

FILED
Superior Court of California
County of Los Angeles

02/10/2026

David W. Slayton, Executive Officer / Clerk of Court

By: J. Marquez Deputy

DOUGLAS HAN (SBN 232858)
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Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

JAMES GEOFFREY FRAIZER, individually,
and on behalf of aggrieved employees pursuant
to the Private Attorneys General Act
("PAGA");

Plaintiff,

v.

BLIZZARD ENTERTAINMENT, INC., a
Delaware corporation; ACTIVISION
BLIZZARD, INC., a Delaware corporation;
ACTIVISION BLIZZARD MEDIA, LLC, a
Delaware limited liability company;
ACTIVISION BLIZZARD SHARED
SERVICES, INC., a Delaware corporation;
ACTIVISION BLIZZARD STUDIOS, LLC, a
Delaware limited liability company;
ACTIVISION PUBLISHING, INC., a
Delaware corporation; and DOES 1 through
100, inclusive;

Defendants.

Case No.: 24STCV13174

**FIRST AMENDED COMPLAINT FOR
CIVIL PENALTIES FOR VIOLATION
OF LABOR CODE §§ 2698, et seq.
(PRIVATE ATTORNEYS GENERAL
ACT OF 2004)**

1 Plaintiff JAMES GEOFFREY FRAIZER (“Plaintiff”) hereby submits this Complaint
2 against Defendants BLIZZARD ENTERTAINMENT, INC., ACTIVISION BLIZZARD, INC.,
3 ACTIVISION BLIZZARD MEDIA, LLC, ACTIVISION BLIZZARD SHARED SERVICES,
4 INC., ACTIVISION BLIZZARD STUDIOS, LLC, ACTIVISION PUBLISHING, INC., and
5 DOES 1 through 100, inclusive (collectively, “Defendants”), individually and on behalf of other
6 current and former aggrieved employees of Defendants for penalties as follows:

7 **INTRODUCTION**

8 1. This representative action is brought pursuant to Labor Code sections
9 2698, *et seq.* (the Private Attorneys General Act of 2004 (“PAGA”)) for Defendants’ violations
10 of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 227.3, 246,
11 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, and 2802,
12 and the Industrial Welfare Commission Wage Orders.

13 2. This Complaint challenges Defendants’ systemic illegal employment
14 practices resulting in violations of the stated provisions of the Labor Code against the identified
15 group of employees.

16 3. Plaintiff is informed and believes and thereon alleges Defendants jointly
17 and severally acted intentionally and with deliberate indifference and conscious disregard to the
18 rights of all employees in (1) failing to properly calculate and pay all minimum and overtime
19 wages; (2) failing to pay all meal period and rest break premium wages; (3) failing to provide
20 accurate wage statements; (4) failing to pay all wages due and owing during employment and
21 upon termination of employment; and (5) failing to reimburse all necessary business expenses.

22 **JURISDICTION AND VENUE**

23 4. This action is brought pursuant to PAGA. The civil penalties sought by
24 Plaintiff exceed the minimal jurisdiction limits of the Superior Court and will be established
25 according to proof at trial.

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1 some way for the matters alleged herein and proximately caused Plaintiff and other current and
2 former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries
3 complained of herein.

4 12. At all times herein mentioned, Defendants, and each of them, were agents,
5 partners, joint venturers, representatives, servants, employees, successors-in-interest, co-
6 conspirators and assigns, each of the other, and at all times relevant hereto were acting within the
7 course and scope of their authority as such agents, partners, joint venturers, representatives,
8 servants, employees, successors-in-interest, co-conspirators and assigns, and that all acts or
9 omissions alleged herein were duly committed with ratification, knowledge, permission,
10 encouragement, authorization and consent of each Defendant designated herein.

11 13. As such, and based upon all the facts and circumstances incident to
12 Defendants' business in California, Defendants are subject to PAGA and Labor Code sections
13 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 227.3, 246, 432.5, 510, 512(a), 551,
14 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, and 2802.

