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Attorneys for Plaintiff and all others similarly situated
VICTORIA HANIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA CLARA

VICTORIA HANIFF, an individual, on behalf
of herself and all others similarly situated,

Plaintiff,

vs.

ILLUMIO, INC., an Delaware corporation;
and DOES 1 TO 50,

Defendants.

CASE NO.: 25CV457611

**COMPLAINT FOR CIVIL PENALTIES
AND INJUNCTIVE RELIEF:**

**1. CIVIL PENALTIES – THE LABOR
CODE PRIVATE ATTORNEYS
GENERAL ACT (“PAGA”)**

[UNLIMITED CIVIL JURISDICTION]

Plaintiff VICTORIA HANIFF (“Plaintiff”) brings this action on behalf of the State of California, and all other Aggrieved Employees (as defined below), against Defendant ILLUMIO, Inc., a Delaware corporation, and Does 1-50, inclusive, (collectively referred to herein as “Defendants”).

INTRODUCTION

1. This is a representative action filed by Plaintiff on behalf of the State of California against Defendants pursuant to California's Private Attorney General Act, Labor Code section 2698 et. seq. (“PAGA”), to recover civil penalties for Defendants' violations of the California Labor Code as alleged below.

1 **PARTIES**

2 2. Plaintiff VICTORIA HANIFF ("Plaintiff") is a natural person and is domiciled
3 in the State of California.

4 3. Defendant ILLUMIO, INC., a Delaware corporation, ("Defendant") was at all
5 relevant times doing business in Santa Clara County, California. Defendant Illumio, Inc.'s
6 principal place of business is in the State of California.

7 4. Plaintiff is ignorant of the true names and capacities of the defendants sued
8 under the fictitious names of Does 1 through 50. Plaintiff will amend this Complaint to show
9 their true names and capacities when the same have been ascertained. Plaintiff is
10 informed and believe that each of the fictitiously named Doe Defendants is legally
11 responsible in some manner for the occurrences alleged and that Plaintiff's injuries and
12 damages, as alleged, were proximately caused by these Doe Defendants' actions.

13 5. Illumio, Inc. and Doe Defendants 1 through 50, inclusive, are referred to
14 herein collectively as "Defendants." Plaintiff is informed and believes and thereon alleges
15 that at all times pertinent hereto, each Defendant was the agent and employee of each of
16 its co-Defendants, and in doing the things described herein, was acting within the course
17 and scope of his/her authority as such agent and employee, and each Defendant ratified
18 and approved the acts of his/her agents and employees. Defendants acted as Plaintiffs'
19 "employer" and are responsible for any and all damages claimed by Plaintiffs in this action
20 under Labor Code section 558.

21 **PAGA ALLEGATIONS**

22 6. Plaintiff brings this action under the PAGA on behalf of the State of California
23 and other Aggrieved Employees, regarding violations of the California Labor Code as set
24 forth herein as to all Aggrieved Employees. Said "Aggrieved Employees" include all of
25 Defendant's non-exempt California employees

26 7. Plaintiff is an "aggrieved employee," as that term is defined under Labor
27 Code section 2699(c). Plaintiff was employed by Defendants and suffered the Labor Code
28 violations set forth herein. Plaintiff seeks to recover on the civil penalties provided by

PAGA, plus reasonable attorney's fees and costs.

COMPLIANCE WITH PAGA'S NOTIFICATION REQUIREMENTS

8. Plaintiff, through counsel, gave written notice by online filing with the California Labor and Workforce Development Agency ("LWDA") informing it that Defendants failed to comply with California's labor laws with regard to the allegations alleged in this Complaint ("PAGA Notice"). The PAGA Notice is attached hereto as **Exhibit 1**. The LWDA has not responded to the PAGA Notice. Plaintiff's right to file the instant lawsuit against Defendants has duly accrued. Plaintiff seeks to recover the PAGA civil penalties through a representative action permitted by California law.

GENERAL FACTUAL ALLEGATIONS

9. Plaintiff was hired by Defendants as an International Accounting Manager in or around October 2023. Plaintiff worked in a hybrid role, working three days in the office located in Sunnyvale, California, and two days remotely.

10. In or around early May 2024, Plaintiff filed a formal complaint with Defendants. Plaintiff was hired by Defendant as an International Account Manager in or around October 2023. Plaintiff worked in a hybrid role where she worked in Defendant's office located in Sunnyvale, California and, separately she worked remotely including from a home office. Plaintiff was never reimbursed for necessary business expenses incurred, which include, but are not limited to, limited to, home office / remote office internet expenses.

