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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

9 **IN AND FOR THE COUNTY OF LOS ANGELES**

10
11 LEONARDO CUERVO, on behalf of the
State of California, as a private attorney
12 general,

13
14 Plaintiff,

15 vs.

16 YELP INC., a Corporation; and DOES 1
17 through 50, inclusive,

18 Defendants.
19
20
21

Case No. 26STCV24948

REPRESENTATIVE ACTION
COMPLAINT FOR:

1. Civil Penalties Pursuant to Labor Code
§ 2699 for violations of Labor Code
§§ 201, 202, 203, 204, 210, 226(a), 226.7,
246, 510, 512, 558(a)(1)(2), 1194, 1197,
1197.1, 1198, 2802, California Code of
Regulations, Title 8, Section 11040,
Subdivision 5(A)-(B), and the applicable
Wage Order(s).

Electronically FILED by
Superior Court of California,
County of Los Angeles
8/07/2026 9:41 AM
David W. Slayton,
Executive Officer/Clerk of Court,
By A. Munoz, Deputy Clerk

1 Plaintiff Leonardo Cuervo (“PLAINTIFF”), on behalf of the people of the State of
2 California and as an “aggrieved employee” acting as a private attorney general under the
3 Labor Code Private Attorney General Act of 2004, § 2699, (“PAGA”) only, alleges on
4 information and belief, except for his own acts and knowledge which are based on personal
5 knowledge, the following:

6 INTRODUCTION

7 1. PLAINTIFF brings this action against defendant Yelp Inc. (referred to as
8 “DEFENDANT”) seeking only to recover PAGA civil penalties on behalf of all current and
9 former aggrieved employees that worked for DEFENDANT. PLAINTIFF does **not seek to**
10 **recover anything other than penalties as permitted by California Labor Code § 2699.** To
11 the extent that statutory violations are mentioned for wage violations, PLAINTIFF does not seek
12 underlying general and/or special damages for those violations, but simply the civil penalties
13 permitted by California Labor Code § 2699.

14 2. California has enacted the PAGA which permits PLAINTIFF to bring an action
15 for PAGA penalties *only*, which is the precise and sole nature of this action.

16 3. Accordingly, PLAINTIFF seeks to obtain all applicable relief for
17 DEFENDANT’s violations under PAGA and solely for the relief as permitted by PAGA – that
18 is, penalties and any other relief the Court deems proper pursuant to the PAGA. Nothing in this
19 complaint should be construed as attempting to obtain any relief that would not be available in
20 a PAGA-only action.

21 4. PLAINTIFF is not suing in his individual capacity; he is proceeding
22 herein solely under the PAGA, on behalf of the State of California for all aggrieved employees.
23 Nothing in this complaint should be construed as PLAINTIFF suing in his individual capacity.

24 THE PARTIES

25 5. Yelp Inc. (“DEFENDANT”) is a corporation that at all relevant times mentioned
26 herein conducted and continues to conduct substantial business in California.

27 6. DEFENDANT is an American company that develops the Yelp.com website and
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1 the Yelp mobile app, which publishes crowd-sourced reviews about local businesses.

2 7. PLAINTIFF was employed by DEFENDANT in California from November of
3 2024 to September of 2025. PLAINTIFF was at all times classified by DEFENDANT as a non-
4 exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest
5 periods and payment of minimum and overtime wages due for all time worked.

6 8. PLAINTIFF, and such persons that may be added from time to time who satisfy
7 the requirements and exhaust the administrative procedures under the Private Attorney General
8 Act, brings this Representative Action on behalf of the State of California with respect to all
9 individuals who are or previously were employed by DEFENDANT in California, including any
10 employees staffed with DEFENDANT by a third party, and classified as non-exempt employees
11 ("AGGRIEVED EMPLOYEES") during the time period of April 14, 2025 until a date as
12 determined by the Court (the "PAGA PERIOD").

