with
22 prejudice.

23 **IT IS SO ORDERED.**

24
25 Dated: 04/30/2024



Laura Seigle

HONORABLE LAURA A. SEIGLE

Laura A. Seigle / Judge