11. Plaintiff alleges that all aggrieved employees were subject to these same conditions and same violations. Specifically, Plaintiff alleges that Defendant engaged in a pattern and practice of knowingly violating Labor Code section 2802 as to all aggrieved employees, including by failing to indemnify them for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of their duties, or their obedience to the directions of Defendant.

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FIRST CAUSE OF ACTION
CIVIL PENALTIES – THE LABOR CODE PRIVATE ATTORNEYS GENERAL ACT
(“PAGA”)
(Plaintiff Against All Defendants)

12. Plaintiff incorporates by reference all other paragraphs of this Complaint as if they were re-alleged and set forth herein.

13. Plaintiff brings this cause of action on behalf all other aggrieved current and former employees of Defendant Illumio, Inc. and seek civil penalties for each and every violation alleged herein, specifically, failure to reimburse business expenses.

14. As a result of the aforesaid wrongful and illegal conduct of the Defendants, and each of them, Plaintiff is entitled to civil penalties in an amount to be determined at trial, costs, and attorney’s fees.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays for relief and judgment solely on behalf of other Aggrieved Employees and the State of California as follows:

1. For civil penalties under Labor Code Section 2699;
2. For an order temporarily, preliminarily and permanently enjoining and restraining Defendants from engaging in similar unlawful conduct as set forth herein;
3. For equitable and injunctive relief;
3. For reasonable attorney's fees and costs of suit; and
4. For such other and further relief that the Court deems just and proper.

Dated: January 28, 2025

HAULK & HERRERA LLP

By: 

Matthew A. Haulk, Esq.
Jose M. Herrera, Esq.
Attorneys for Plaintiff

EXHIBIT 1



H A U L K & H E R R E R A L L P

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October 28, 2024

VIA ONLINE SUBMISSION

Labor & Workforce Development Agency
Attn: PAGA Administrator
455 Golden Gate Avenue, 9th Floor
San Francisco, California 94102

Re: **Private Attorney General Act (“PAGA”) Notice**

Dear PAGA Administrator:

This firm represents Victoria Haniff (“Plaintiff”) with respect to Plaintiff’s claims against Illumio, Inc. (“Defendant”) arising out of violations of the California Labor Code and IWC Wage Order committed against all of Defendant’s non-exempt employees.

This letter shall serve as written notice, pursuant to California Labor Code section 2699.3(a) (1), of Defendant’s violations of the provisions of the Labor Code and Wage Order set forth below. The aggrieved employees subject to this notice and Plaintiff’s PAGA allegations are all of Defendant’s non-exempt employees who were employed in the State of California during the applicable PAGA period.

Plaintiff was hired by Defendant as an International Account Manager in or around October 2023. Plaintiff worked in a hybrid role where she worked in Defendant’s office located in Sunnyvale, California and, separately she worked remotely including from a home office. Plaintiff was never reimbursed for necessary business expenses incurred, which include, but are not limited to, limited to, home office / remote office internet expenses.

Plaintiff alleges that all aggrieved employees were subject to these same conditions and same violations. Specifically, Plaintiff alleges that Defendant engaged in a pattern and practice of knowingly violating Labor Code section 2802 as to all aggrieved employees, including by failing to indemnify them for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of their duties, or their obedience to the directions of Defendant.



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As one of the aggrieved employees suffering this violation, Plaintiff is able to bring a PAGA claim on behalf of all non-exempt Defendant employees suffering the same violation, and is entitled to recover penalties for all violations, as well as Plaintiff's attorneys' fees.

This notice is based on the facts currently known to Plaintiff and is made without prejudice to Plaintiff's right to seek all available remedies for any and all additional violations that may subsequently be discovered or identified.

Please advise this office within 60 days of the post-mark date of this notice whether the Labor & Workforce Development Agency intends to investigate the above-noted Labor Code and Wage Order violations. Thank you for your attention to this matter.

Very truly yours,

Jose M. Herrera

cc: Illumio, Inc. via *Certified Mail/Return Receipt Requested*

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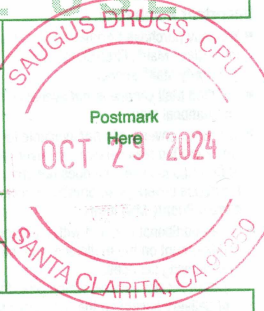
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☐ Adult Signature Required	\$	
☐ Adult Signature Restricted Delivery	\$	



Postage	\$	
Total Postage and Fees	\$	

Sent To	Elumio, Inc.	
Street and Apt. No., or PO Box No.	926 De Guigne Dr.	
City, State, ZIP+4 [®]	Sunnyvale CA 94085	