15 **CAUSE OF ACTION**

16 **(Violation of Labor Code §§ 2698, *et seq.* ("PAGA"))**

17 **(Against BLIZZARD ENTERTAINMENT, INC., ACTIVISION BLIZZARD, INC.,**
18 **ACTIVISION BLIZZARD MEDIA, LLC, ACTIVISION BLIZZARD SHARED**
19 **SERVICES, INC., ACTIVISION BLIZZARD STUDIOS, LLC, ACTIVISION**
20 **PUBLISHING, INC., and DOES 1 through 100)**

21 14. Plaintiff incorporates by reference the allegations contained in paragraphs
22 1 through 13, and each and every part thereof with the same force and effect as though fully set
23 forth herein.

24 15. PAGA expressly establishes that any provision of the California Labor
25 Code which provides for a civil penalty to be assessed and collected by the California Labor and
26 Workforce Development Agency ("LWDA"), or any of its departments, divisions, commissions,
27 boards, agencies or employees for a violation of the California Labor Code, may be recovered
28 through a civil action brought by an aggrieved employee on behalf of themselves, and other current

1 or former employees.

2 16. On October 26, 2023, Plaintiff provided written notice to the LWDA and
3 Defendants of the specific provisions of the Labor Code he contends were violated, and the
4 theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by reference
5 is a copy of the written notice to the LWDA. Plaintiff believes that on or about January 2, 2024,
6 the sixty-five (65) days' notice period expired as to all Defendants, and the LWDA did not take
7 any action to investigate or prosecute this matter.

8 17. On January 13, 2026, Plaintiff provided an amended written notice to the
9 LWDA and Defendants of the specific provisions of the Labor Code he contends were violated,
10 and the theories supporting his contentions. Attached hereto as **Exhibit 2** and incorporated by
11 reference is a copy of the amended written notice to the LWDA. Plaintiff believes that on or about
12 March 19, 2026, the sixty-five (65) days' notice period will expire as to all Defendants, and the
13 LWDA will not take any action to investigate or prosecute this matter. Thus, Plaintiff exhausted
14 his administrative remedies.

15 18. Plaintiff and the other hourly-paid or non-exempt employees are
16 "aggrieved employees" as defined by California Labor Code section 2699(c) in that they are all
17 current and former non-exempt or hourly-paid employees of Blizzard Entertainment, Inc. and
18 Activision Blizzard, Inc. within the State of California at any time during the period from March
19 20, 2023, through December 31, 2025, and one or more of the alleged violations was committed
20 against them.

21 **Failure to Pay Minimum and Overtime Wages**

22 19. At all times relevant herein, Defendants were required to compensate their
23 non-exempt employees minimum wages for all hours worked and overtime wages for all hours
24 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
25 mandate of Labor Code sections 510, 1194, 1197, and 1198.

26 20. As a policy and practice, Defendants failed to compensate aggrieved
27 current and former employees for all hours worked, resulting in a failure to pay all minimum
28 wages and overtime wages, where applicable.

1 **Failure to Provide Meal Periods and Rest Breaks**

2 21. In accordance with the mandates of Labor Code sections 226.7 and 512,
3 Defendants were required to authorize and permit their non-exempt employees to take a
4 10-minute rest break for every four (4) hours worked or major fraction thereof, and were further
5 required to provide their non-exempt employees with a 30-minute meal period for every five (5)
6 hours worked.

7 22. As a policy and practice, Defendants failed to provide aggrieved current
8 and former employees with legally mandated meal periods and rest breaks and failed to pay proper
9 compensation for this failure.

10 **Failure to Timely Pay Wages During Employment**

11 23. At all times relevant herein, Defendants were required to pay their
12 employees within a specified time period pursuant to the mandate of Labor Code section 204.

13 24. As a policy and practice, Defendants failed to pay aggrieved current and
14 former employees all wages due and owing within the required time period.

15 **Failure to Timely Pay Wages Upon Termination**

16 25. At all times relevant herein, Defendants were required to pay their
17 employees all wages owed in a timely fashion at the end of employment pursuant to California
18 Labor Code sections 201 and 202.

19 26. As a result of Defendants' Labor Code violations alleged above,
20 Defendants failed to pay aggrieved former employees their final wages pursuant to Labor Code
21 sections 201 and 202 and accordingly owe waiting time penalties pursuant to Labor Code section
22 203.

23 **Failure to Provide Complete and Accurate Wage Statements**

24 27. At all times relevant herein, Defendants were required to keep *accurate*
25 records regarding their California employees pursuant to the mandate of Labor Code sections 226
26 and 1174.