13 9. PLAINTIFF, on behalf of all AGGRIEVED EMPLOYEES presently or
14 formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative
15 action pursuant to Labor Code § 2699 seeking fixed civil penalties for DEFENDANT's
16 violation of California Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510,
17 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8,
18 Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s). Based upon the
19 foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees
20 within the meaning of Labor Code § 2699.

21 10. The true names and capacities, whether individual, corporate, subsidiary,
22 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
23 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
24 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
25 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
26 they are ascertained. PLAINTIFF is informed and believes, and based upon that information
27 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
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1 50, inclusive, are responsible in some manner for one or more of the events and happenings
2 that proximately caused the injuries and damages hereinafter alleged.

3 11. The agents, servants and/or employees of the Defendants and each of them
4 acting on behalf of the Defendants acted within the course and scope of his, her or its
5 authority as the agent, servant and/or employee of the Defendants, and personally
6 participated in the conduct alleged herein on behalf of the Defendants with respect to the
7 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to
8 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and
9 all the AGGRIEVED EMPLOYEES, for the loss sustained as a proximate result of the
10 conduct of the Defendants' agents, servants and/or employees.

11 THE CONDUCT

12
13 12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
14 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time
15 worked, meaning the time during which an employee is subject to the control of an
16 employer, including all the time the employee is suffered or permitted to work.
17 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without
18 paying them for all the time they are under DEFENDANT's control. Among other things,
19 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to
20 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by
21 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal
22 break. DEFENDANT, as a matter of established company policy and procedure,
23 administers a uniform practice of rounding the actual time worked and recorded by
24 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT,
25 so that during the course of their employment, PLAINTIFF and the AGGRIEVED
26 EMPLOYEES are paid less than they would have been paid had they been paid for actual
27 recorded time rather than "rounded" time. As a result, PLAINTIFF and the AGGRIEVED
28 EMPLOYEES forfeit minimum wage, overtime wage compensation, and off-duty meal

1 breaks by working without their time being correctly recorded and without compensation at
2 the applicable rates. DEFENDANT's policy and practice not to pay PLAINTIFF and the
3 AGGRIEVED EMPLOYEES for all time worked, is evidenced by DEFENDANT's business
4 records.

5 13. State law provides that employees must be paid overtime and meal and rest
6 break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and the
7 AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is
8 tied to specific elements of an employee's performance.

9 14. The second component of PLAINTIFF's and the AGGRIEVED
10 EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that
11 paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their
12 performance for DEFENDANT. The non-discretionary incentive program provided all
13 employees paid on an hourly basis with incentive compensation when the employees met the
14 various performance goals set by DEFENDANT. However, when calculating the regular
15 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
16 the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive
17 compensation as part of the employees' "regular rate of pay" for purposes of calculating
18 overtime pay and meal and rest break premium pay. Management and supervisors described
19 the incentive program to potential and new employees as part of the compensation package.
20 As a matter of law, the incentive compensation received by PLAINTIFF and the
21 AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to
22 do so has resulted in a underpayment of overtime compensation and meal and rest break
23 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

24 15. As a result of their rigorous work schedules, PLAINTIFF and the
25 AGGRIEVED EMPLOYEES were from time to time unable to take thirty (30) minute off
26 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF
27 and the AGGRIEVED EMPLOYEES were required from time to time to perform work as
28 ordered by DEFENDANT for more than five (5) hours during some shifts without receiving

1 a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and
2 AGGRIEVED EMPLOYEES with a second off-duty meal period for some workdays in
3 which these employees were required by DEFENDANT to work ten (10) hours of work.
4 DEFENDANT also engaged in the practice of rounding the meal period times to avoid
5 paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the
6 AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation
7 and in accordance with DEFENDANT's corporate policy and practice.

