

DEPARTMENT OF INDUSTRIAL RELATIONS

Labor Commissioner's Office
Private Attorneys' General Act Unit
1515 Clay Street, Suite 1700
Oakland, CA 94612
Tel. (510) 286-1246



July 22, 2025

Thomas D. Rutledge
c/o: Thais Da Silva, Raymond Cho, and Tyler
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Zaldy Doroliat, CFO
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NOTICE OF ACTION FILED

Re: PAGA Notice of Thais Da Silva v. Garuda Labs, Inc. dba Instawork & DOES 1-500
CLAIM NO. LWDA-CM-1039769-24, LWDA-CM-1070239-25, & LWDA-CM-1082757-25

To whom it may concern:

PLEASE TAKE NOTICE that on April 24, 2025, the Division of Labor Standards Enforcement (“DLSE”) filed a complaint against Garuda Labs, Inc. dba Instawork & DOES 1-500, and their owners, directors, officers, managing agents and other persons acting on behalf of either of them, in the San Francisco County Superior Court, Case No. CGC-25-624719. It asserts injunctive relief, damages and penalties for Labor Code sections 226.8, 226, 245-2469, 2810.5, and 2699 subdivision (f).

Pursuant to Labor Code section 2699, subdivision (l), PAGA actions may not be brought on the same facts and theories of an issued citation or action under Labor Code section 98.3.

If you have questions concerning this notice, please send an email to PAGAInfo@dir.ca.gov or call the PAGA Unit at 510-286-1246.

Sincerely,



Jeylee Quiroz
Associate Governmental Program Analyst
PAGA Unit