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28. As a result of Defendants' various Labor Code violations, Defendants failed to keep accurate records regarding aggrieved current and former employees. For example, Defendants failed in their affirmative obligation to keep accurate records regarding aggrieved current and former employees' gross wages earned, total hours worked, all deductions, net wages earned, and all applicable hourly rates and the number of hours worked at each hourly rate.

Failure to Reimburse Business Expenses

29. At all times relevant herein, Defendants were required to reimburse its employees for any and all necessary expenditures or losses incurred by the employees in direct consequences of the discharge of their duties pursuant to the mandate of Labor Code sections 2800 and 2802.

30. As a policy and practice, Defendants failed to pay aggrieved current and former employees all business expenses incurred and owed within the required time period.

Failure to Pay Vested Vacation

31. At all times relevant herein, Defendants were required to pay its terminated employees the vested vacation at the employees' final rates pursuant to Labor Code section 227.3.

32. As a policy and practice, Defendants failed to pay aggrieved employees the vested vacation at the employees' final rates following their termination.

Penalties

33. Pursuant to California Labor Code section 2699, Plaintiff, individually, and on behalf of current and former aggrieved employees, requests and is entitled to recover from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs pursuant, including but not limited to:

- a. Penalties under California Labor Code section 2699 in the amount of one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;

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- 1 b. Penalties under California Code of Regulations Title 8 section 11040 in the
2 amount of fifty dollars (\$50) for each aggrieved employee per pay period
3 for the initial violation, and one hundred dollars (\$100) for each aggrieved
4 employee per pay period for each subsequent violation;
- 5 c. Penalties under California Labor Code section 210 in addition to, and
6 entirely independent and apart from, any other penalty provided in the
7 California Labor Code in the amount of one hundred dollars (\$100) for
8 each aggrieved employee per pay period for the initial violation, and two
9 hundred dollars (\$200) for each aggrieved employee per pay period for
10 each subsequent violation;
- 11 d. Penalties under Labor Code section 1197.1 in the amount of one hundred
12 dollars (\$100) for each aggrieved employee per pay period for the initial
13 violation, and two hundred fifty dollars (\$250) for each aggrieved
14 employee per pay period for each subsequent violation;
- 15 e. Any and all additional penalties as provided by the Labor Code and/or
16 other statutes; and
- 17 f. Attorneys' fees and costs pursuant to Labor Code sections 218.5, 1194, and
18 2699, and any other applicable statute.

19 **PRAYER FOR RELIEF**

20 WHEREFORE, Plaintiff, individually and as a representative of current and
21 former aggrieved employees pursuant to PAGA, prays for judgment as follows:

- 22 1. That the Court declare, adjudge, and decree that Defendants violated California
23 Labor Code sections 2698, *et seq.*, by failing to pay minimum and overtime wages,
24 failing to provide meal periods and rest breaks or pay premium wages in lieu
25 thereof, failing to timely pay wages during employment and upon termination,
26 failing to provide complete and accurate wage statements, and failing to reimburse
27 necessary business expenses;

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EXHIBIT 1

October 26, 2023

BY U.S. MAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc.

Dear Representative:

We have been retained to represent James Frazier against Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc. (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer or managing agent acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 1-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "BLIZZARD").

Mr. Frazier is pursuing his California Labor Code sections 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Frazier may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

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¹ Mr. Frazier does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Frazier will amend this notice when the true names and capacities are known. Mr. Frazier is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Frazier and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

LWDA

October 26, 2023

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Blizzard Entertainment, Inc. is a Delaware corporation located at 1 Blizzard Way, Irvine, California 92618. Activision Blizzard, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Media, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Studios, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Shared Services, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Publishing, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

BLIZZARD employed Mr. Frazier as an hourly-paid non-exempt Contact Coordinator during the relevant time period in the State of California. BLIZZARD directly controlled the wages, hours and/or working conditions of Mr. Frazier and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Frazier may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of BLIZZARD within the State of California.