8 16. During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED
9 EMPLOYEES were also required from time to time to work in excess of four (4) hours
10 without being provided ten (10) minute rest periods. Further, these employees were denied
11 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2)
12 to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes
13 for some shifts worked of between six (6) and eight (8) hours from time to time, and a first,
14 second and third rest period of at least ten (10) minutes for some shifts worked of ten (10)
15 hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were
16 also not provided with one hour wages in lieu thereof. Additionally, the applicable
17 California Wage Order requires employers to provide employees with off-duty rest periods,
18 which the California Supreme Court defined as time during which an employee is relieved
19 from all work related duties and free from employer control. In so doing, the Court held that
20 the requirement under California law that employers authorize and permit all employees to
21 take rest period means that employers must relieve employees of all duties and relinquish
22 control over how employees spend their time which includes control over the locations
23 where employees may take their rest period. Employers cannot impose controls that prohibit
24 an employee from taking a brief walk - five minutes out, five minutes back. Here,
25 DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from
26 unconstrained walks and is unlawful based on DEFENDANT's rule which states
27 PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during
28 their rest period.

1 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and
2 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
3 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,
4 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for
5 all time worked, meaning the time during which an employee was subject to the control of
6 an employer, including all the time the employee was permitted or suffered to permit this
7 work. DEFENDANT required these employees to work off the clock without paying them
8 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
9 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under
10 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED
11 EMPLOYEES forfeited time worked by working without their time being accurately
12 recorded and without compensation at the applicable minimum wage and overtime wage
13 rates. To the extent that the time worked off the clock does not qualify for overtime
14 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-
15 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

16 18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
17 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
18 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
19 provides that every employer shall furnish each of his or her employees with an accurate
20 itemized wage statement in writing showing, among other things, gross wages earned and all
21 applicable hourly rates in effect during the pay period and the corresponding amount of time
22 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on
23 an hourly basis. As such, the wage statements should reflect all applicable hourly rates
24 during the pay period and the total hours worked, and the applicable pay period in which the
25 wages were earned pursuant to California Labor Code Section 226(a). The wage statements
26 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to
27 identify such information. More specifically, the wage statements failed to identify the
28 accurate total hours worked each pay period. When the hours shown on the wage statements

1 were added up, they did not equal the actual total hours worked during the pay period in
2 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this
3 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that
4 lists all the requirements under California Labor Code 226. As a result, DEFENDANT from
5 time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage
6 statements which violated Cal. Lab. Code § 226.

7 19. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be
8 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
9 the wages are paid not more than seven (7) calendar days following the close of the payroll
10 period. Cal. Lab. Code § 210 provides:

11 in [I]n addition to, and entirely independent and apart from, any other penalty provided
12 this article, every person who fails to pay the wages of each employee as provided in
13 Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial
14 violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For
each subsequent violation, or any willful or intentional violation, two hundred dollars
(\$200) for each failure to pay each employee, plus 25 percent of the amount
unlawfully withheld.

15 20. DEFENDANT from time to time failed to pay PLAINTIFF and the
16 AGGRIEVED EMPLOYEES within seven (7) days of the close of the payroll period in
17 accordance with Cal. Lab. Code § 204(d), including but not limited to the “Hourly” regular
18 wage payments.

19 21. DEFENDANT underpaid sick pay wages to PLAINTIFF and the
20 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in
21 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt
22 employees earn non-discretionary remuneration, including, but not limited to, incentives,
23 shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay,
24 DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at
25 their base rates of pay.

26 22. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt
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1 employees be calculated by dividing the employee's total wages, not including overtime
2 premium pay, by the employee's total hours worked in the full pay periods of the prior 90
3 days of employment.

4 23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
5 at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely
6 earned non-discretionary incentive wages which increased their regular rate of pay.
7 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and
8 the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as
9 required under Cal. Lab. Code Section 246.

10 24. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF
11 and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time
12 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and
13 believes and based thereon alleges that such failure to pay sick pay at regular rate was
14 willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are
15 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

16 25. DEFENDANT intentionally and knowingly failed to reimburse and indemnify
17 PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred
18 by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of
19 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section
20 2802, employers are required to indemnify employees for all expenses incurred in the course
21 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer
22 shall indemnify his or her employee for all necessary expenditures or losses incurred by the
23 employee in direct consequence of the discharge of his or her duties, or of his or her
24 obedience to the directions of the employer, even though unlawful, unless the employee, at
25 the time of obeying the directions, believed them to be unlawful."

26 26. In the course of their employment PLAINTIFF and the AGGRIEVED
27 EMPLOYEES as a business expense, were required by DEFENDANT to use their own
28 personal cellular phones as a result of and in furtherance of their job duties as employees for

1 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost
2 associated with the use of their personal cellular phones for DEFENDANT's benefit.
3 Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required by
4 DEFENDANT to use their personal cellular phones. As a result, in the course of their
5 employment with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES
6 incurred unreimbursed business expenses which included, but were not limited to, costs
7 related to the use of their personal cellular phones all on behalf of and for the benefit of
8 DEFENDANT.

9 27. The employment of PLAINTIFF and some AGGRIEVED EMPLOYEES has
10 terminated and DEFENDANT has not tendered payment of all wages owed as required by
11 law.

12 **JURISDICTION AND VENUE**

13 28. This Court has jurisdiction over this Action pursuant to California Code of
14 Civil Procedure, Section 410.10.

15 29. Venue is proper in this Court pursuant to California Code of Civil Procedure,
16 Sections 395.5 and 393, because DEFENDANT operates in locations across California,
17 employs AGGRIEVED EMPLOYEES across California, including in this County, and
18 committed the wrongful conduct herein alleged in this County against AGGRIEVED
19 EMPLOYEES.

20 **FIRST CAUSE OF ACTION**

21 **For Violation of the Private Attorneys General Act**

22 **[Cal. Lab. Code §§ 2698]**

23 **(By PLAINTIFF and Against All Defendants)**

24 30. PLAINTIFF realleges and incorporates by this reference, as though fully set
25 forth herein, the prior paragraphs of this Complaint.

26 31. PAGA is a mechanism by which the State of California itself can enforce state
27 labor laws through the employee suing under the PAGA who do so as the proxy or agent of
28

1 the state's labor law enforcement agencies. An action to recover civil penalties under
2 PAGA is fundamentally a law enforcement action designed to protect the public and not to
3 benefit private parties. The purpose of the PAGA is not to recover damages or restitution,
4 but to create a means of "deputizing" citizens as private attorneys general to enforce the
5 Labor Code. In enacting PAGA, the California Legislature specified that "it was ... in the
6 public interest to allow aggrieved employees, acting as private attorneys general to recover
7 civil penalties for Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA
8 claims cannot be subject to arbitration.

9 32. PLAINTIFF, and such persons that may be added from time to time who
10 satisfy the requirements and exhaust the administrative procedures under the Private
11 Attorney General Act, brings this Representative Action on behalf of the State of California
12 with respect to all individuals who are or previously were employed by DEFENDANT in
13 California, including any employees staffed with DEFENDANT by a third party, and
14 classified as non-exempt employees ("AGGRIEVED EMPLOYEES") during the time
15 period of April 14, 2025 until a date as determined by the Court (the "PAGA PERIOD").

16 33. On April 14, 2026, PLAINTIFF gave written notice by electronic mail to the
17 Labor and Workforce Development Agency (the "Agency") and by certified mail to the
18 employer of the specific provisions of this code alleged to have been violated as required by
19 Labor Code § 2699.3. See **Exhibit #1**, attached hereto and incorporated by this reference
20 herein. The statutory waiting period for PLAINTIFF to add these allegations to the
21 Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now
22 commence a representative civil action under PAGA pursuant to Section 2699 as the proxy
23 of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

24 34. The policies, acts and practices heretofore described were and are an unlawful
25 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
26 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly
27 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,
28 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for

1 required expenses, and (f) failed to provide wages when due, all in violation of the
2 applicable Labor Code sections listed in Labor Code §§ 201, 202, 203, 204, 210, 226(a),
3 226.7, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of
4 Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage
5 Order(s), and thereby gives rise to civil penalties as a result of such conduct.¹ PLAINTIFF
6 hereby seeks recovery of only civil penalties as prescribed by the Labor Code Private
7 Attorney General Act of 2004 as the representative of the State of
8 California for the illegal conduct perpetrated on other AGGRIEVED EMPLOYEES.