BLIZZARD failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly compensate minimum and overtime wages, failed to properly provide legally mandated meal and rest breaks or pay premium wages in lieu thereof, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751, an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Frazier has standing to pursue penalties on behalf of the state for violations affecting all of the aggrieved employees at BLIZZARD, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

BLIZZARD has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay time-and-a-half or double-time overtime wages and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. BLIZZARD failed to compensate aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. BLIZZARD also failed to include non-discretionary bonuses into aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, BLIZZARD failed to pay aggrieved employees paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512(a) require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, BLIZZARD routinely required aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with BLIZZARD's policies and expectations and assist product testing. BLIZZARD failed to provide coverage to aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, BLIZZARD failed to authorize and permit aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, BLIZZARD failed to compensate aggrieved employees all the premium wages they were owed, including failing to pay premium wages at aggrieved employees' regular rate of pay.

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California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” BLIZZARD required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” BLIZZARD required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits their employment, their wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours’ previous notice of their intention to quit, in which case the employee is entitled to their wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 202 and therefore is liable under California Labor Code sections 203 and 210.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204, and is therefore liable under California Labor Code section 210.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, BLIZZARD did not provide aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from BLIZZARD were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by aggrieved employees, (2) total hours worked by aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by aggrieved employees, (4) all deductions for aggrieved employees, (5) net wages earned by aggrieved employees, (6) the inclusive dates of the period for which aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of their 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 aggrieved employees.

California Labor Code sections 226(b) and 226(c) require an employer to produce an employee's payroll records upon request within 21 calendar days. California Labor Code section 1198.5 requires an employer to produce an employee's personnel file upon request within 30 calendar days. On September 25, 2023, Mr. Frazier requested his payroll records and personnel file from BLIZZARD. BLIZZARD's deadlines to produce the requested documents were October 16, 2023, and October 25, 2023, respectively. To date, BLIZZARD has yet to produce Mr. Frazier's requested payroll records or personnel file.

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California Labor Code section 558 allows recovery of penalties. Pursuant to the code, (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee. Aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, BLIZZARD failed to keep accurate and complete payroll records showing the hours worked daily by and the wages paid to aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, BLIZZARD did not provide aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of their job duties or in direct consequence of their obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by BLIZZARD, including for using their personal cell phones for work-related purposes.

We believe that Mr. Frazier and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code sections 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in question and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor Code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether the California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Frazier will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of BLIZZARD within one year of the date of this letter, as allowed by law.

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October 26, 2023
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If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', written over a horizontal line.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Blizzard Entertainment, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Blizzard Entertainment, Inc.

Activision Blizzard, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard, Inc.

Activision Blizzard Media, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard Media, LLC

Activision Blizzard Studios, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard Studios, LLC

Activision Blizzard Shared Services, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833

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Agent for Service of Process for Activision Blizzard Shared Services, Inc.

Activision Publishing, Inc.

c/o CSC - Lawyers Incorporating Service

2710 Gateway Oaks Drive

Sacramento, California 95833

Agent for Service of Process for Activision Publishing, Inc.

EXHIBIT 2

January 13, 2026

BY U.S. MAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov
State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

Re: Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc.
LWDA Case NO. 990073-23

Dear Representative:

We hereby amend our October 26, 2023, letter sent to your office in compliance with the reporting requirements of California Labor Code section 2699.3. A true and correct copy of the October 26, 2023, letter is attached to this submission as **Exhibit A** for reference. We are amending the letter to correct the spelling of the James Geoffrey Fraizer's name and to update the Labor Code violations and factual allegations underlying the Labor Code violations.

We have been retained to represent James Geoffrey Fraizer against Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc. (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer or managing agent acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 1-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "BLIZZARD").

Mr. Fraizer is pursuing his California Labor Code sections 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Fraizer may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

¹ Mr. Frazier does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Frazier will amend this notice when the true names and capacities are known. Mr. Frazier is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Frazier and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

Blizzard Entertainment, Inc. is a Delaware corporation located at 1 Blizzard Way, Irvine, California 92618.

Activision Blizzard, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

Activision Blizzard Media, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

Activision Blizzard Studios, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

Activision Blizzard Shared Services, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

Activision Publishing, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

BLIZZARD employed Mr. Fraizer as an hourly-paid non-exempt Contact Coordinator during the relevant time period in the State of California. BLIZZARD directly controlled the wages, hours and/or working conditions of Mr. Fraizer and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Fraizer may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of BLIZZARD within the State of California.