9
10 **PRAYER FOR RELIEF**

11 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
12 severally, as follows:

13 1. On behalf of the State of California and with respect to other AGGRIEVED
14 EMPLOYEES:

15 A) Recovery of civil penalties as prescribed by the Labor Code Private
16 Attorneys General Act of 2004; and,

17 B) An award of attorneys' fees and cost of suit, as allowable under the
18 law, including, but not limited to, pursuant to Labor Code §2699.

19 Dated: August 7, 2026 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
20

21 By: /s/ Nicholas De Blouw

22 Kyle R. Nordrehaug
23 Nicholas J. De Blouw

24 *Attorneys for Plaintiff*
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27 _____
28 ¹Plaintiff specifically excludes and/or does not allege any claims under California Labor
Code §558(a)(3).

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EXHIBIT 1

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1009

April 14, 2026
CA3897

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency YELP INC.
Online Filing

CT Corporation System
330 N Brand Blvd., Suite 700
Glendale, CA 91203

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), Violation of the applicable Industrial Welfare Commission Wage Order(s) brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

This letter serves as a written notice under California Labor Code Section 2699.3 on behalf of Leonardo Cuervo ("Plaintiff") and all other Aggrieved Employees of Yelp Inc. ("Defendant"). "Aggrieved Employees" refers to all individuals who are or previously were employed by Yelp Inc. in California, including any employees staffed with Yelp Inc. by a third party, and classified as non-exempt employees during the time period of April 14, 2025 until a date as determined by the Court ("PAGA Period").

Our offices represent Plaintiff and other Aggrieved Employees in a lawsuit against Defendant. Plaintiff was employed by Defendant in California from November of 2024 to September of 2025. Plaintiff was at all times classified by Defendant as non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for non-compliant meal and rest breaks, for all of their time spent working off the clock, and for business expenses incurred but not reimbursed.

Yelp is a leading online platform and mobile app that connects consumers with local businesses through user-generated reviews, ratings, and photos. Plaintiff worked for Defendant as a Junior Account Executive and worked remotely from his residence in Los

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Angeles. Plaintiff spent a significant portion of his workday on the phone promoting Yelp products to current customers and potential new customers. In short, Plaintiff's main job duty was to sell Yelp products to businesses by educating them on how Yelp works in order to persuade them to buy ads and/or buy web page upgrades. Sufficed to say, Plaintiff and other Aggrieved Employees were under significant pressure to meet Defendant's sales goals. As a result, during Plaintiff's employment with Defendant he was subjected to numerous violations of the California Labor Code.

First, Plaintiff was periodically unable to take compliant meal and rest breaks in violation of Cal. Labor Codes Section 226.7 & 512. For example, given that Plaintiff's main job duty was selling over the phone, it was not uncommon for his meal breaks to be late due to being on the phone with a customer while trying to close sales when the 5th hour of his shift occurred. Being on the phone with customers also caused rest breaks to be late from time to time. In addition, since Plaintiff used the "Workday" website to clock in and out for lunch, shoddy WiFi service sometimes caused Plaintiff to be unable to log into the website in order to clock out for a timely lunch. Moreover, given the high amount of pressure put on Plaintiff and other Aggrieved Employees to meet sales goals, Plaintiff sometimes missed his meal break and 2nd rest break. Ultimately, Defendant did not pay the meal and rest break penalties Plaintiff was entitled to for the meal and rest break violations that occurred during the PAGA Period. Indeed, Plaintiff's wage statements indicate that no meal or rest break penalties were paid to him during the PAGA Period.

In addition, when Plaintiff was clocked out during his meal breaks he was sometimes interrupted with work-related issues causing some off the clock work to occur. Specifically, the phone system Plaintiff used was online and during his meal breaks the ringtone would send work-related notifications. This is in addition to email notifications and Microsoft team notifications Plaintiff received during meal breaks. These work-related notifications were rampant at times despite Plaintiff's best efforts to ignore them. Plaintiff also had communications with his manager while off the clock from time to time regarding work-related issues, such as scheduling issues. This off the clock work resulted in unpaid minimum and overtime wages in violation of California Labor Code Sections 510, 1194, 1197 & 1198. Pursuant to Labor Code § 204 & 210, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. The violations by Defendant were as a result of the non-payment of meal and rest break penalties and the failure to pay for all the off the clock work.

Additionally, Plaintiff alleges that Defendant failed to provide accurate wage statements to him, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Plaintiff and the Aggrieved Employees were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the proper overtime, minimum and meal and rest break premium wages earned. The wage statements violated section 226(a) because, for example, they did not list the total

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hours worked by Plaintiff since they did not include off the clock time that was not recorded by Defendant's timekeeping system.

Further, Defendant failed to include all non-discretionary incentive wages into Plaintiff's regular rate for purposes of calculating Plaintiff's correct overtime and sick pay rate during certain pay periods in violation of Cal. Lab. Code Sections 246, 510, and 512. For example, Plaintiff's wage statements show that Defendant paid Plaintiff non-discretionary incentive wages, including but not limited to, "**Additional Incentive**" and "**Local Sales Commission**" during the PAGA Period and during pay periods where Plaintiff also worked overtime. However, Defendant failed to include these wages into Plaintiff's regular rate and as a result Defendant underpaid Plaintiff overtime wages during those pay periods. See **Exhibit #1**, which are true and correct copies of Plaintiff's payroll records dated May 2, 2025 and May 15, 2025, respectively, which show overtime being worked during the same pay period when Plaintiff earned a \$3,000 "**Additional Incentive**" payment and \$830 "**Local Sales Commission**" payment, without these non-discretionary payments being factored into Plaintiff's regular rate for purposes of calculating his correct overtime rate during that pay period.

Plaintiff also has not been sufficiently reimbursed for business related expenses that he incurred as a result of his job duties for Defendant in violation of Cal. Lab. Code Section 2802. Plaintiff used his personal cell phone from time to time to communicate with his manager and also used his cell phone for work-related purposes when the Internet went out. Plaintiff also paid for Internet expenses and for power/electricity since he worked remotely from his residence. While Plaintiff from time to time received a Remote Work Payment and/or Remote Work Reimbursement, the amounts received by Plaintiff were minimal and not enough to cover the reasonable expenses he incurred for the benefit of Defendant.

Defendant also failed to pay all wages and premiums owed to Plaintiff and Aggrieved Employees during their employment and also failed to timely pay those amounts due and earned to departing employees upon separation of employment in violation of California Labor Code Sections 201-204. Defendant also failed to pay the waiting time penalties owed to Plaintiff and other Aggrieved Employees that stemmed from the non-payment of wages and premiums owed based on the allegations above.

This notice is provided to enable Plaintiff to proceed with a Complaint against Defendant as authorized by California Labor Code section 2699. The lawsuit will consist of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

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If you have any questions or concerns, please do not hesitate to contact me at the above number and email address.

Respectfully,

/s/ Ricardo Ehmann

Ricardo R. Ehmann, Esq.

EXHIBIT 1

Yelp Inc. 350 Mission Street 10th Floor San Francisco, CA 94105 (415) 908-3801
Leonardo Cuervo

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Leonardo Cuervo	Yelp Inc.		04/13/2025	04/26/2025	05/02/2025	

	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	1,546.89	51.41	290.52	4.00	1,200.96
YTD	16,606.93	543.28	3,670.78	-380.00	12,772.87

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
Regular	04/13/2025 - 04/19/2025	40.00	18.75	750.00		Social Security	101.17	1,074.14
Regular	04/20/2025 - 04/26/2025	39.00	18.75	731.25	12,133.32	Medicare	23.66	251.21
Overtime	04/13/2025 - 04/19/2025	1.42	28.13	39.85		Federal Withholding	111.85	1,643.97
Overtime	04/20/2025 - 04/26/2025	0.25	28.16	7.04	225.65	State Tax - CA	34.26	493.56
Sick (Wellness)	04/20/2025 - 04/26/2025	1.00	18.75	18.75	626.65	CA VDI - CAVDI	19.58	207.90
Local Sales Commission					3,390.00			
Overtime Adjustment					16.35			
Additional Reg					21.06			
PTO					193.90			
Earnings				1,546.89	16,606.93	Employee Taxes	290.52	3,670.78