BLIZZARD failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly compensate minimum and overtime wages, failed to properly provide legally mandated meal and rest breaks or pay premium wages in lieu thereof, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751, an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Fraizer has standing to pursue penalties on behalf of the state for violations affecting all of the aggrieved employees at BLIZZARD, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

BLIZZARD has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 227.3, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay time-and-a-half or double-time overtime wages and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates.

During the relevant time period, aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. BLIZZARD failed to compensate aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. BLIZZARD also failed to include non-discretionary bonuses into aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

During the relevant time period, BLIZZARD failed to pay aggrieved employees paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512(a) require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided.

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During the relevant time period, BLIZZARD routinely required aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with BLIZZARD's policies and expectations and assist product testing. BLIZZARD failed to provide coverage to aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, BLIZZARD failed to authorize and permit aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, BLIZZARD failed to compensate aggrieved employees all the premium wages they were owed, including failing to pay premium wages at aggrieved employees' regular rate of pay.

California Labor Code section 227.3 states that if a contract of employment or employer policy provides for paid vacations and an employee is terminated without having taken off the employee's vested vacation time, then all the vested vacation must be paid by the employer to the employee as wages at the employee's final rate.

During the relevant time period, BLIZZARD had a policy that provided for paid vacations to the aggrieved employees and did not pay the aggrieved employees the vested vacation at the aggrieved employees' final rates following the aggrieved employees' termination.

California Labor Code section 551 states "[e]very person employed in any occupation of labor is entitled to one day's rest therefrom in seven." Section 552 further states "[n]o employer of labor shall cause his employees to work more than six days in seven."

During the relevant time period, BLIZZARD required aggrieved employees to work seven days in a row or more without one day's rest.

California Labor Code section 432.5 states "[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law."

During the relevant time period, BLIZZARD required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

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California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits their employment, their wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours' previous notice of their intention to quit, in which case the employee is entitled to their wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days.

During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 202 and therefore is liable under California Labor Code sections 203 and 210.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204, and is therefore liable under California Labor Code section 210.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees.

During the relevant time period, BLIZZARD did not provide aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from BLIZZARD were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by aggrieved employees, (2) total hours worked by aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by aggrieved employees, (4) all deductions for aggrieved employees, (5) net wages earned by aggrieved employees, (6) the inclusive dates of the period for which aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of their 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 aggrieved employees.

California Labor Code sections 226(b) and 226(c) require an employer to produce an employee's payroll records upon request within 21 calendar days. California Labor Code section 1198.5 requires an employer to produce an employee's personnel file upon request within 30 calendar days.

On September 25, 2023, Mr. Fraizer requested his payroll records and personnel file from BLIZZARD. BLIZZARD's deadlines to produce the requested documents were October 16, 2023, and October 25, 2023, respectively. To date, BLIZZARD has yet to produce Mr. Fraizer's requested payroll records or personnel file.

California Labor Code section 558 allows recovery of penalties. Pursuant to the code, (a) Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected employee.

During the relevant time period, the aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

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California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years.

During the relevant time period, BLIZZARD failed to keep accurate and complete payroll records showing the hours worked daily by and the wages paid to aggrieved employees.

California Labor Code sections 1194, 1197, and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

During the relevant time period, BLIZZARD did not provide aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of their job duties or in direct consequence of their obedience to the directions of the employer.

During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by BLIZZARD, including for using their personal cell phones for work-related purposes.

We believe that Mr. Fraizer and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code sections 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 227.3, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in question and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

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LWDA
January 13, 2026
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The purpose of this letter is to satisfy the requirement created by California Labor Code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether the California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Fraizer will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of BLIZZARD within one year of the date of this letter, as allowed by law.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a long horizontal flourish extending to the right.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Blizzard Entertainment, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Blizzard Entertainment, Inc.

Activision Blizzard, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard, Inc.

Activision Blizzard Media, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard Media, LLC

LWDA

January 13, 2026

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Activision Blizzard Studios, LLC

c/o CSC - Lawyers Incorporating Service

2710 Gateway Oaks Drive

Sacramento, California 95833

Agent for Service of Process for Activision Blizzard Studios, LLC

Activision Blizzard Shared Services, Inc.

c/o CSC - Lawyers Incorporating Service

2710 Gateway Oaks Drive

Sacramento, California 95833

Agent for Service of Process for Activision Blizzard Shared Services, Inc.