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
401K	46.41	498.28	Pet Insurance	4.00	20.00
Dental Insurance	5.00	45.00	Remote Work Reimbursement		-400.00
Pre Tax Deductions	51.41	543.28	Post Tax Deductions	4.00	-380.00

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
401(k) Match	23.20	204.31	OASDI - Taxable Wages	1,631.89	17,324.91
Caregiver Reimbursement	90.00	373.00	Medicare - Taxable Wages	1,631.89	17,324.91
ER paid Benefits	17.65	158.79	Federal Withholding - Taxable Wages	1,585.48	16,826.63
Wellness Reimbursement		389.98	State Tax Taxable Wages - CA	1,585.48	16,826.63
Employer Paid Benefits	130.85	1,126.08			

	Federal	State	Time Off Balances Excluding Pending Time Off			
Marital Status		Single or Married (with two or more incomes)	Description	Accrued	Reduced	Available
Allowances			Floating Holiday (U.S. and CAN)	0.00	0.00	16.00
Additional Withholding			PTO	4.62	0.00	46.52
			Wellness	0.00	1.00	21.40

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
Axos Bank				1,200.96 USD

Yelp Inc. 350 Mission Street 10th Floor San Francisco, CA 94105 (415) 908-3801
Leonardo Cuervo

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Leonardo Cuervo	Yelp Inc.		04/01/2025	04/30/2025	05/15/2025	

	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
Current	3,870.11	116.11	1,416.15	0.00	2,337.85
YTD	20,477.04	659.39	5,086.93	-380.00	15,110.72

Earnings						Employee Taxes		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
Total Hours Worked	04/01/2025 - 04/30/2025	167.15		0.00	0.00	Social Security	239.95	1,314.09
Additional Incentive	04/01/2025 - 04/30/2025			3,000.00	3,000.00	Medicare	56.12	307.33
Local Sales Commission	04/01/2025 - 04/30/2025			830.00	4,220.00	Federal Withholding	825.88	2,469.85
Overtime Adjustment	04/01/2025 - 04/30/2025	3.50	11.46	40.11	56.46	State Tax - CA	247.76	741.32
Regular					12,133.32	CA VDI - CAVDI	46.44	254.34
Overtime					225.65			
Additional Reg					21.06			
PTO					193.90			
Sick (Wellness)					626.65			
Earnings				3,870.11	20,477.04	Employee Taxes	1,416.15	5,086.93

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
401K	116.11	614.39	Pet Insurance		20.00
Dental Insurance		45.00	Remote Work Reimbursement		-400.00
Pre Tax Deductions	116.11	659.39	Post Tax Deductions	0.00	-380.00

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
401(k) Match	58.06	262.37	OASDI - Taxable Wages	3,870.11	21,195.02
Caregiver Reimbursement		373.00	Medicare - Taxable Wages	3,870.11	21,195.02
ER paid Benefits		158.79	Federal Withholding - Taxable Wages	3,754.00	20,580.63
Wellness Reimbursement		389.98	State Tax Taxable Wages - CA	3,754.00	20,580.63
Employer Paid Benefits	58.06	1,184.14			

	Federal	State	Time Off Balances Excluding Pending Time Off			
Marital Status		Single or Married (with two or more incomes)	Description	Accrued	Reduced	Available
Allowances			Floating Holiday (U.S. and CAN)	0.00	0.00	16.00
Additional Withholding			PTO	9.24	0.00	51.14
			Wellness	0.00	11.60	21.40

Payment Information				
Bank	Account Name	Account Number	USD Amount	Amount
Axos Bank				2,337.85 USD