Activision Publishing, Inc.

c/o CSC - Lawyers Incorporating Service

2710 Gateway Oaks Drive

Sacramento, California 95833

Agent for Service of Process for Activision Publishing, Inc.

EXHIBIT A

October 26, 2023

BY U.S. MAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc.

Dear Representative:

We have been retained to represent James Frazier against Blizzard Entertainment, Inc., Activision Blizzard, Inc., Activision Blizzard Media, LLC, Activision Blizzard Studios, LLC, Activision Blizzard Shared Services, Inc., and Activision Publishing, Inc. (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer or managing agent acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, and DOES 1-20¹ for violations of California wage-and-hour laws (hereinafter collectively referred to as "BLIZZARD").

Mr. Frazier is pursuing his California Labor Code sections 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Frazier may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

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¹ Mr. Frazier does not know the true names or capacities, whether individual, partner or corporate, of DOES 1 through 20, inclusive, and for that reason, said DOES are designated under such fictitious names. Mr. Frazier will amend this notice when the true names and capacities are known. Mr. Frazier is informed and believes that each DOE was responsible in some way for the matters alleged herein and proximately caused Mr. Frazier and other current and former aggrieved employees to be subject to the illegal employment practices, wrongs and injuries complained of herein.

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October 26, 2023

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Blizzard Entertainment, Inc. is a Delaware corporation located at 1 Blizzard Way, Irvine, California 92618. Activision Blizzard, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Media, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Studios, LLC is a Delaware limited liability company located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Blizzard Shared Services, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404. Activision Publishing, Inc. is a Delaware corporation located at 2701 Olympic Boulevard, Building B, Santa Monica, California 90404.

BLIZZARD employed Mr. Frazier as an hourly-paid non-exempt Contact Coordinator during the relevant time period in the State of California. BLIZZARD directly controlled the wages, hours and/or working conditions of Mr. Frazier and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Frazier may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees (whether hired directly or through a staffing agency) of BLIZZARD within the State of California.

BLIZZARD failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly compensate minimum and overtime wages, failed to properly provide legally mandated meal and rest breaks or pay premium wages in lieu thereof, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, thus resulting in Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App. 5th 745, 751, an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Frazier has standing to pursue penalties on behalf of the state for violations affecting all of the aggrieved employees at BLIZZARD, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

BLIZZARD has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

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California Labor Code sections 510, 1194, and 1198 require employers to pay time-and-a-half or double-time overtime wages and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates. During the relevant time period, aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. BLIZZARD failed to compensate aggrieved employees for all hours worked and performing off-the-clock work, including pre- and post-shift, and during meal breaks. BLIZZARD also failed to include non-discretionary bonuses into aggrieved employees' regular rate of pay for purposes of overtime compensation. Therefore, aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than one hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. During the relevant time period, BLIZZARD failed to pay aggrieved employees paid sick leave that complied with California Labor Code section 246, by, for example, failing to pay paid sick leave at non-exempt employee's regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

California Labor Code sections 226.7 and 512(a) require employers to pay an employee one additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided. During the relevant time period, BLIZZARD routinely required aggrieved employees to work through, interrupt, cut short, and/or delay their meal and rest breaks to comply with BLIZZARD's policies and expectations and assist product testing. BLIZZARD failed to provide coverage to aggrieved employees so they may be relieved of all work duties and take legally mandated meal and rest breaks. Lastly, BLIZZARD failed to authorize and permit aggrieved employees to take the requisite number of meal and rest breaks, including second meal breaks and third rest breaks, when working shifts exceeding 10 hours in length. Despite these facts, BLIZZARD failed to compensate aggrieved employees all the premium wages they were owed, including failing to pay premium wages at aggrieved employees' regular rate of pay.

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California Labor Code section 551 states “[e]very person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Section 552 further states “[n]o employer of labor shall cause his employees to work more than six days in seven.” BLIZZARD required aggrieved employees to work seven days in a row or more without one day’s rest.

California Labor Code section 432.5 states “[n]o employer, or agent, manager, superintendent, or officer thereof, shall require any employee or applicant for employment to agree, in writing, to any term or condition which is known by such employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.” BLIZZARD required aggrieved employees to execute arbitration agreements as a condition of employment despite knowing that such agreements are prohibited under Labor Code section 432.6.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits their employment, their wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours’ previous notice of their intention to quit, in which case the employee is entitled to their wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced; but the wages shall not continue for more than 30 days. During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks, due to them within any time period specified by California Labor Code sections 201 and 202 and therefore is liable under California Labor Code sections 203 and 210.

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California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, BLIZZARD failed to pay aggrieved employees all wages due to them, including for uncompensated off-the-clock work, unpaid overtime premiums and premium wages for failing to provide legally mandated meal and rest breaks within any time period specified by California Labor Code section 204, and is therefore liable under California Labor Code section 210.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, BLIZZARD did not provide aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from BLIZZARD were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include (1) gross wages earned by aggrieved employees, (2) total hours worked by aggrieved employees, (3) the number of piece-rate units earned and any applicable piece rate by aggrieved employees, (4) all deductions for aggrieved employees, (5) net wages earned by aggrieved employees, (6) the inclusive dates of the period for which aggrieved employees are paid, (7) the name of the aggrieved employee and only the last four digits of their 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 aggrieved employees.

California Labor Code sections 226(b) and 226(c) require an employer to produce an employee's payroll records upon request within 21 calendar days. California Labor Code section 1198.5 requires an employer to produce an employee's personnel file upon request within 30 calendar days. On September 25, 2023, Mr. Frazier requested his payroll records and personnel file from BLIZZARD. BLIZZARD's deadlines to produce the requested documents were October 16, 2023, and October 25, 2023, respectively. To date, BLIZZARD has yet to produce Mr. Frazier's requested payroll records or personnel file.

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California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, BLIZZARD failed to keep accurate and complete payroll records showing the hours worked daily by and the wages paid to aggrieved employees.

California Labor Code sections 1194, 1197 and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, BLIZZARD did not provide aggrieved employees with the minimum wages to which they were entitled despite constructive and actual knowledge of off-the-clock work, including pre- and post-shift, and during meal breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of their job duties or in direct consequence of their obedience to the directions of the employer. During their employment, aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by BLIZZARD, including for using their personal cell phones for work-related purposes.

We believe that Mr. Frazier and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code sections 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant send a certified letter to the employer in question and the California Labor & Workforce Development Agency setting forth the claims, and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor Code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether the California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Frazier will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of BLIZZARD within one year of the date of this letter, as allowed by law.

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LWDA
October 26, 2023
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If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', written over a horizontal line.

Douglas Han, Esq.

CC: (By Certified U.S. Mail Only):

Blizzard Entertainment, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Blizzard Entertainment, Inc.

Activision Blizzard, Inc.
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard, Inc.

Activision Blizzard Media, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard Media, LLC

Activision Blizzard Studios, LLC
c/o CSC - Lawyers Incorporating Service
2710 Gateway Oaks Drive
Sacramento, California 95833
Agent for Service of Process for Activision Blizzard Studios, LLC

Activision Blizzard Shared Services, Inc.
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2710 Gateway Oaks Drive
Sacramento, California 95833

LWDA

October 26, 2023

Page 9 of 9

Agent for Service of Process for Activision Blizzard Shared Services, Inc.

Activision Publishing, Inc.

c/o CSC - Lawyers Incorporating Service

2710 Gateway Oaks Drive

Sacramento, California 95833

Agent for Service of Process for Activision Publishing, Inc.

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PROOF OF SERVICE
1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, California 91103 and my electronic service address is dmather@justicelawcorp.com.

On February 19, 2026, I served the foregoing document described as

**FIRST AMENDED COMPLAINT FOR CIVIL PENALTIES FOR VIOLATION OF
LABOR CODE §§ 2698, et seq. (PRIVATE ATTORNEYS GENERAL ACT OF 2004)**

for the following case: **Frazier v. Blizzard Entertainment Inc. et al.**
LWDA/Court Case No.: **LWDA Case No.: 990073-23**
Court Case No.: 24STCV13174
Los Angeles County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

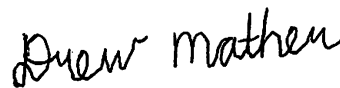
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on February 19, 2026, at Pasadena, California.



Drew Mather